



QUALITY MANAGEMENT SYSTEM

EMPLOYMENT EQUITY PLAN - POLICY

1. INTRODUCTION

ASW Engineering has a proven track record for customer satisfaction. Our business is built on supplying quality products i.e. industrial pumps, compressors and vacuum pumps, lubrication and hydraulics, water treatment and spares and service that the client requires and our on time deliveries have become a benchmark for our competitors. Before accepting an order, our engineers will always advise the best system or component. This advice will be either in-house or from overseas expertise.

ASW Engineering has built a wealth of experience and expertise. This is used for problem solving in a variety of fields. All our staff have sound product knowledge.

We recognise the necessity of developing people from previously disadvantaged situations and have done so on an informal basis for many years.

As the company grows in line with predictions, ASW Engineering (Pty) Ltd acknowledges that a formal programme of development is essential to comply with and contribute towards the government strategy and objectives for empowering the previously disadvantaged society, and the transformation of our economy into that which provides for equal opportunities across the spectrum of society and business.

Implementing our plan for black empowerment we intend to provide an opportunity for previously disadvantaged personnel to grow into management.

2. POLICY

We at ASW Engineering (Pty) Ltd are constantly striving to align our strategies in a manner that positions us as a company that is truly and proudly South African.

As such we take cognizance of the South African legislative and socio-economic landscape and hereby declare our sincere commitment to comply with the aforementioned, and the government strategy and objectives towards empowering the previously disadvantaged society.

In order to correct imbalances of past discriminatory practices and placements of managerial positions within the previously disadvantaged group, ASW Engineering (Pty) Ltd ensures that equal opportunities exist for all employees within our organization, and that our training and development programmes provide for the development and advancement of our previously disadvantaged employees.



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3. OBJECTIVES

The objectives of the Company's Employment Equity Plan are:

- To address the Company's employee demographics vis-à-vis the objectives of the Employment Equity Act;
- To set achievable numerical targets that are aligned to the Company's operational requirements;
- To be used as a tool in assisting management to realize their divisional employment equity goals;
- To be used for the purpose of succession planning, career pathing and training and development of all employees;
- To ensure that the annual targets of the Employment Equity Plan are incorporated into the Company's Business Plan;

A: Direct empowerment

Empowering black persons into strategic positions of leadership and decision-making with the assumption of real input and risk.

B: Human resources development and employment equity

Development of employees and employment equity. Comply with the Employment Equity Act to bring about an equitable representation of black persons in all occupations at all levels into the company.

C: Indirect empowerment (preferential procurement)

Commitment to purchasing from known black owned organizations is an effective way of driving black empowerment as this provides emerging black enterprises with opportunities to expand.

4. PLAN

Equity ownership:	We have achieved a 51% black shareholder ship and is a B-BBEE Status: Level Two (2) contributor.
Management:	25 % black persons in senior management by June 2022
Employment equity:	Development and empowerment of staff by formally managed and documented "On The Job Training" and relevant recognized external programmes thereby, providing the groundwork for education, training, motivation and promotion.
Skills development:	Provide skills development expenditure as a 3% proportion of total payroll.
Preferential procurement:	Purchase from black owned and empowered enterprises as a 50% proportion of total procurement by end 2022 and 80% by end 2022.