



Broad-Based Black Economic Empowerment Commission

Compliance Reporting Matrix (Annexure)											
Name of Entity	Astral Operations Limited			Registration Number:		1947/027453/06					

SCORECARD ELEMENTS

1. Ownership and Management Control																
Categories	% for each Category		Race Classification (%)		Gender (%)				Age (%)		Location (%)			Disability (%)		
Black Ownership	Black Ownership	14.76%	A						Youth (<=35)	4.8%	GP		EC		Male	0.0%
	Black Women Ownership	3.10%	C						Adults (>=36)	10.0%	MP		NC		Female	0.0%
			I						Total	14.8%	FS		KZN		Total	0.0%
			Total	14.8%	Total Male	11.7%	Total Female	3.1%			LP		NW			
											WC		Total	0.0%		
Board of Directors		45.5%	A	18.2%					Youth (<=35)	0.0%	GP	45.5%	EC	0.0%	Male	0.0%
			C	9.1%					Adults (>=36)	45.5%	MP	0.0%	NC	0.0%	Female	0.0%
			I	18.2%					Total	45.5%	FS	0.0%	KZN	0.0%	Total	0.0%
			Total	45.5%	Total Male	18.2%	Total Female	27.3%			LP	0.0%	NW	0.0%		
											WC	0.0%	Total	45.5%		
Executive Directors		40.0%	A	20.0%					Youth (<=35)	0.0%	GP	40.0%	EC	0.0%	Male	0.0%
			C	0.0%					Adults (>=36)	40.0%	MP	0.0%	NC	0.0%	Female	0.0%
			I	20.0%					Total	40.0%	FS	0.0%	KZN	0.0%	Total	0.0%
			Total	40.0%	Total Male	20.0%	Total Female	20.0%			LP	0.0%	NW	0.0%		
											WC	0.0%	Total	40.0%		
Non-Executive Directors		50.0%	A	16.7%					Youth (<=35)	0.0%	GP	50.0%	EC	0.0%	Male	0.0%
			C	16.7%					Adults (>=36)	50.0%	MP	0.0%	NC	0.0%	Female	0.0%
			I	16.7%					Total	50.0%	FS	0.0%	KZN	0.0%	Total	0.0%
			Total	50.0%	Total Male	16.7%	Total Female	33.3%			LP	0.0%	NW	0.0%		
											WC	0.0%	Total	50.0%		
Other Executive Management		0.0%	A	0.0%					Youth (<=35)	0.0%	GP	0.0%	EC	0.0%	Male	0.0%
			C	0.0%					Adults (>=36)	0.0%	MP	0.0%	NC	0.0%	Female	0.0%
			I	0.0%					Total	0.0%	FS	0.0%	KZN	0.0%	Total	0.0%
			Total	0.0%	Total Male	0.0%	Total Female	0.0%			LP	0.0%	NW	0.0%		
											WC	0.0%	Total	0.0%		
Senior Management		12.7%	A	3.6%					Youth (<=35)	0.0%	GP	1.8%	EC	0.0%	Male	0.0%
			C	3.6%					Adults (>=36)	12.7%	MP	5.5%	NC	0.0%	Female	0.0%
			I	5.5%					Total	12.7%	FS	0.0%	KZN	3.6%	Total	0.0%
			Total	12.7%	Total Male	7.3%	Total Female	5.5%			LP	0.0%	NW	0.0%		
											WC	1.8%	Total	12.7%		
Middle Management		45.6%	A	30.2%					Youth (<=35)	11.0%	GP	18.9%	EC	0.4%	Male	0.7%
			C	11.4%					Adults (>=36)	34.5%	MP	7.5%	NC	0.0%	Female	0.0%
			I	3.9%					Total	45.6%	FS	0.0%	KZN	7.8%	Total	0.7%
			Total	45.6%	Total Male	26.7%	Total Female	18.9%			LP	0.0%	NW	0.0%		
											WC	11.0%	Total	45.6%		
Junior Management		78.6%	A	63.5%					Youth (<=35)	24.3%	GP	27.1%	EC	0.7%	Male	1.2%
			C	13.0%					Adults (>=36)	54.3%	MP	19.1%	NC	0.0%	Female	0.8%
			I	2.1%					Total	78.6%	FS	0.0%	KZN	11.6%	Total	2.0%
			Total	78.6%	Total Male	56.3%	Total Female	22.3%			LP	0.0%	NW	0.0%		
											WC	20.1%	Total	78.6%		
Dividends Declared	Div # 44 = R2.20 and Div # 45 = R8.80															

2. Skills Development

Leviable Amount:	1 975 288 336															
Categories	Number for each Category	Race Classification (%)		Gender (%)				Age (%)		Location (Nr)				Disability (%)		Total Amount Spend
Black Employees	214	A	53.3%					Youth (<=35)	56.6%	GP	59	EC	3	Male	1.9%	17 351 940.76
		C	46.3%					Adults (>=36)	43.4%	MP	1	NC	0	Female	3.7%	
		I	0.5%					Total	100.0%	FS	0	KZN	10	Total	6%	
		Total	100%	Total Male	50%	Total Female	50%			LP	0	NW	0			
										WC	141	Total	214			
Black Non-Employees	130	A	79.2%					Youth (<=35)	94.6%	GP	58	EC	5	Male	0.8%	12 757 041.18
		C	20.8%					Adults (>=36)	5.4%	MP	16	NC	0	Female	0.0%	
		I	0.0%					Total	100.0%	FS	0	KZN	0	Total	1%	
		Total	100%	Total Male	55%	Total Female	45%			LP	0	NW	0			
										WC	51	Total	130			
Black Employees with Disabilities	121	A	83.5%					Youth (<=35)	88.2%	GP	85	EC	0	Male	40%	6 448 605.21
		C	16.5%					Adults (>=36)	11.8%	MP	0	NC	0	Female	60%	
		I	0.0%					Total	100.0%	FS	0	KZN	3	Total	100%	
		Total	100%	Total Male	40%	Total Female	60%			LP	0	NW	0			
										WC	33	Total	121			
Black People on internships; apprenticeship, learnership	210	A	84.8%					Youth (<=35)	4.3%	GP	123	EC	5	Male	14.8%	2 924 370.53
		C	15.2%					Adults (>=36)	4.3%	MP	17	NC	0	Female	21.9%	
		I	0.0%					Total	8.6%	FS	0	KZN	3	Total	37%	
	-	Total	100%	Total Male	50%	Total Female	50%			LP	0	NW	0			
										WC	62	Total	210			
Black people absorbed	24	A	70.8%					Youth (<=35)	0.0%	GP	0	EC	0	Male	0.0%	1 097 120.00
		C	29.2%					Adults (>=36)	0.0%	MP	0	NC	0	Female	0.0%	
		I	0.0%					Total	0.0%	FS	0	KZN	0	Total	0%	
		Total	100%	Total Male	50%	Total Female	50%			LP	0	NW	0			
										WC	24	Total	24			
Grand Total Amount Spend	30 108 982															

3. Enterprise and Supplier Development

Budgeted Total Procurement Spend (TMPS):	16 131 099 555				
Total Number of Suppliers	Total Value Spend				
2409	5 304 646 204				
Total Number of EME Suppliers	Total Value Spend	Nr of Black Owned EME Suppliers	% Black Ownership	Nr of Black Women Owned EME Suppliers	% Black Women Ownership
555	566 533 763	33	6%	66	12%
Total Number of QSE Suppliers	Total Value Spend	Nr of Black Owned QSE Suppliers	% Black Ownership	Nr of Black Women Owned QSE Suppliers	% Black Women Ownership
293	654 786 534	140	48%	110	38%
Total Number of Large Suppliers	Total Value Spend	Nr of Black Owned Generic Suppliers	% Black Ownership	Nr of Black Women Owned Generic Suppliers	% Black Women Ownership
1561	4 083 325 907	108	7%	95	6%

Supplier Development:	17 527 780	Target - Total Value of 2% of NPAT									
Total Supplier Development Spend:	31 771 024										
Total Number of EME's	Total Value Spend	% Black Ownership	Number of EME's	% Black Women Ownership	Number of EME's	Location (Nr)				Sector	Number in Sector
6	15 084 083	51.00%	3	30.00%	0	GP	0	EC	0	Agricultural	6
		55.00%	0	55.00%	0	MP	6	NC	0		
		60.00%	0	60.00%	0	FS	0	KZN	0		
		65.00%	0	65.00%	0	LP	0	NW	0		
		70.00%	0	70.00%	0	WC	0	Total	6		
		75.00%	0	75.00%	0	National	0				
		80.00%	0	80.00%	0						
		85.00%	0	85.00%	0						
		90.00%	0	90.00%	0						
		95.00%	0	95.00%	0						
		100.00%	3	100.00%	0						
Total Number of QSE's	Total Value Spend	% Black Ownership	Number of QSE's	% Black Women Ownership	Number of QSE's	Location (Nr)				Sector	Number in Sector
2	16 686 941	51.00%	1	30.00%	1	GP	1	EC	0	Agricultural	1
		55.00%	0	55.00%	0	MP	1	NC	0	Generic	1
		60.00%	0	60.00%	0	FS	0	KZN	0		
		65.00%	0	65.00%	0	LP	0	NW	0		
		70.00%	0	70.00%	0	WC	0	Total	2		
		75.00%	0	75.00%	0	National	0				
		80.00%	0	80.00%	0						
		85.00%	0	85.00%	0						
		90.00%	0	90.00%	0						
		95.00%	0	95.00%	0						
		100.00%	1	100.00%	0						
Total Number of Large Enterprises	Total Value Spend	% Black Ownership	Number of Large	% Black Women Ownership	Number of Large	Location (Nr)				Sector	Number in Sector
0	-										

