Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	0
2009	0	0	12643
2010	0	0	16502
2011	0	0	15864
2012	0	0	16470
2013	0	0	17705
2014	16810	1088	17898
2015	17766	150	17916
2016	0	0	22880
2017	0	0	23470
2018	0	0	27825
2019	29121	0	29121
2020	0	0	29776
2021	34891	0	34891
2022	38329	0	38329
2023	46566	0	46566
2024	0	0	47523
2025	0	0	50923

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	Yes	2012: SACCAWU remains the trade union with which the group has a formal relationship. In the past year SACCAWU membership rose from 8% to 11,3% of eligible employees. The purchase of Prestige Clothing brings with it a SACTWU membership of 687 in addition to current membership of 62 elsewhere in the group. During the year under review the guideline given by the remuneration committee for increases to all staff (other than unionised staff which are subject to negotiation with the union) was set at 7%. In addition to this benchmark increase, appropriate promotional increases were given to relevant staff. In instances where the market benchmarking indicated that base pay was below the appropriate level, out-of-line adjustments were made to base pay. The guideline increase to all staff (other than unionised staff) effective from 1 April 2012 approved by the remuneration committee was 6,5%. 2013: SACTWU membership at the Maitland and Caledon operations of Prestige has increased marginally from 687 to 690 in relation to last year, and has risen from 62 to 71 in the group's other divisions.
Zambia	No	No	Retail turnover emanating from Botswana, Swaziland and Zambia accounts for 0,6% of the group's turnover.
Botswana	No	No	Retail turnover emanating from Botswana, Swaziland and Zambia accounts for 0,6% of the group's turnover.
Namibia	No	No	For the year going forward, a new three-year plan has been submitted and all line managers and union members in Namibia are committed to the new plan.

Namibia	No	No	(RA2011)
Swaziland	No	No	Retail turnover emanating from Botswana, Swaziland and Zambia accounts for 0,6% of the group’s turnover. 2013: 4 stores in swaziland
Lesotho	No	No	7 stores in Lesotho
Nigeria	No	No	2 stores in Nigeria

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	1991	0	0	16976	SACCUWU, SACTWU	0	0	0	No
Botswana	2014	17	0	0	0	0	0	0	0	No
Lesotho	2014	8	0	0	0	0	0	0	0	No
Namibia	2014	75	0	0	0	0	0	0	0	No
Nigeria	2014	2	0	0	0	0	0	0	0	No
Swaziland	2014	4	0	0	0	0	0	0	0	No
Zambia	2014	14	0	0	0	0	0	0	0	No