



The KID Group of Companies
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EMPLOYMENT EQUITY PLAN 2020

Employment Equity Purpose

- Raise the level of opportunity for EEP designated groups i.e. disadvantaged, disabled and female staff.
- Allow staff recourse to an alternate advisory and regulatory body other than the HR channel.
- Eliminate and prohibit any unfair work practices.
- Eliminate business risk through supporting staff rehabilitation where needed.



Employment Equity Within KID Group

Two main reasons:

1. EE Compliance (law): All companies with a staff complement of 50 or more OR With a turnover of 10 million per annum or more.
2. General support for the upliftment of all our employees.



Employment Equity Objectives

- Fair and better utilisation of staff.
- Establishment of a more diverse and productive workforce.
- HR Monitoring and Transparency.
- Equitable outcome (e.g. opportunities, remuneration) for all.

Employment Equity Plan

Prepare

- Re-elect forum
- Assign responsibilities to administer the Employment Equity Program (EEP)
- Communicate and Train the EEP
- Consult with all stakeholders and employees w.r.t. to EE
- 5. Conduct Analysis and document findings

Implement

- Set EE objectives and measures
- Allocate time and resources
- Agree and Communicate the implementation plan
- Rollout the measures

Monitor, Evaluate and Report

- Monitor and Evaluate implemented measures
- Submit EE progress reports to the Labour Department



Employment Equity Plan – Report to the Labour Department

- Submit EEP plan and Labour progress report to the Director-General (form EEA2).
- Responsibility : EEP Manager and Directorship.

Achievements to Date

- Continuity of the EE Program
- EE Forum sustained
- EE Plan completed (2020 – 2021)
- Staff feedback
- Facilitated / Monitored HR hearings
- Followed up on numerical goals for labour reports
- Updated staff regulation manual accordingly
- EE Forum re-elected to broadly represent the group
- New EE Plan (2020-25) in progress
- Submission of Labour reports (on-going)



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