

Old Mutual Limited Employment Equity Report (extract)

The table below sets out the staff profile of the company, across the different race groups (African, Coloured, Indian and White) as at 31 August 2022 for the 2021/2022 Employment Equity reporting period. This 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	3	1	1	4	2	1	3	5	1	0	21
Senior management	130	121	134	301	136	128	97	144	40	25	1 256
Professionally qualified and experienced specialists and mid-management	504	458	220	376	563	534	198	423	44	24	3 344
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 434	1 047	274	506	4 911	1 646	288	574	60	94	11 834
Semi-skilled and discretionary decision making	524	280	15	9	1 466	557	26	37	10	35	2 959
Unskilled and defined decision making	3	4	0	0	20	7	0	0	0	0	34
Total permanent	3 598	1 911	644	1 196	7 098	2 873	612	1 183	155	178	19 448
Temporary employees	95	89	7	17	213	136	11	36	16	24	644
Grand total	3 693	2 000	651	1 213	7 311	3 009	623	1 219	171	202	20 092

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	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	3	2	6	2	6	4	6	0	0	31
Professionally qualified and experienced specialists and mid-management	6	9	5	8	9	15	3	17	1	0	73
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	25	2	10	28	48	7	27	0	0	163
Semi-skilled and discretionary decision making	12	8	0	4	32	12	1	0	0	0	69
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
Total permanent	36	45	9	28	72	81	15	50	1	0	337
Temporary employees	0	1	0	1	0	1	0	1	0	0	4
Grand total	36	46	9	29	72	82	15	51	1	0	341