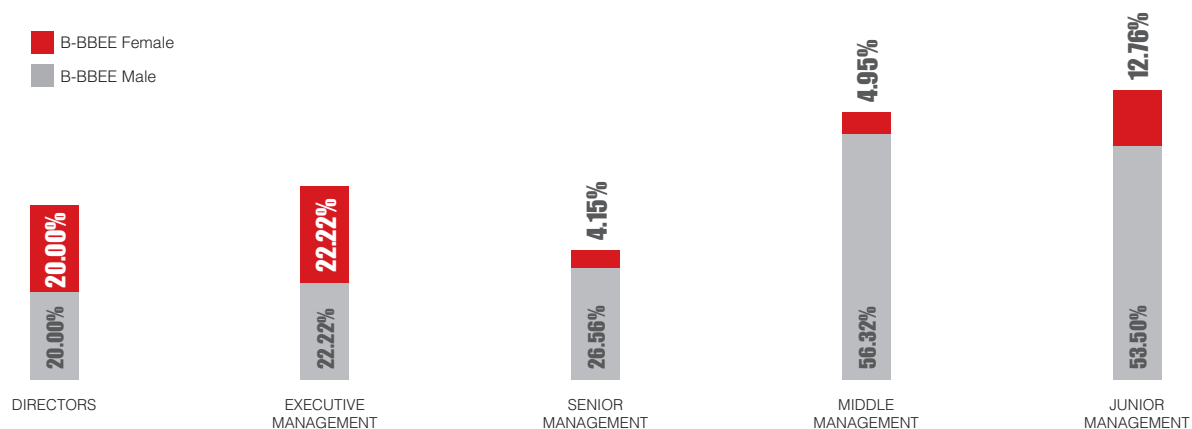


## Broad-Based Black Economic Empowerment

Super Group has embraced the concept of Broad-Based Black Economic Empowerment ("B-BBEE") and as such developed a corporate policy framework that incorporates all of its interventions.

On 1 October 2012, the shareholders of Super Group approved a B-BBEE Scheme for the Black (as defined by the Black Economic Empowerment ("BEE") Act) staff. The Group has empowered its South African operations by allocating an effective 10.04% ownership of the South African operations to the Black South African Super Group employees. Super Group Holdings, the holding company for the Group's South African operations, received a Level 3 B-BBEE Contributor status for the year ended 30 June 2016.

B-BBEE gender representation for management (South Africa):



The South African Operations spent 0.67% (2015: 3.75%) profit after taxation on Enterprise Development and supplier development.

## Skills development

The Group has embarked on extensive skills development initiatives which include Learnership, Apprenticeship and Management Development Programmes. These programmes focus on the up-skilling of staff in order to increase productivity and know-how in the business and have been a major priority for the past two years and will be for the next three years. In line with the Group's B-BBEE strategy, 56 unemployed Black learners as well as 10 disabled Black ladies were recruited to participate in learnership programmes this past year and we expect that these learners will be absorbed into the business. During the financial year ended 30 June 2016, 33% (2015: 25%) of Super Group's staff received training. A significant part of the training was Learnerships in Business Practice, Freight Handling, Call Centre and Professional Driving courses and programmes. The vast majority of learners were Black people mirroring the Economic Active Population demographics in line with the Group's B-BBEE strategy.

The value of goods and services from suppliers who are accredited B-BBEE Level 3 Contributors and better was 70.1% (2015: 69.9%) of the Group's total spend.

The Group will continue to develop and promote Black staff through its development programmes and on-the-job training. The Group recognises that there is strength in diversity and that this will contribute towards a successful organisation in the future.

## Health and safety

### Employee health and wellness

The Group has a comprehensive Health and Wellness Policy that is available to all employees on the Group's Intranet as well as included in each new employee's starter pack.

The policy addresses life-threatening diseases which include, but are not limited to, AIDS, cancer, chronic obstructive airways disease, heart disease and tuberculosis. The policy provides comprehensive background information about HIV and AIDS and some of the key issues covered include:

- Confidentiality of medical information and employee privacy.
- Voluntary testing with counselling.
- Non-discrimination.
- Support for ill employees.
- The employees' duty to report to their manager when they are not well enough to perform their duties and may endanger their colleagues.
- Managers' duties and responsibilities to ill employees.
- Health education.

The Group hosts wellness days for its employees at various sites. The Supply Chain Division also participates in the Trucking Wellness programme which is a Road Freight Association project where mobile clinics focus on the wellbeing of the truck drivers and support staff and the message of wellness and information about HIV and AIDS is given.