

## SUMMARY OF THE SED ACHIEVEMENTS AND FUTURE OBLIGATIONS

SED PERFORMANCE			JANUARY 2019 TO DECEMBER 2019			OPERATING PERIOD UP TO DECEMBER 2019			OBLIGATIONS FOR 2020/21
SED ELEMENT				Verified	%		Verified	%	
No.	Description	Unit	Obligation	Achievement	Achievement	Obligation	Achievement	Achievement	
<b>Black equity participation</b>									
SED01	Shares held by BEs/Black persons in BCC	%	25.00%	71.75%	100%	25.00%	39.04%	100%	25.00%
	Shares held by BEs/Black persons in BOC	%	25.10%	25.10%	100%	25.10%	28.86%	100%	25.10%
SED02	Shares held by Black women in BCC	%	3.75%	22.40%	119%	3.75%	10.30%	119%	3.75%
	Shares held by Black women in BOC	%	3.75%	9.78%	119%	3.75%	6.45%	119%	3.75%
<b>Procurement and sub-contracting</b>									
SED03	Procurement from BEs/Black persons	R'000	128,671	215,890	168%	488,519,460	888,950,967	182%	72,803
SED04	Sub-contracting to BE	R'000	218,095	630,471	289%	1,290,793,871	3,020,913,151	234%	181,378
SED05	Procurement and sub-contracting to new BE	R'000	218,545	615,098	281%	1,365,106,602	2,688,363,631	197%	238,223
SED06	Procurement and sub-contracting expenditure to SMMEs	R'000	43,151	70,918	164%	267,351,450	401,217,836	150%	37,597
<b>Local content</b>									
SED08	Employment of local people	Jobs	1,323	1,558	118%	9,904,750	12,803,330	129%	1,323
SED09	Procurement of South African materials	R'000	115,649	833,331,923	721%	593,724,849	3,088,063,120	520%	93,476
SED10	Procurement of South African Plant and Equipment	R'000	109,398	124,600,032	114%	299,468,470	327,026,064	109%	56,386
<b>Participation by SPG</b>									
SED11	HDI staff seconded by SPG	Jobs	0	0	100%	0	0	100%	0
SED12	Expenditure by SPG on Plant and Equipment	R'000	0	0	100%	0	0	100%	0
SED13	Procurement from or sub-contracting to SPG	R'000	0	0	100%	0	0	100%	0
<b>Participation in management</b>									
EEPO1	HDIs in management positions	Jobs	29	48	164%	209	455	218%	29
EEPO2	Women in management positions	Jobs	14	28	201%	97	252	260%	14
EEPO7	HDIs in Occupational Level C	Jobs	49	235	478%	359	2 183	607%	50
<b>Direct employment</b>									
EEPO3	HDIs employed	Jobs	951	1 446	152%	7,067	11,913	169%	955
EEPO4	Women employed	Jobs	342	479	140%	2,558	3,583	140%	341
EEPO5	People with a disability employed	Jobs	20	23	116%	150	172	115%	20
<b>Training</b>									
EEPO6	Expenditure on Human Resource Development	R'000	4,434	6,211	140%	27,633	36,958	134%	3,878
EEPO8a	Women participating in the Learnership and Mentorship Programme	Jobs	0	0	100%	0	0	100%	0
EEPO8b	Employment and Mentorship of women learners	Jobs	0	0	100%	0	0	100%	0

It is evident that the Concessionaire has achieved or exceeded its obligations in all the SED elements.

Based on ISEM verification concluded to date, the Concessionaire has cumulatively achieved on all its obligations. It is evident from the above tables that the Concessionaire has complied with its obligations in all of the SED elements. In terms of the penalty and reward regime, no penalties were awarded to the Concessionaire for the year under review.

To achieve the set obligations above will require inputs from the financial, human, intellectual, and social and relationship capitals to promote and maximise the SED and BBBEE objectives of the Province in relation to the Project. Schedule 22 of the CA contains the monthly SED obligations.

### RELEVANT OUTCOMES

SED directly demonstrates the shared value benefits of the Gautrain in terms of shareholding by black persons and black women, procurement, sub-contracting and employment equity elements. Through its sustained achievement and exceeding performance in most elements, the Concessionaire continues to develop growth in social and relationship capital and maintain socio-economic development.