



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.

This form contains the format for employment equity reporting by designated employers to the Department of Employment and Labour.

WHO COMPLETES THIS FORM?

All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.

SEND TO:

Employment Equity Registry
 The Department of Employment and Labour
 Private Bag X117
 Pretoria 0001

Online Reporting:
www.labour.gov.za
 Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	FIRSTRAND LIMITED
DTI registration name	FIRSTRAND
DTI registration number	1929/001225/06
PAYE/SARS number	9150201714
UIF reference number	U020735900
EE reference number	3260
Seta classification	BANKING SECTOR
Industry/Sector	FINANCIAL AND INSURANCE ACTIVITIES
Industry Sub Sector	Financial service activities, except insurance and pension funding
Bargaining Council	Other
Telephone number	0112824113
Postal address	PO Box 786273 SANDTON
City/Town	SANDTON
Postal code	2146
Province	GAUTENG
Physical address	4th Floor 4 Merchant place SANDTON
City/Town	SANDTON
Postal code	2146
Province	GAUTENG
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Alan Pullinger
Telephone number	0112828132
Fax number	0112828115
Email address	alan.pullinger@firstrand.co.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Nolwazi Ngobeni
Telephone number	0112824113
Fax number	0113843609
Email address	nolwazi.ngobeni@firstrand.co.za
Information about the organization at the time of submitting this report	
Business type	Private Sector
Number of employees in the organization	150 or more
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2019

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01/07/2018

To (date): 30/06/2019

Please indicate below the duration of your current employment equity plan:

From (date): 01/07/2019

To (date): 30/06/2022

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- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Employment and Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalization (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. Numerical goals must include the entire workforce profile, and not the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its employment equity plan (EE Plan).
- i. Numerical targets must include the entire workforce profile, and not the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must not leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE

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	0	0	2	6	2	0	0	1	0	1	12
Senior management	171	61	262	724	129	56	156	364	46	17	1986
Professionally qualified and experienced specialists and mid-management	2376	670	1272	2269	2327	971	1201	2088	182	113	13469
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2374	727	443	513	4544	1958	862	1323	34	38	12816
Semi-skilled and discretionary decision making	2592	552	196	162	5556	1337	388	467	5	12	11267
Unskilled and defined decision making	85	11	1	0	202	16	0	2	0	2	319
TOTAL PERMANENT	7598	2021	2176	3674	12760	4338	2607	4245	267	183	39869
Temporary employees	168	22	15	16	312	45	15	21	5	1	620
GRAND TOTAL	7766	2043	2191	3690	13072	4383	2622	4266	272	184	40489

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	0	2	8	1	1	1	6	0	0	21
Professionally qualified and experienced specialists and mid-management	21	8	19	69	5	8	23	46	0	0	199
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	18	7	4	16	30	35	17	47	0	1	175
Semi-skilled and discretionary decision making	17	3	3	5	38	17	15	32	0	0	130
Unskilled and defined decision making	2	0	0	0	2	2	0	0	0	0	6
TOTAL PERMANENT	60	18	28	98	76	63	56	131	0	1	531
Temporary employees	2	1	0	2	0	0	1	0	0	0	6
GRAND TOTAL	62	19	28	100	76	63	57	131	0	1	537

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

2.1 Please report the total number of new recruits, including people with disabilities. 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	1	0	0	0	0	0	1
Senior management	16	7	9	23	15	4	9	18	5	0	106
Professionally qualified and experienced specialists and mid-management	525	67	126	180	448	69	125	131	38	12	1721
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	402	85	71	90	533	123	86	94	8	7	1499
Semi-skilled and discretionary decision making	834	124	29	39	1365	231	68	51	0	4	2745
Unskilled and defined decision making	1	1	1	0	10	0	0	0	0	0	13
TOTAL PERMANENT	1778	284	236	332	2372	427	288	294	51	23	6085
Temporary employees	185	27	17	24	349	49	16	36	2	5	710
GRAND TOTAL	1963	311	253	356	2721	476	304	330	53	28	6795

3. Promotion

3.1 Please report the total number of promotions into each occupational level, including people with disabilities. 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	32	13	42	49	22	12	26	52	9	2	259
Professionally qualified and experienced specialists and mid-management	249	52	91	93	247	70	90	101	7	8	1008
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	238	52	21	23	507	119	31	36	1	0	1028
Semi-skilled and discretionary decision making	2	1	0	0	1	0	0	0	0	0	4
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	521	118	154	165	777	201	147	189	17	10	2299
Temporary employees	3	1	0	0	3	0	0	0	0	0	7
GRAND TOTAL	524	119	154	165	780	201	147	189	17	10	2306

4. Termination

4.1 Please report the total number of terminations in each occupational level, including people with disabilities.
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	14	6	12	41	6	3	10	22	6	0	120
Professionally qualified and experienced specialists and mid-management	264	44	74	201	223	53	67	135	29	7	1097
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	167	50	38	55	251	109	51	119	2	3	845
Semi-skilled and discretionary decision making	291	60	25	29	480	115	44	59	5	4	1112
Unskilled and defined decision making	7	0	0	0	6	0	0	0	0	0	13
TOTAL PERMANENT	743	160	149	326	966	280	172	335	42	14	3187
Temporary employees	18	6	2	10	39	9	1	16	1	0	102
GRAND TOTAL	761	166	151	336	1005	289	173	351	43	14	3289

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

5.1 Please report the total number of people including people with disabilities, who received training ONLY for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	104	37	149	206	75	37	101	217	926
Professionally qualified and experienced specialists and mid-management	948	300	534	237	1151	506	620	979	5275
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1033	365	211	15	2246	910	381	629	5790
Semi-skilled and discretionary decision making	1522	254	115	5	3287	625	185	265	6258
Unskilled and defined decision making	9	0	1	0	27	1	0	0	38
TOTAL PERMANENT	3616	956	1010	463	6786	2079	1287	2090	18287
Temporary employees	75	3	3	0	109	14	6	7	217
GRAND TOTAL	3691	959	1013	463	6895	2093	1293	2097	18504

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical Goals

6.1 Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile including people with disabilities) you project to achieve at the end of your current Employment Equity Plan in terms of 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	2	6	2	0	0	1	0	1	12
Senior management	250	84	215	605	238	72	136	300	36	19	1955
Professionally qualified and experienced specialists and mid-management	2913	738	1088	1665	2919	859	993	1721	182	100	13178
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3285	744	508	533	4449	1328	657	1053	25	35	12617
Semi-skilled and discretionary decision making	2959	548	246	262	4978	847	288	515	6	12	10661
Unskilled and defined decision making	104	14	0	0	186	12	0	1	0	2	319
TOTAL PERMANENT	9511	2128	2059	3071	12772	3118	2074	3591	249	169	38742
Temporary employees	7	1	1	1	7	1	1	1	0	0	20
GRAND TOTAL	9518	2129	2060	3072	12779	3119	2075	3592	249	169	38762

7. Numerical Targets

7.1 Please indicate the numerical targets as contained in the EE Plan (i.e. the workforce profile including people with disabilities) you project to achieve at the end of the next reporting cycle, in terms of 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	2	6	2	0	0	1	0	1	12
Senior management	191	69	240	674	172	56	138	334	35	19	1928
Professionally qualified and experienced specialists and mid-management	2409	723	1198	2029	2426	950	1099	1949	188	104	13075
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2606	743	509	540	4438	1665	776	1297	28	36	12638
Semi-skilled and discretionary decision making	2591	548	250	263	5158	940	384	519	6	12	10671
Unskilled and defined decision making	96	14	0	0	195	12	0	1	0	2	320
TOTAL PERMANENT	7893	2097	2199	3512	12391	3623	2397	4101	257	174	38644
Temporary employees	6	1	1	1	7	1	1	0	0	0	18
GRAND TOTAL	7899	2098	2200	3513	12398	3624	2398	4101	257	174	38662

SECTION F: MONITORING & EVALUATION

8. Consultation

8.1 Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

Consultation	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

9. Barriers and affirmative action measures

9.1 Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	Barriers	Affirmative Action Measures	Timeframe for Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	No	No		
Advertising Positions	No	No		
Selection criteria	No	No		
Appointments	Yes	Yes	01/07/2019	30/06/2022
Job classification and grading	No	No		
Remuneration and benefits	No	No		
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	No	No		
Training and development	Yes	Yes	01/07/2019	30/06/2022
Performance and evaluation systems	Yes	Yes	01/07/2019	30/06/2022
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	Yes	Yes	01/07/2016	30/06/2019
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	No	No		
Corporate culture	No	No		
Reasonable accommodation	No	No		
HIV and AIDS education and prevention programmes	No	No		
Assigned senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	No	No		
Time off for employment equity consultative committee to meet	No	No		

10. Monitoring and evaluation of implementation:

10.1 How regularly do you monitor progress on the implementation of the Employment Equity Plan? Please choose one.

Monthly	Quarterly
	Quarterly

10.2 Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
Yes		The FirstRand group has met most of its numerical and qualitative Employment Equity objectives. We continue to increase the representation of People with disabilities through our strategy that focuses on creating an inclusive culture. We have also achieved our goal of increasing our representation of designated employees at middle and junior management in order to increase our pipeline for senior management roles.

EEA2 Section G: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Alan Pullinger (full Name) CEO/Accounting Officer of FIRSTRAND LIMITED hereby declare that I have read, approved and authorized this information.</p> <p>Signed on this 13th day of December (month) year 2019</p> <p>At (place) : Sandton</p> <p>Chief Executive Officer/Accounting Officer</p>