



INSTRUMENTATION

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BROAD-BASED BLACK ECONOMIC EMPOWERMENT POLICY

R&C Instrumentation Have decided to follow the Broad-based Black Economic Empowerment Act, in implementing BBBEE in our organization. We chose to follow the Codes of Good Practice as gazetted on 9th February 2007

Our turnover is above R 5 million and below R 35 million. The codes therefore define us as a QSE and we will follow the generic scorecard that requires us to comply with 5 of the 7 elements listed below.

We are planning on reaching a level 4 or 5 BEE status in 2011.

Our BEE policy is based on the seven pillars of empowerment and we intend making a meaningful contribution to each required pillar, in line with the targets.

- Ownership Equity**
- Management**
- Employment Equity**
- Skills Development**
- Preferential Procurement**
- Enterprise Development**
- Socio Economic Development**

As the codes change we will be adjusting our target accordingly

“Our B-BBEE decisions make business sense, and our business decisions make B_BBEE sense”

Policy Approved by

Steve Edwards
Sole Member
11th May 2010.