

Old Mutual Limited Employment Equity Report

The table below sets out the staff profile of the company, across the different race groups (African, Coloured, Indian and White) as at 31 December 2019 for the 2020 Employment Equity reporting period. The employment equity data formed part of the annual declaration to the Department of Labour and in compliance with Section 21 of the Employment Equity Act 55 of 1998, as amended.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	1	–	4	3	–	1	1	1	–	13
Senior management	109	94	107	351	108	91	85	163	36	8	1,152
Professionally qualified and experienced specialists and mid-management	460	454	255	507	475	544	192	514	41	22	3,464
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2,442	1,119	255	634	4,673	1,597	292	681	25	23	11,741
Semi-skilled and discretionary decision making	1,005	470	53	25	2,210	929	86	145	6	2	4,931
Unskilled and defined decision making	11	8	–	–	32	7	–	–	–	–	58
Total permanent	4,029	2,146	670	1,521	7,501	3,168	656	1,504	109	55	21,359
Temporary employees	20	31	3	7	43	43	3	7	–	1	158
Grand total	4,049	2,177	673	1,528	7,544	3,211	659	1,511	109	56	21,517

The table below indicates the total number of employees with disabilities at the various occupational levels

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	–	–	–	–	–	–	–	–	–	–	–
Senior management	–	3	1	2	–	1	2	2	1	–	12
Professionally qualified and experienced specialists and mid-management	2	3	3	9	4	17	1	17	–	–	56
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	30	4	6	33	46	4	23	–	–	156
Semi-skilled and discretionary decision making	35	14	2	1	57	17	6	3	1	–	136
Unskilled and defined decision making	1	–	–	–	1	–	–	–	–	–	2
Total permanent	48	50	10	18	95	81	13	45	2	–	362
Temporary employees	–	–	–	–	–	–	–	–	–	–	–
Grand total	48	50	10	18	95	81	13	45	2	–	362