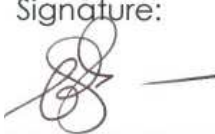



EXECUTIVE SUMMARY

TYRIS Construction (Pty) Ltd is committed to the Broad Based Black Economic Empowerment (BEE) process in South Africa, and dedicated to meet the transformation objectives and policies as set out by the South African Government.

TYRIS Construction (Pty) Ltd has affirmed its support by committing itself in:

- 1) Creating an environment free of discrimination;
- 2) Eliminating practices perceived as discriminatory;
- 3) Actively appointing and developing individuals with potential, at all levels in all designated groups;
- 4) Addressing inequalities in the company;
- 5) Advancement of previously marginalized communities, e.g. assisting and supporting local sub-contractors.

Authorised by: Mr. C.J. Erasmus Mr. T.G. Adams	Signature:  — 
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IMPLEMENTATION STRATEGY

TYRIS Construction (Pty) Ltd is well underway in implementing its BEE strategy in the following areas:

Employment Equity

To this end, TYRIS Construction (Pty) Ltd complies with the "Employment Equity Act (No 55 of 1998)", which aims to guide companies towards an equity plan in the work place. We have set measurable targets and our employment equity plans are submitted to the Department of Labour as required. We will continue to actively target appropriately qualified previously disadvantaged individuals (PDI) to ensure a representative staff representation is achieved and maintained.

Skills Development

A key strategy for the company is to create a sustainable business environment through the development of the employee skill base. To achieve this goal, there is a budget allocation made specifically for skills development. We work closely with the sectoral SETA & GMBA on skills development.

Enterprise Development

The identification of enterprise development partners from the sub-contractors database to enable us to assist them in developing a sustainable enterprise. TYRIS Construction (Pty) Ltd will transfer skill and training through our skill development program continuously, building and investing in employees, empowered to earn a living.

Corporate Social Responsibility

TYRIS Construction (Pty) Ltd is focused on good corporate citizenship and empowerment. We have recognized the importance of contributing towards the creation of an environment in which we can develop citizens that have a positive view, give them hope for their future and a

belief in their abilities to advance and create meaningful lives for themselves, given the opportunity.

Preferential Procurement

We are in the process of reviewing our preferential procurement policy to ensure we proactively employ the services of empowered companies. Currently the company is reviewing all suppliers to ascertain their BEE status and we endeavouring to ensure that at least 50% of our discretionary procurement is given to empowered companies.

WE aim to mainly procure goods and services in line with the DTI Codes, namely: Procuring from BEE Compliant clients and to utilise QSE and EME clients as for as possible.

AMENDMENTS

Management reserves the right to amend this policy from time to time.