



**WOOLWORTHS HOLDINGS LIMITED**

*2018 Group Employee Information*

# GROUP EMPLOYEE INFORMATION

## GROUP EMPLOYEE HEADCOUNT (AS AT 30 JUNE 2018)

	PERMANENT HEADCOUNT <sup>1</sup>	TEMPORARY HEADCOUNT <sup>2</sup>	TOTAL HEADCOUNT
WSA	30 851	183	31 031
Africa (countries outside of South Africa)	1 351	88	1 439
<b>WSA TOTAL</b>	<b>32 202</b>	<b>271</b>	<b>32 473</b>
CRG <sup>3</sup>	2 907	3 085	5 992
DJ	5 772	1 862	7 634
<b>WHL TOTAL</b>	<b>40 881</b>	<b>5 218</b>	<b>46 099</b>

<sup>1</sup>Permanent headcount = Permanent employees including limited period employees with service duration of more than 1 year.

<sup>2</sup>Temporary headcount = Limited period employees (LPE) with service duration of less than 1 year.

<sup>3</sup>Including Politix.

## GROUP EMPLOYEES BY GENDER

	FEMALE	MALE
WSA	66%	34%
CRG	88%	12%
DJ	77%	23%
<b>WHL</b>	<b>71%</b>	<b>29%</b>

## GROUP LABOUR TURNOVER

	AVERAGE PERMANENT HEADCOUNT <sup>1</sup>	SUM OF TERMINATIONS <sup>2</sup>	LABOUR TURNOVER RATE <sup>3</sup>
WSA	30 330	6 888	22.7%
Africa (countries outside of South Africa)	1 324	318	24.0%
<b>WSA TOTAL</b>	<b>31 654</b>	<b>7 206</b>	<b>22.8%</b>
CRG <sup>3</sup>	2 637	599	22.7%
DJ	7 852	2 588	33.0%
<b>WHL TOTAL</b>	<b>42 143</b>	<b>10 393</b>	<b>24.7%</b>

<sup>1</sup>Average Permanent Headcount = Sum of permanent headcount over a period of 12 months/12.

<sup>2</sup>Sum of terminations = Sum of permanent headcount who terminated over a period of 12 months.

<sup>3</sup>Labour turnover rate = Sum of terminations including LPE 1-Year+ during the previous 12 months / average permanent headcount including LPE 1-Year+ during the previous 12 months.

# GROUP TRANSFORMATION DATA

## ADDITIONAL BBBEE INFORMATION

### EMPLOYMENT EQUITY

In South Africa, we are required to comply with the Employment Equity Act that compels us to put in place systems to enable a diversified and equitable workplace that continues to reflect national priorities. Historically disadvantaged South Africans (HDSA) represented 95% of the total Woolworths workforce, with 63% of women in the total, and 32% of HDSA women in management (top to middle management) positions.

### WOOLWORTHS EMPLOYEES BY GENDER

#### % HDSA GENDER BREAKDOWN OF ENTIRE WOOLWORTHS WORKFORCE

Male	32%
Female	63%

#### % RACIAL BREAKDOWN

MALE		FEMALE
22%	AFRICAN	46%
8%	COLOURED	15%
1%	INDIAN	2%
0.02%	WHITE	3%
0.2%	FOREIGN NATIONALS	2%

#### % HDSA ACROSS OCCUPATIONAL LEVEL

MALE		FEMALE
25%	TOP MANAGEMENT	25%
22%	SENIOR MANAGEMENT	15%
30%	MIDDLE MANAGEMENT	33%
40%	JUNIOR MANAGEMENT	50%
31%	SEMI-SKILLED AND UNSKILLED	68%

## TRAINING AND SKILLS DEVELOPMENT

SPEND	2018	2017
Total (R million)	R110.65	R115.50
Average spend per employee (R)	3 224	3 529
Percentage spend for black employees	95%	96%
Number of learning interventions	115 150	99 376

### TRAINING BENEFICIARIES

Number of employees trained (includes employees that have since left the business)	34 316	32 742
> Number of black employees trained	32 924	31 415
> Number of female employees trained	22 649	21 367

### LEARNERSHIP BENEFICIARIES

Total number of learners	1 568	1 573
Total number of black learners	1 568	1 547
Total number of learners with disabilities	109	21
Total number of unemployed learners	155	107
Total number of unemployed absorbed	50	52

EMPLOYEE HEALTH INDICATOR	WOOLWORTHS		DAVID JONES		COUNTRY ROAD GROUP	
	2018	2017	2018	2017	2018	2017
LOST TIME INJURIES (LTI)	515	449	38	37	33	58
TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)	0.01%	0.01%	12.4%**	14.0%**	13.5%**	19.01%**
LOST TIME INJURY FREQUENCY RATE (LTIFR)	0.05%	0.05%*	3.7%**	4.22%**	5.7%**	10.7%**
GROSS ABSENTEEISM RATE (GAR)	3.4%	3.28%	/	2.10%	/	NR
CONFIRMED FATALITIES IN DUTY	0	0	0	0	0	0
PRIMARY HEALTHCARE CASES (ACUTE AND CRONIC CARE)	NR	8 850	NR	NR	NR	NR
INJURIES ON DUTY	724	832	1685	1702	272	308

NR – Not reported at present.  
 \* calculation per FTE work days.  
 \*\* calculation per million hours worked.

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what we're doing, visit

We appreciate any feedback on our Good Business Journey Report.  
Please contact [GoodBusinessJourney@woolworths.co.za](mailto:GoodBusinessJourney@woolworths.co.za)

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