

QUESTIONNAIRE

GROWTH THROUGH TRANSFORMATION

During the occasion of his medium-term budget speech in 2011, Minister Pravin Gordhan reminded us that economic transformation requires much more than pointing out barriers and suggesting solutions. He urged us to commit to an extraordinary national effort of co-operation to contribute to consistent economic growth, sustainability, broad-based development and social progress. At the RMI we are ready to do more and our national membership footprint allows us to draw on the best expertise and experience to make a contribution.

Economic transformation that will lead to inclusive growth and greater social cohesion also means long-term business sustainability, and at the RMI we want to do more to facilitate this. In his speech the Minister pointed out that transport and logistics investment will reach R226 billion by 2014, which will certainly generate revenue opportunities for all RMI members. We are confident that this economic opportunity presents a compelling case for embracing a transformation agenda that can contribute towards sustainable growth.

The RMI embarked on an active transformation strategy in 2011. As a first step we appointed a Transformation Committee, which is responsible for the introduction of broad-based initiatives that will serve the interests of all RMI members in support of transformation. The purpose of these initiatives is to remove all uncertainty about the national transformation agenda with respect to broad-based black economic empowerment (BBBEE). It will also aim to guide our members into making informed decisions about addressing BBBEE in their businesses through strategic advice, training and specific solutions. The main objective

of these initiatives is to create and build a strong knowledge platform that will allow the RMI and its membership to address transformation issues in a meaningful and sustainable manner. Some of the practical interventions as part of these initiatives will include research surveys, training and development seminars, RMI transformation instruments and an annual publication that will track performance and progress. We want to support transformation as a business imperative and a growth enabler while assisting our members with the transition of positioning for such growth.

Our first order of business is to get a comprehensive understanding about the current state of transformation in the motor industry. For this reason we are launching a national BBBEE survey which will be employed to construct the RMI Transformation Index. This index will be our barometer for performance against the national BBBEE Scorecard and at the same time serve as an internal benchmark for progress. I call on you to kindly take the time to complete the survey overleaf or download it from the *Automobil* website.

We are well aware that transformation is a sensitive subject and we want to ensure we create a platform for dialogue that will give members the confidence to engage with the RMI on all issues related to transformation. Our process will be consultative in nature and consider a wide variety of stakeholders to ensure we can address all related issues. We will ensure that we present the industry and especially you, our valued member, with comprehensive transformation solutions that will make business sense and contribute towards long-term value creation.

See the reverse side of this page for the questionnaire or download it from www.automobil.co.za



RMI BBEE Scorecard - Questionnaire

Please consider each of the seven BBEE elements and answer the corresponding questions by ticking the appropriate box. In the event that your response is not on the scale, kindly indicate the percentage in the box marked 'Other'.

Turnover	
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RMI Membership Number	
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Province	
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Ownership	What percentage of your company is owned by previously disadvantaged individuals?										
	<input type="checkbox"/> <5%	<input type="checkbox"/> 5-10%	<input type="checkbox"/> 10-15%	<input type="checkbox"/> 15-20%	<input type="checkbox"/> 20-25%	<input type="checkbox"/> 25-30%	<input type="checkbox"/> 30-35%	<input type="checkbox"/> 35-40%	<input type="checkbox"/> 40-45%	<input type="checkbox"/> 45-50%	<input type="checkbox"/> 50%

Management control	What percentage of senior management are previously disadvantaged individuals?										
	<input type="checkbox"/> <5%	<input type="checkbox"/> 5-10%	<input type="checkbox"/> 10-15%	<input type="checkbox"/> 15-20%	<input type="checkbox"/> 20-25%	<input type="checkbox"/> 25-30%	<input type="checkbox"/> 30-35%	<input type="checkbox"/> 35-40%	<input type="checkbox"/> 40-45%	<input type="checkbox"/> 45-50%	<input type="checkbox"/> 50%

Employment equity	What percentage of your workforce are previously disadvantaged individuals?										
	<input type="checkbox"/> <5%	<input type="checkbox"/> 5-10%	<input type="checkbox"/> 10-15%	<input type="checkbox"/> 15-20%	<input type="checkbox"/> 20-25%	<input type="checkbox"/> 25-30%	<input type="checkbox"/> 30-35%	<input type="checkbox"/> 35-40%	<input type="checkbox"/> 40-45%	<input type="checkbox"/> 45-50%	<input type="checkbox"/> 50%

Skills development	What percentage of payroll do you spend on skills development for previously disadvantaged individuals?						
	<input type="checkbox"/> <0.5%	<input type="checkbox"/> 0.75%	<input type="checkbox"/> 1%	<input type="checkbox"/> 1.25%	<input type="checkbox"/> 1.5%	<input type="checkbox"/> 1.75%	<input type="checkbox"/> 2%

Preferential procurement	What percentage of your annual procurement budget is spent with BBEE companies?										
	<input type="checkbox"/> <5%	<input type="checkbox"/> 5-10%	<input type="checkbox"/> 10-15%	<input type="checkbox"/> 15-20%	<input type="checkbox"/> 20-25%	<input type="checkbox"/> 25-30%	<input type="checkbox"/> 30-35%	<input type="checkbox"/> 35-40%	<input type="checkbox"/> 40-45%	<input type="checkbox"/> 45-50%	<input type="checkbox"/> 50%

Enterprise development	What percentage of pre-tax profit is spent on BBEE business development?						
	<input type="checkbox"/> <0.5%	<input type="checkbox"/> 0.75%	<input type="checkbox"/> 1%	<input type="checkbox"/> 1.25%	<input type="checkbox"/> 1.5%	<input type="checkbox"/> 1.75%	<input type="checkbox"/> 2%

Corporate social investment	What percentage of net profit after tax do you spend on corporate social investment programmes?						
	<input type="checkbox"/> <0.5%	<input type="checkbox"/> 0.75%	<input type="checkbox"/> 1%	<input type="checkbox"/> 1.25%	<input type="checkbox"/> 1.5%	<input type="checkbox"/> 1.75%	<input type="checkbox"/> 2%

PLEASE RETURN URGENTLY TO: transformation@rmi.org.za or fax to: 086 245 2499

