



WOOLWORTHS HOLDINGS LIMITED
2019 Group Employee Information

GROUP EMPLOYEE INFORMATION

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	PERMANENT HEADCOUNT ¹	TEMPORARY HEADCOUNT ²	TOTAL HEADCOUNT
WSA	31 944	238	32 182
Africa (countries outside of South Africa)	1 335	104	1 439
WSA TOTAL	33 279	342	33 621
CRG	2 596	3 005	5 601
DJ	5 437	2 172	7 609
WHL TOTAL	41 312	5 519	46 831

¹Permanent headcount = Permanent employees including limited period employees with service duration of more than one year.

²Temporary headcount = Limited period employees (LPE) with service duration of less than one year.

GROUP LABOUR TURNOVER

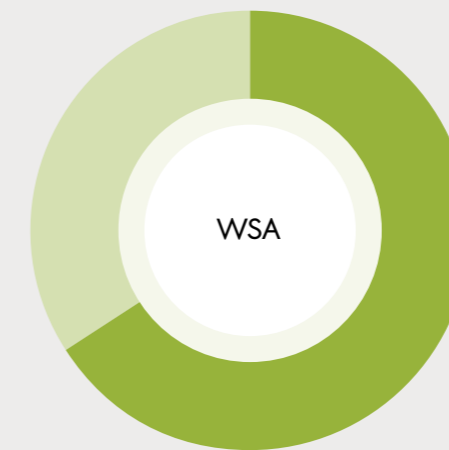
	AVERAGE PERMANENT HEADCOUNT ¹	SUM OF TERMINATIONS ²	LABOUR TURNOVER RATE ³
WSA	31 015	6 383	20.6%
Africa (countries outside of South Africa)	1 333	293	22.0%
WSA TOTAL	32 348	6 676	20.6%
CRG	2 480	538	21.7%
DJ	5 730	1 400	24.4%
WHL TOTAL	40 558	8 614	21.2%

¹Average permanent headcount = Sum of permanent headcount over a period of 12 months / 12.

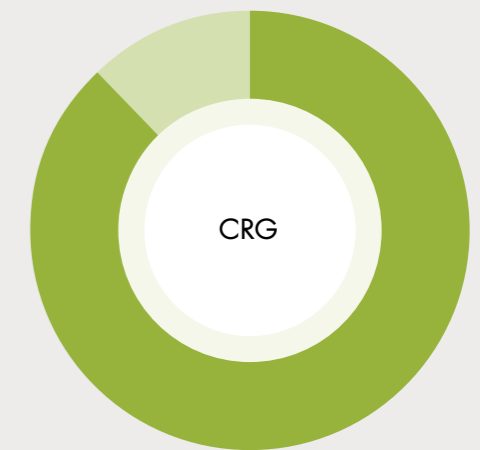
²Sum of terminations = Sum of permanent headcount who terminated over a period of 12 months.

³Labour 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.

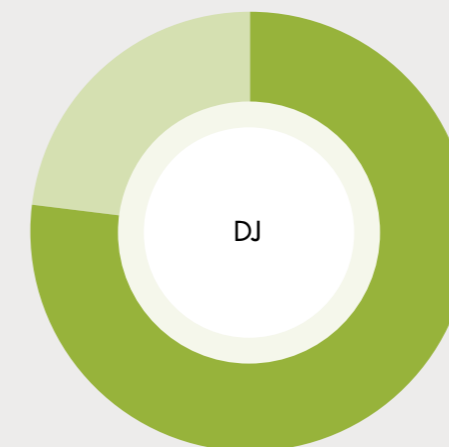
GROUP EMPLOYEES BY GENDER



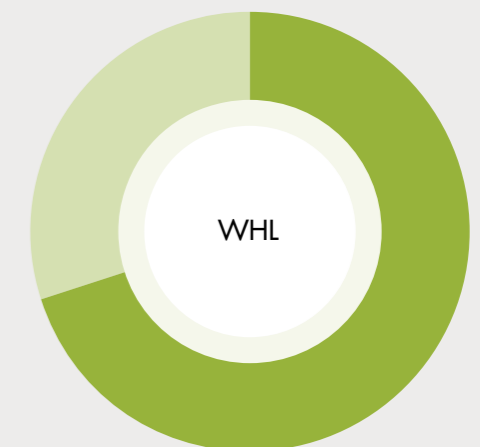
Female: 66% Male: 34%



Female: 88% Male: 12%



Female: 77% Male: 23%



Female: 70% Male: 30%

GROUP TRANSFORMATION DATA

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) represent 95.8% of the total number of Woolworths permanent employees, of whom 62.1% are in management (middle to top management) positions. Women represent 64% of the HDSA permanent employees.

EMPLOYMENT EQUITY PROFILE FOR WOOLWORTHS SA

% HDSA* GENDER BREAKDOWN OF PERMANENT EMPLOYEES

Male	36%
Female	64%

% RACIAL BREAKDOWN OF PERMANENT EMPLOYEES

MALE		FEMALE
22%	BLACK	47%
8%	COLOURED	15%
1%	INDIAN	2%
2%	WHITE	2%
0%	FOREIGN NATIONALS	0%

% HDSA* ACROSS OCCUPATIONAL LEVELS

MALE		FEMALE
27%	TOP MANAGEMENT	27%
22%	SENIOR MANAGEMENT	19%
30%	MIDDLE MANAGEMENT	34%
39%	JUNIOR MANAGEMENT	51%
21%	SEMI-SKILLED AND UNSKILLED	78%

* Historically Disadvantaged South Africans

TRAINING AND SKILLS DEVELOPMENT

SPEND	2019	2018	2017
Total (R million)	R121.60	R110.65	R115.50
Average spend per employee (R)	3 745	3 224	3 529
Percentage spend for black employees	96%	95%	96%
Number of learning interventions	114 509	115 150	99 376
TRAINING BENEFICIARIES			
Number of employees trained (includes employees that have since left the business)	32 485	34 316	32 742
Number of black employees trained	31 319	32 924	31 415
Number of female employees trained	21 400	22 649	21 367
LEARNERSHIP BENEFICIARIES			
Total number of learners	1 803	1 568	1 573
Total number of black learners	1 784	1 548	1 547
Total number of learners with disabilities	107	109	21
Total number of unemployed learners	180	155	107
Total number of unemployed absorbed	74	50	52

EMPLOYEE HEALTH INDICATOR

INDICATOR	WSA		DJ		CRG	
	2019	2018	2019	2018	2019	2018
LOST TIME INJURIES (LTI)	449	515	40	38	22	33
TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)	0.01%*	0.01%*	13%**	12.4%**	9.8%**	19.01%**
LOST TIME INJURY FREQUENCY RATE (LTIFR)	0.04%*	0.05%*	4.2%**	3.7%**	3.3%**	10.7%**
GROSS ABSENTEEISM RATE (GAR)	3.3%	3.4%	2.4%	NR	NR	NR
CONFIRMED FATALITIES IN DUTY	0	0	0	0	0	0
PRIMARY HEALTHCARE CASES (ACUTE AND CRONIC CARE)	0	NR	0	NR	NR	NR
INJURIES ON DUTY	615	724	1 595	1 685	175	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.
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