Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	11779
2009	0	0	0
2010	0	0	8136
2011	0	0	6985
2012	0	0	12658
2013	0	0	11916
2014	0	0	11650
2015	0	0	10687
2016	0	0	9571
2017	0	0	9509
2018	0	0	11018
2019	12121	0	0
2020	9470	0	9470
2021	8049	0	8049
2022	6765	0	6765
2023	9515	0	9515
2024	0	0	9082

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	Yes	0
Botswana	No	No	Africa workforce ex-South Africa: 2012 - 1800
Zambia	No	Yes	WAGES ARE NEGOTIATED AT THE JOINT INDUSTRIAL COUNCIL (JIC) WBHO- is one of the companies that are very difficult for the union to organize. WHBO- Zambia is currently facing stiff market competition and as a result of this most of the members have retrenched. Africa workforce ex-South Africa: 2012 - 1800
Ghana	No	No	Africa workforce ex-South Africa: 2012 - 1800
Sierra Leone	No	No	Africa workforce ex-South Africa: 2012 - 1800
Mozambique	No	No	142 union members noted but not the number of employees. The WBHO is sub-contracted company and is under the collective agreement signed with VALE MOZAMBIQUE. However, it has been very difficult to develop the Union activities in WBHO company. Average hours per week - 55 (permanent, temporary and contract) Contract wage: MZM7,000 pm Casual wage: MZM20 per hour Africa workforce ex-South Africa: 2012 - 1800
Swaziland	No	No	0
			Operation not subsidiary - WBHO was working in Zimbabwe Unkie mine and stopped operations in March 2011. The union had organised and recruited 65

Zimbabwe	No	No	members at the company. We are not currently aware of any contracts that it has in Zimbabwe. The National Employment Council for the Construction of Zimbabwe has revealed that this company is no longer in their register. $242.12 per month. US$11.43 per day. US$1.27 per hour. US$55.88 per week
Malawi	No	No	Not sure about this one - on Katrina's list.
Australia	No	No	0
Mauritius	No	No	The rest of the workforce in Africa is calculated to be 1800.
Lesotho	No	No	0
Namibia	No	No	0
Congo	No	No	0
Guinea	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	8649	0	0	NUM, BCAWU	0.415	0	0	No
Australia	2014	0	1335	0	0	0	0	0	0	No
Botswana	2014	0	0	0	0	0	0	0	0	No
Congo	2014	0	0	0	0	0	0	0	0	No
Ghana	2014	0	0	0	0	0	0	0	0	No
Guinea	2014	0	0	0	0	0	0	0	0	No
Lesotho	2014	0	0	0	0	0	0	0	0	No
Malawi	2010	0	0	0	0	0	0	0	0	No
Mauritius	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	0	0	0	0	SINTICIM	0	0	0	No
Namibia	2014	0	0	0	0	0	0	0	0	No
Sierra Leone	2014	0	0	0	0	0	0	0	0	No
Swaziland	2014	0	0	0	0	0	0	0	0	No
Zambia	2014	0	0	0	0	NUBEGW	0	0	0	No
Zimbabwe	2011	0	0	0	65	ZCATWU	100.000	242	2,905	No