Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2007	0	0	15589
2008	0	0	15743
2009	0	0	15113
2010	0	0	14767
2011	0	0	12543
2012	0	0	12369
2013	0	0	12291
2014	0	0	11120
2015	0	0	7991
2016	6678	1422	8100
2017	6663	0	6663
2018	6082	1502	7584
2019	5061	0	5061
2020	2649	0	2649
2021	0	0	5537
2022	4314	0	4314
2023	3667	0	3667
2024	0	0	1756

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	Yes	There are an additional 1585 temporary employees in SA (2009); 1585 (2010); AR 2010 : national framework agreements with all three major trade unions, namely Chemical Energy Paper Printing Wood Allied Workers Union (2 298 members), the National Union of Mineworkers of South Africa (1 961 members) and South African Typographical Union (992 members), as well as plant-based agreements with Solidarity (393 members), the General Industries Workers Union of South Africa (159 members). Collective bargaining mechanisms, safety committees, employment equity and skills development committees, and other participative forums are operational within the South African divisions. Note: The minimum wage is agreedfor the full time directly employed workers, new entrants employed through labour brokers are earning R4,500 per mont (2012)
Zambia	No	Yes	Nampak Zambia is a major contributor to the Zambian economy and the business is the Nampak Africa group's third biggest in Africa. It employs 158 people, 92 in Lusaka and 66 in Ndola. Nampak Zambia Ltd has on-going commitment to the country. Employees numbers only broken down by region: Africa (excl SA) 2008 - 1136; 2009 - 1127 (plus 255 temporary employees);2010 - 995 (plus 232 temporarty employees)
Ethiopia	No	No	0
Kenya	No	No	0

Malawi	No	No	2012 - RA in progress
Mozambique	No	Yes	2012 - employees - 591 male, 92 female / unionised - 210 - 192 male, 18 female
Namibia	No	No	0
Nigeria	No	No	0
Swaziland	No	No	0
Tanzania	No	No	0
Zimbabwe	No	No	Hunyani Holdings - 39% Megapak Zimbabwe - 49% Pay agreed at sector level at NEC for paper, packaging and newspaper, though works council can set pay and conditions above NEC minimums
Angola	No	No	2011 - expanded our footprint in Africa by opening a beverage can"factory in Angola
Botswana	No	No	0

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	7205	0	0	0	0	0	0	No
Tanzania	2014	0	78	0	0	0	0	0	0	No
Angola	2014	0	78	0	0	0	0	0	0	No
Botswana	2014	0	25	0	0	0	0	0	0	No
Ethiopia	2013	0	0	0	0	0	0	0	0	No
Kenya	2014	0	220	0	0	0	0	0	0	No
Malawi	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	0	127	0	0	0	0	0	0	No
Namibia	2013	0	0	0	0	0	0	0	0	No
Nigeria	2014	0	531	0	0	0	0	0	0	No
Swaziland	2014	0	79	0	0	0	0	0	0	No
Zambia	2014	0	178	0	0	0	0	0	0	No
Zimbabwe	2014	0	138	0	0	0	0	0	0	No