

Update on 2007 sustainability targets

Section	Assertion/Targets	Update	page
BBBEE	Ongoing BBBEE ratings of subsidiaries and group companies	All group companies and subsidiaries have been set BBBEE targets in line with Vision 2012. Performance measured and evaluated against these targets monthly at Altech, Bytes and Powertech.	65
	Increase in preferential procurement and enterprise development	This is a key priority of Vision 2012 which is being driven in all group companies. Group-wide results indicate an increase in both areas, with all eight Bytes companies outperforming the group average. At Altech seven companies outperformed the group average with three companies facing challenges to reach group targets.	57 – 58, 65, 68 – 69
Human Resources	Increase the number of black people in senior management positions	Bytes increased its black management numbers by 4.36% during the year from 26.26% in 2006 to 30.65% in 2007. At Altech two companies outperformed the group average with eight companies facing challenges to reach group targets.	61 – 62
	Increased spend on development of priority skills as identified and required in the various businesses and a national level, as required by the codes	Altech has granted bursaries to black candidates in BSc Electronics and Computer Science, both of which are critical skills to the industry, the business and on a national level. The company implemented plans to increase its learnership programme for black people. The newly formed Altech Academy will be hugely instrumental in increasing internal employee development and training for critical skills with an overall increase of 15% on skills development spend. Bytes has an extensive disabled learnership training programme, the numbers for which increased further in 2007. Powertech has a number of Training programmes to upskill historically disadvantaged individuals (HDIs) in the critical skills of engineering, electrical design and winders.	59 – 60, 63
	The formalisation and implementation of performance and career development review systems, where these are not as yet in place	Aberdare's performance management system and succession planning system are in place and are conducted bi-annually. They form part of Aberdare's overall human capital development strategy and also form an important component of Aberdare's retention strategy. All results are reported on and analysed at the highest levels. The on-time and in-full completion of these two systems are part of every manager's human capital measures. A talent management programme, including an accelerated leadership development programme has been established to ensure Altech grows the depth of its talent pool throughout the group and to build additional capacity for technical as well as leadership skills.	60, 67
	Increasing the number of quantitative human resources performance indicators	HR performance indicators have been added to measure the following issues: <ul style="list-style-type: none"> • Skills development spend according to the dti CoGP on BBBEE • Skills development – learnerships as a percentage of total headcount according to the dti CoGP on BBBEE • Employment Equity Scorecards according to the dti CoGP on BBBEE • CSI/SED Scorecards according to the dti CoGP on BBBEE • LTO (Labour Turnover) • Recruitment turnaround time in terms of filling vacancies and achieving EE Targets • HR Index – Ratings per operation according to audit findings Compliance in terms of statutory reporting (employment equity/skills development).	59
Corporate Social Investment	Altron aims to develop a more comprehensive database for capturing the CSI spend in all our various operations for reporting purposes going forward	The new Everest system has been implemented and Trialogue captured all the data into this system for the 2007 Social Report. Updating of the system will occur annually.	66 – 68

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Health and Safety: Certification	Plans are under way at Aberdare to obtain certification at the Stanford Road, Pietermaritzburg and Gauteng operations	Aberdare is in the process of developing the management systems for ISO 18001 at Stanford Road and Pietermaritzburg (target date for certification being June 2009), and ISO 14001 at the Gauteng operation (target date being March 2009).	74
	At Powertech Batteries, implementation of ISO 18001 will commence in the 2 nd half of 2007	This did not commence due to a five-month industrial action strike. To commence in 2008.	80
	DPM's Cape Town operation is scheduled for an ISO 18001 certification audit in May 2007	DPM's Cape Town operation has obtained ISO 18001 certification. To receive SABS certificate on 22 May 2008.	74, 80
Health and Safety: HIV/Aids	Make investments where the greatest reduction in infection can be gained	Working in conjunction with Aurum Institute of Health Research, a not-for-profit public benefit organisation that conducts research and supports companies in assessing and mitigating the impact of HIV/Aids, Altron has developed a phased approach to managing this impact, that will consist of both a study of the actual prevalence and impact of HIV and Aids on its business, and assessing the effect of HIV on key suppliers and market groups. This project commenced in March 2007 and Altron has reported on the preliminary results of this assessment in this report.	82 – 83
	Implement the most effective interventions	As above.	82 – 83
	Focus our available resources such as CSI on HIV/Aids, particularly where it affects our markets, future employees and potential suppliers	Various CSI projects benefit people suffering from the effects of HIV/Aids. Interventions are not exclusively focused on the market environment.	66, 67, 83
	Provide guidance at Altron group level to operations in terms of policy and practices for addressing HIV/Aids	The current study in partnership with Aurum Institute will result in guiding policy.	82 – 83
Health and Safety: General	The formulation and implementation of a group level health and safety policy to provide guidance and ensure uniformity	Group level SHE policy not yet in place. Policies at the operational level have been formulated and put in place.	80
	Pursue ISO 18001 certification of operations, specifically Aberdare Cables, Powertech Batteries and DPM Booyens	This is being pursued in all of these operations. Some of the divisions received accreditation during the year and those outstanding are due for completion in 2009.	80
	Report results of HIV/Aids prevalence study across the group, as well as its key suppliers and market groups	The Aurum Institute assessment and preliminary findings have been disclosed in this report.	82 – 83
Environment: Certification	Altech UEC aims to have its operations ISO 14001 certified during 2007	Altech UEC is currently in the process of updating the system to become ISO 14001 compliant.	70 – 71, 74
	Certification of Altech NamITech's Linbro Park site is in progress, with certification due by January 2008	The Linbro Park facility was recertified as ISO 9001/2000 compliant in December 2007.	70 – 71, 74
	Aberdare's Gauteng operations will be ISO 14001 certified in July 2007	This was deferred to March 2009.	70 – 71, 74
Environment: Performance	Continue to pursue ISO certification of operations	Various operations have been pursuing and achieving various ISO certifications during the year.	70 – 71, 74
	Develop a position paper regarding the group's response to the challenges of climate change	Climate change position paper adopted in the first quarter of 2008.	71
	Pursue emission reduction targets in operations, where applicable	This is being carried out in various operations and departments.	75 – 77, 86, 88
	Explore collaborations with suppliers and business partners around recycling	This is being carried out at specific operations and departments.	79, 87