

# Our BBBEE journey map

2016/2017

BBBEE Status  
Level 8

2017/2018

BBBEE Achieved  
Level 4  
July 2017

2018/2019

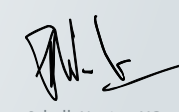
BBBEE Target  
Level 4  
July 2018

2019/2020

LEVEL  
CONTRIBUTOR  
TARGET 3

2016/2017	2017/2018	2018/2019
<p>AfroX's score is linked to the black empowerment sale of now JSE listed, Life Healthcare previously known as AfroX Healthcare.</p> <p><b>1. Ownership</b> 22.05/25</p>	<p>This score can fluctuate depending on the future economic performance of Life Healthcare.</p> <p><b>1. Ownership</b> 22.05/25</p>	<p>AfroX continues to review options for viable Broad-Based Black Economic Empowerment opportunities.</p> <p><b>1. Ownership</b> 22.05/25</p>
<p>In the process of finalising a new Employment Equity (EE) Plan that will see recruitment at all management levels targeted at improving Black female representation. To support our EE Plan, any external recruitment of employees other than Black persons are signed off by Head of Human Resources and the executive head of the department concerned. Succession planning has incorporated EE as a major consideration.</p> <p><b>2. Management Control</b> 8.14/19</p>	<p>Board participation improvement targeting Black female and male board members. We have 25 people with disability employment opportunities as of 1 September 2016. The plan is to incrementally grow this number for the next five years.</p> <p><b>2. Management Control</b> 9.59/19</p>	<p>Disability Awareness and declaration drive will be supported by a comprehensive management of Disability plan incorporating education, environmental audits and inclusion plans. Regional Employment Equity and Skills Development Committees have been capacitated for effectiveness in their roles as committee members.</p> <p><b>2. Management Control</b> 9.59/19</p>
<p>The Black Skills Development spend for 2016 was approximately R31 million, of which R17m was on apprenticeships, learnerships, graduates, bursaries and intern programmes and tertiary assistance benefitting 204 people.</p> <p><b>3. Skills Development</b> 13.24/20</p>	<p>Skills Development Programmes to develop our talent pipeline and competence to incrementally support our Employment Equity Plan and measures.</p> <p><b>3. Skills Development</b> 18/20</p>	<p>AfroX currently offers skills development via Bursaries; Tertiary assistance; Graduate programmes; External learnerships; Apprenticeships; RPL; AET; Internal management training; Skills development training; Wholesale and retail learnerships; Learnerships aimed at PwD; Information systems internships; and CIMA.</p> <p><b>3. Skills Development</b> 18/20</p>
<p>Focused on Enterprise and Supplier Development in particular Supplier Development and Preferential Procurement. Held Black Owned (BO) &amp; Black Woman-Owned (BWO) businesses Supplier Day in July 2016 in collaboration with South African Supplier Development Council. More business opportunities were identified for BO &amp; BWO suppliers. Workshop space given to Supplier Development beneficiary at Germiston factory. Germiston &amp; Pretoria unused offices and workshop space given to BO &amp; BWO beneficiaries. Assisted two suppliers in purchasing vehicles built to specifications that will allow ease of doing business with AfroX.</p> <p><b>4. Enterprise and Supplier Development</b> 15.29/40</p>	<p>AfroX has entered in to a 12-18 month ESD partnership programme with LEAP to support our Suppliers and Enterprises on various aspects that will grow and sustain their businesses. Targets have been set to increase procurement spend on BO, BWO and Designated Group enterprises. To enable this, AfroX will split third party work into smaller contracts and continue investing in existing Supplier Development.</p> <p><b>4. Enterprise and Supplier Development</b> 26.16/40</p>	<p>AfroX has partnered with Supply Chain Network (SCNET) to access 42 000 suppliers, most of which are Black Owned (BO) &amp; Black Woman-Owned (BWO) and also with South Africa Supplier Diversity Council (SASDC) with &gt; 200 certified BO and BWO suppliers. Appointed procurement resource to improve interface with business and SASDC and SCNET. Realigned procurement to target 51% Black Owned and 30% Black Woman-Owned suppliers.</p> <p><b>4. Enterprise and Supplier Development</b> 25/40</p>
<p>AfroX's social investment is in three focus areas and focuses strategically on our core business: Education, specifically developing and supporting technical skills acquisition; Supporting early-childhood development programmes by providing the LPG for their feeding schemes; and our corporate volunteering programme. AfroX donates at least 1% of the previous year's net profit after taxable earnings to social development initiatives. AfroX will continue with its current successful commitment to Socio Economic Development in South Africa.</p> <p><b>5. Socio-economic Development</b> 4.15/5</p>	<p>AfroX continued with the upliftment of welding capability and focused mainly on the informal sector in 2016. Partnered with Scaw Metals to set up the welding section of their production school; identified synergies with Scaw in terms of their programme for People with Disabilities and other technical skills development initiatives; partnered with LIV, a village focused on placing orphaned and vulnerable children in a family to set up the Welding training school in Durban; the Pop Up Welding Centre in Pretoria was officially opened; awarded bursaries to learners for qualifications with South African Institute of Welders; and bursaries awarded to 138 children of employees.</p> <p><b>5. Socio-economic Development</b> 5/5</p>	<p>Early Childhood Development centres battle with inadequate infrastructure, equipment and supplies, and inadequate health and safety measures. Most of these centres offer meals, both breakfast and lunch; in many cases these are the only meals the children receive in a day. AfroX donates LPG for cooking. Nationally 40+ crèches and feeding schemes benefit, feeding over 30 000 children, their families and other destitute people.</p> <p><b>5. Socio-economic Development</b> 5/5</p>

It is African Oxygen Limited's intention to regain its 2015/16 Level 3 status under the new Broad-Based Black Economic Empowerment (BBBEE) Codes by the 2019/2020 certification review. To achieve this we have created a dedicated structure of investments in training, procurement, enterprise and supplier development and management control to be met year-on-year. This programme, which started in 2016, is monitored and benchmarked against the new BBBEE Codes on a monthly basis to ensure AfroX will meet its ambitious target of once again being an added value 110% contributor to our customers' BBBEE scorecards. In the interests of transparency and our commitment to the Government's BBBEE initiative, AfroX is pleased to present this at-a-glance guide to what our BBBEE programme of investments entails.



Schalk Venter, MD