Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	3651
2009	0	0	5347
2010	0	0	4583
2011	0	0	6319
2012	0	0	6179
2013	0	0	8200
2014	0	0	10000
2015	9056	0	10000
2016	9174	0	10503
2017	9155	0	9905
2018	0	0	2260
2019	10001	0	0
2020	9868	0	9868
2021	9106	0	9106
2022	9167	0	9167
2023	9167	0	9167
2024	0	0	9350

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	No	No	In total, 29% of permanent employees in the South African businesses belong to CEPPWAWU, which is also a strategic shareholder in the Group. Approximately 1% of employees belong to the South African Chemical Workers Union. Both these trade unions are affiliated to the National Bargaining Council for the Chemical Industry in South Africa. 2013: No. of employees = permanent employees
Australia	No	No	In Australia 33% of employees are members of the National Union of Workers, 2% belong to the Workers Union and 0,3% belong to the Electrical Trades Union. In total 40% of employees at Aspen Australia belong to the collective 2013: 917 permanent employees in the Asia pacisic region
Philippines	No	No	2013: Total permanent employees in the Asia Pacific region = 917
Tanzania	No	No	In East Africa, 47% of permanent employees at Shelys belong to the Tanzanian Union of Industrial and Commercial Workers and 92% of employees, excluding expatriates, belong to the collective bargaining unit. 2013: SSA permanenet employees = 363
Kenya	No	No	In Kenya 15% of permanent employees at Beta belong to the Kenya Chemical and Allied Workers Union and 2% of employees have opted to be affiliated to the collective bargaining unit. 2013: SSA permanent employees=363
Germany	No	No	In accordance with internal estimates, approximately 30% of staff are members of the German Chemical Industry Trade Union and 94% of employees belong to a collective bargaining unit. 2013: Permanent International employees = 1147

Brazil	No	No	100% of employees in Brazil belong to the Sinfar or Tranquimfar trade unions. Working conditions as well as remuneration and benefits are subject to collective labour agreements which are reviewed annually 2013: permanent international employees = 1147
Mexico	No	No	16% of employees in Mexico belong to the employee trade union, Federacion Obrera Sindicalista. Working conditions as well as remuneration and benefits are subject to collective labour agreements which are reviewed annually. 2013: Permanent international employees = 1147
Venezuela	No	No	There are no unionised employees at Aspen Venezuela. Instead, a Council of Representatives, elected by employees, meets regularly to discuss matters impacting employee welfare. 2013: permanent international employees= 1147
Ireland	No	No	2013: permanent international employees= 1147
Uganda	No	No	2013: Permanent employees in the SSA region = 363
United Arab Emirates	No	No	2013: permanent international employees= 1147
Mauritius	No	No	2013: permanent international employees= 1147
Hong Kong	No	No	2013: permanent asia pacific employees= 917
Malaysia	No	No	2013: permanent asia pacific = 917
Nigeria	No	No	2013: permanent SSA employees= 363
Netherlands	No	No	2013: permanent international employees= 1147
United States of America	No	No	2013: permanent international employees= 1147

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	0	3197	0	0	CEPPWAWU	0	0	0	No
Australia	2013	0	0	0	0	0	0	0	0	No
Brazil	2013	0	0	0	0	0	0	0	0	No
Tanzania	2013	0	0	0	0	0	0	0	0	No
Germany	2013	0	0	0	0	0	0	0	0	No
Hong Kong	2013	0	0	0	0	0	0	0	0	No
Ireland	2013	0	0	0	0	0	0	0	0	No
Kenya	2013	0	0	0	0	0	0	0	0	No
Malaysia	2013	0	0	0	0	0	0	0	0	No
Mauritius	2013	0	0	0	0	0	0	0	0	No
Mexico	2013	0	0	0	0	0	0	0	0	No
Netherlands	2013	0	0	0	0	0	0	0	0	No
Nigeria	2013	0	0	0	0	0	0	0	0	No
Philippines	2013	0	0	0	0	0	0	0	0	No
Uganda	2013	0	0	0	0	0	0	0	0	No
United Arab Emirates	2013	0	0	0	0	0	0	0	0	No
Venezuela	2013	0	0	0	0	0	0	0	0	No

Venezuela	2013	0	0	0	0	0	0	0	0	No
United States of America	2013	0	0	0	0	0	0	0	0	No