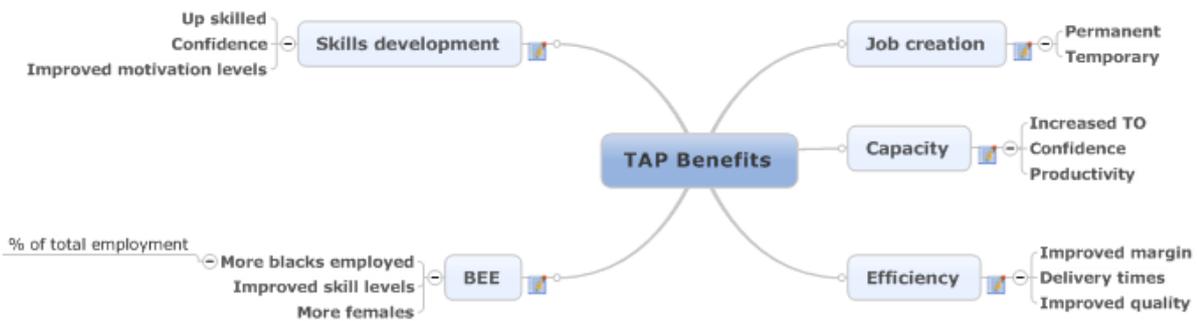


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  - project management
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- within an ISO environment



## TAP BENEFITS



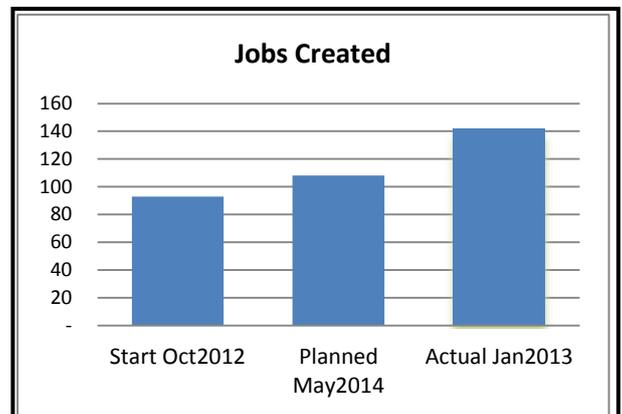
### 1. JOB CREATION

#### Permanent

As a result of the TAP program, Fabrinox created 22 permanent job opportunities to date, which are 120% more employment opportunities than originally planned till the end of the project in May2014.

#### Temporary

A further 23 temporary jobs were created which is 35% more temporary employment opportunities than envisaged till the end of the project in May2014.



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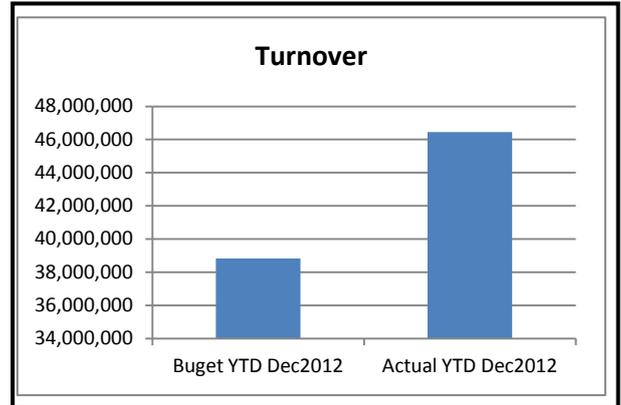
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Directors: BA Visser & BP Steenkamp

## 2. CAPACITY

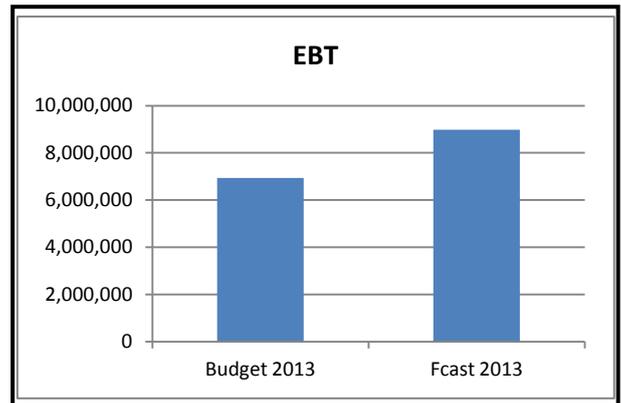
Turn Over for the year to date December 2012 was R8mil or 20% higher than budgeted largely due to increased levels of productivity. The increased levels of productivity can be largely ascribed to increased employee skill and confidence levels, which were a direct result of the training by the equipment suppliers. Improved operator skill and confidence resulted in improved turnaround times which in turn resulted in a higher output with the same capacity and improved customer satisfaction levels.



## 3. EFFICIENCY

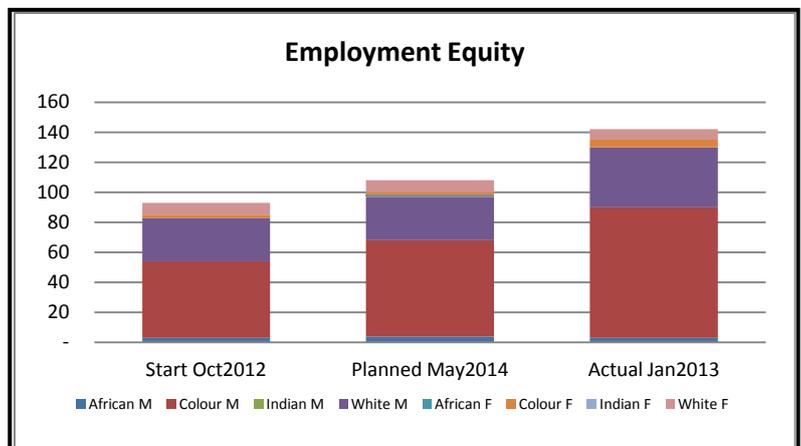
The training not only resulted in higher turnover, but also translated to an improvement on the bottom line for the 7 month period ended in December and if all goes according to our revised forecast this should result in a 30% improvement in EBIT at year-end.

Even though this is in part due to a 20% increase in revenue, improvements in efficiency contribute substantially to the improved bottom line. Our expectation is that once the software is installed and fully operational the gains seen so far will become insignificant compared to the final result.



## 4. BEE

The most important component of the program is the fact that we were able to employ people with the correct profile in terms of BEE. Our non-white employees as a % of total employment increased from 57% to 65% and more importantly in terms of the female component it improved by more than 150%. The program also assisted us in leveraging our existing black employees to higher levels and this process will continue over the next few months till May 2013, resulting in a totally different BEE profile for Fabrinox than at the start of the project.



## 5. SKILLS DEVELOPMENT

Employees that trained on the programs supported by TAP not only saw improved levels of skill, but also in confidence and motivation levels. This confidence position them well for further development within Fabrix and our current BEE program.

As can be seen on the table and graph below the TAP program resulted in 200% more job opportunities being created already by Jan2013 than planned till the end of the project by May2014.

	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
<b>Employees at start of project Oct2012</b>									
Permanent Employees	3	38	-	29	-	2	-	-	80
Temporary employees	-	13	-	-	-	-	-	-	13
	3	51	-	29	-	2	-	-	93
<b>Employees projected by May2014</b>									
Permanent Employees	4	46	-	29	1	2	-	-	90
Temporary employees	-	18	-	-	-	-	-	-	18
	4	64	-	29	1	2	-	-	108
<b>Employees employed by Jan2013</b>									
Permanent Employees	3	47	-	40	-	5	-	-	102
Temporary employees	-	40	-	-	-	-	-	-	40
	3	87	-	40	-	5	-	-	142