

# 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 2020 for the 2021 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.

## 1. WORKFORCE PROFILE

- 1.1. Please report the total number of **employees** (including employees with disabilities) in each of the following occupational levels:  
Note: A = Africans, C = Coloureds, I = Indians and W = Whites

Occupational levels	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	1	–	4	2	–	1	2	1	–	13
Senior management	109	96	106	303	115	95	83	144	30	10	1,091
Professionally qualified and experienced specialists and mid-management	451	418	221	403	475	516	183	464	32	20	3,183
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2,398	1,083	248	564	4,827	1,702	314	658	24	18	11,836
Semi-skilled and discretionary decision-making	716	343	32	62	1,781	637	39	53	5	8	3,676
Unskilled and defined decision making	3	2	–	–	3	1	–	–	–	–	9
<b>Total permanent</b>	3,679	1,943	607	1,336	7,203	2,951	620	1,321	92	56	19,808
Temporary employees	80	95	12	21	138	142	12	22	3	–	525
<b>Grand total</b>	3,759	2,038	619	1,357	7,341	3,093	632	1,343	95	56	20,333

- 1.2. Please report the total number of **employees with disabilities only** in each of the following occupational levels:  
Note: A = Africans, C = Coloureds, I = Indians and W = Whites

Occupational levels	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	–	–	–	–	–	–	–	–	–	–	–
Senior management	–	3	3	7	–	3	2	1	1	–	20
Professionally qualified and experienced specialists and mid-management	4	5	4	8	8	15	4	15	–	–	63
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	11	30	4	10	22	50	5	21	–	–	153
Semi-skilled and discretionary decision-making	5	11	–	1	27	16	3	2	–	–	65
Unskilled and defined decision making	–	–	–	–	1	–	–	–	–	–	1
<b>Total permanent</b>	20	49	11	26	58	84	14	39	1	–	302
Temporary employees	–	–	–	–	–	–	–	–	–	–	–
<b>Grand total</b>	20	49	11	26	58	84	14	39	1	–	302