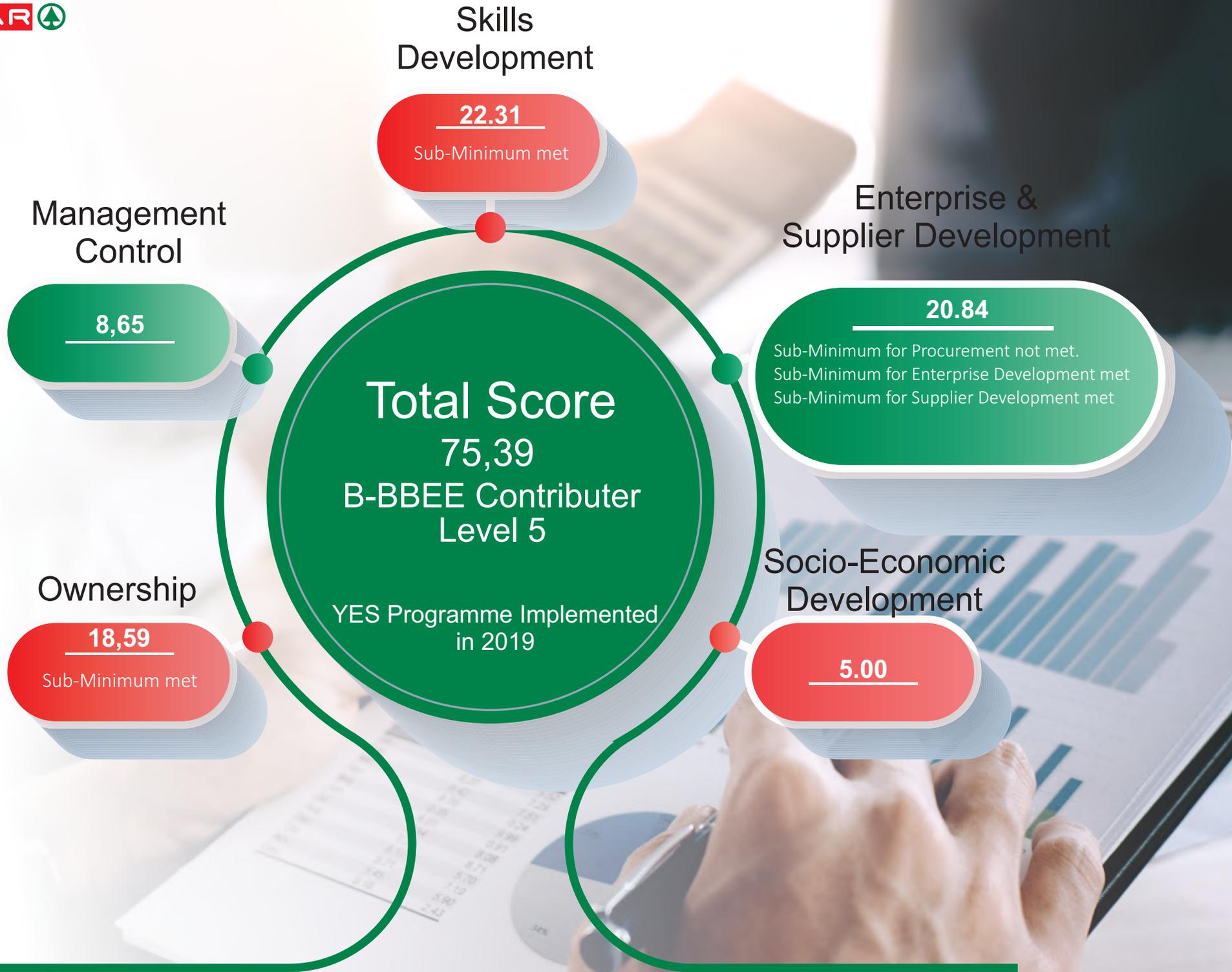


SPAR



B-BBEE REPORT

2019



Ownership

Overall black ownership in the hands of black people increased from 23.16% in 2018 to 25.19% in 2019. There has also been a significant increase in the black female ownership from 9.66% in 2018 and 12.37% in 2019.

Skills Development

Key to Spar's ongoing B-BBEE progress is the significant investment it makes towards skills development in particular the skilling of black people (employed and unemployed). Spar invested R55 million towards the training of black people in the 2019 financial year. R16.1 million was invested in the upskilling of black females and R6.2 million towards black people living with disabilities in the same period.

Management Control

There was a 22.22% increase in the voting rights representation of black female participants at board level. This increase also led to an overall increase of voting rights representation of black directors at board level.

Spar remains committed to the advancement of black people with disabilities. This is evidenced in the increase in the number of people employed who are living with disabilities. This resulted in a 22.44% increase as compared to prior year.

The participation of black people at executive board level however remains a concern for Spar.

Procurement

Procurement remains Spar's biggest B-BBEE challenge. The overall B-BBEE compliance of the supplier's is not necessarily the main concern but the demographics of such suppliers is where the main concern lies. 97.72% of Spar's adjusted procurement spend is from Generic Enterprises while 0.51% and 1.77% of the adjusted procurement spend is from Qualifying Small Enterprises and Exempt Micro Enterprises respectively.



- Enterprise Development – R11 million invested
- Supplier Development – R55.8 million invested
- Socio-Economic Development - R19.2 million invested in SED initiatives.



Spar heeded the President's call for Corporate South Africa to lead the fight against youth unemployment by participating in the YES program in 2019. Spar's meaningful contribution towards the YES program saw the creation of **450 NEW JOBS** designated for previously unemployed black South African youths. The financial contribution Spar towards this program was R22 million.