

B-BBEE

BROAD-BASED BLACK ECONOMIC EMPOWERMENT



PEOPLE PLANET PROGRESS

www.kaytech.co.za

Why B-BBEE? What's it all about?

Broad-Based Black Economic Empowerment (B-BBEE) aims at substantially increasing black participation at all levels in the South African economy. The purpose of this code is to address the imbalances of the past by transferring more ownership, management and control of South Africa's financial and economic resources to the majority of its citizens. It also focuses on broadening and improving meaningful black participation in the economy.

What is Kaytech's commitment?

Kaytech views B-BBEE as the "cog" behind the broader, transformation "machine" in South Africa; contributing to the growth, development and stability of the economy and enabling the country to reach its full economic potential.

As such, in 2008 Kaytech embarked on a progressive B-BBEE journey, proceeding from a non-compliant contributor to a level 3 contributor over a four year period.

Kaytech continues to make B-BBEE an integral part of their everyday business by implementing a multi-faceted, broad based and integrated approach to B-BBEE. Kaytech's B-BBEE Strategy embraces the view that transformation and overall business strategy go hand-in-hand. Their goal is to achieve the highest rating by supporting the correct initiatives, but for the right reasons.

How does Kaytech contribute?

Over and above Kaytech's specific B-BBEE initiatives, they also contribute on an ongoing basis.

Social Initiatives:

Kaytech's manufacturing operations are based in Atlantis in the Western Cape. Therefore they chose to support a local charity, namely **Orion Organisation**, an association for the physically and mentally handicapped.

Accredited CPD courses in Geosynthetics have been offered free of charge to universities and emerging contractors. Kaytech also provides extensive on-the-job training by qualified technical staff and engineers.



Employee Training & Development:

Kaytech strongly believes in the empowerment and upliftment of their own employees. Succession planning and internal promotion is a key element in their approach, and therefore training and development forms a pivotal role in a successful B-BBEE strategy.

Assistance to black owned QSEs and EMEs:

Specialised transport consultancy skills are made available to Kaytech's black owned QSE/EME transporters. The benefits reaped by both the transporters and Kaytech make it a win-win arrangement.

The Kaytech B-BBEE Journey

2016 & BEYOND Amended B-BBEE codes were made effective on 1 May 2015. Kaytech has embraced these changes and been proactive in its reaction to them. Their first audit under the revised codes will be in December 2015 and in spite of the increased intricacy of these codes, they anticipate a level 5 rating. Kaytech has a target to achieve level 4 by the end of 2016 and will thereafter strive for continuous annual improvement and progress. This will be achieved through their cohesive approach to business and B-BBEE.

2012 15% Broad-Based Ownership deal with the Kaytech Empowerment Trust. The trust's objective is to provide financial assistance to Learner Beneficiaries and Charitable organisations.

2010 First round of in-house learnerships for existing employees implemented. Kaytech has since run these learnerships on an annual basis, focussing on core skills required within the business.

**OUR
JOURNEY
BEGINS...**

**2009
LEVEL 6**

Suppliers can claim R0.6 for every Rand spent with Kaytech

**2010
LEVEL 5**

Suppliers can claim R0.8 for every R1 spent with Kaytech

**2012
LEVEL 3**

Suppliers can claim R1.1 for every R1 spent with Kaytech

**2015
LEVEL 3**

This means that 110% of all expenditure with Kaytech will count as B-BBEE spend.

2015 – Kaytech joined forces with the Atlantis Industrial Initiative who, in conjunction with Stellenbosch University, have rolled out a “Hope at Atlantis Project”. This project aims to tutor scholars in the under-developed community of Atlantis and promote their access to University.

Kaytech rolled out their first in-house training programme for unemployed learners. These programmes not only boost the skills and education of unemployed learners but also strengthen the skills pool from which Kaytech ultimately employs. This process aims to promote a meaningful employer-employee relationship.

2009 Enterprise Development arrangement with a 100% black owned transport provider – interest free, unsecured loan provided for the purchase of an additional vehicle.

**2008
LEVEL 9
Non-Compliant**

**2016
AND
BEYOND**