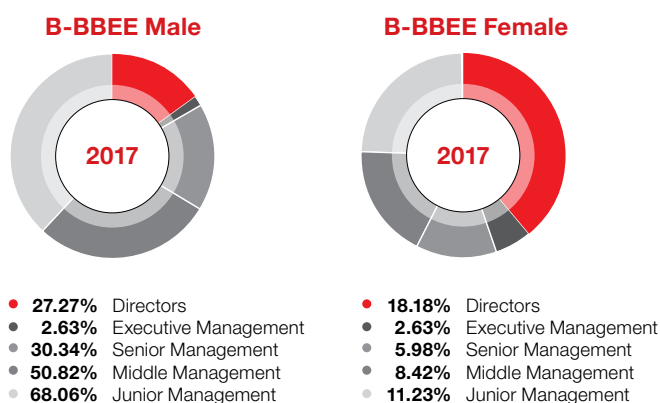


## BROAD-BASED BLACK ECONOMIC EMPOWERMENT

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 2 B-BBEE Contributor status for the year ended 30 June 2017.

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



The South African operations spent 1.59% (2016: 0.67%) 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 upskilling of staff as well as unemployed learners 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.

The Group's Skills Development strategy, a sub-component of the Group's B-BBEE strategy covered various skills development initiatives over the reporting period, including but not limited to Learnerships, Apprenticeships and Internships for both employed learners and unemployed learners. In the interest of diversity, the Group's Skills Development strategy included both able-bodied and disabled learners mirroring the Economic Active Population demographics of the country participated in skills development programmes.

During the financial year ended 30 June 2017, 23% (2016: 33%) of Super Group's staff received training. Training programmes included, amongst others, the following – Automotive Apprenticeships, Learnerships in Business Practice, Freight Handling, Call Centre and Professional Driving courses and programmes. Twenty-five unemployed Black learners as well as 10 disabled Black ladies were recruited to participate in learnership programmes this past year and we expect that most of these learners would be absorbed into the business upon completion of their respective training programmes. During the financial year ended 30 June 2017, the Group invested more than 5% of its payroll cost on staff skills development.

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.

The value of goods and services from suppliers who are accredited B-BBEE Level 3 Contributors and better was 51.5% (2016: 70.1%) of the Group's total spend.

## 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.