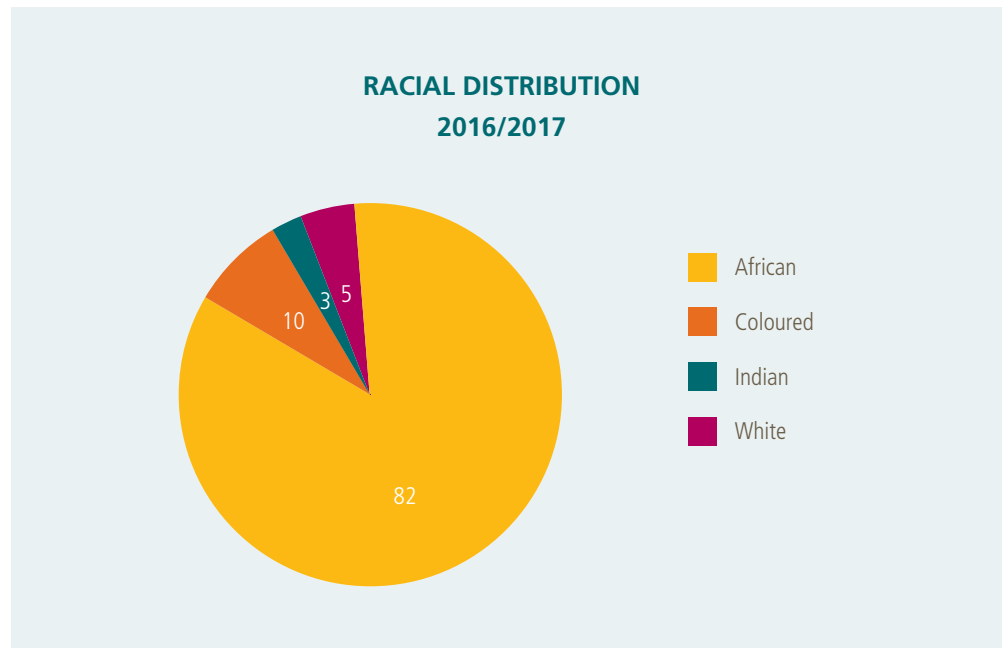


## Racial Split and Key Gender Distribution, as well as the Gap Analyses In-line with Employee Assistance Programme (EAP) Targets as at end June 2017

The overall analyses in terms of race and gender distribution indicate that the non-designated group, referring to whites and females, are under-represented. The imbalance identified is due to the technical environment, that consists mainly of semi-skilled and unskilled levels, being occupied by the designated groups, referring to blacks. These anomalies are incorporated in the EE Corrective Measure Plan to actively target under-representation in certain occupational levels. HRM, in conjunction with the EE Committee and leadership, will implement initiatives to attract, develop and retain women in certain positions that are not of a technical nature. The ultimate aim is to ensure an all-inclusive gender-appreciative culture conducive to transformation.



The graph above specifies the over-representation of blacks and the under-representation of whites by 11%. Preference will be given to suitably qualify white females through the talent acquisition process.

Overall Racial	Racial Split			
	A	C	I	W
Actual	82%	9%	3%	5%
Target	78%	4%	2%	16%
Gaps	4%	5%	1%	-11%