

Volkswagen Financial Services South Africa qualifies as a start-up enterprise and therefore is measured as an Exempt Micro Enterprise, deemed a BEE Level 4 status for 2014.

Volkswagen Financial Services South Africa embraces Broad-Based Black Economic Empowerment as a business imperative in South Africa and have prepared a plan to reach a Level 3 rating next year.

- **Ownership**

Volkswagen Financial Services South Africa ownership is structured as Volkswagen Financial Services AG (Germany) 51%; FirstRand Investment Holdings (South Africa) 49%. The FirstRand group continually strives to strengthen its transformational profile and while Volkswagen Financial Services AG can have only little influence in this area we confidently rely on the South African holding company.

- **Management and control**

Volkswagen Financial Services South Africa monitors the principles and practice of Employment Equity within the organisation. Both new recruits and promotions will be under scrutiny by management.

The organisation aims to build a diverse and talented workforce to take the business forward.

Preference will be afforded to candidates who are South African citizens, African, Coloured and Indian and people living with disability.

- **Skills development**

In line with our strategy of growing a diverse talent pool, Volkswagen Financial Services South Africa aim to meet the targets as set out in the codes. We also acknowledge that this is a priority area for BEE recognition.

- **Procurement and supplier development**

A procurement strategy that strives to support businesses with strong BEE credentials and those that are either black owned or black women owned are focus areas. We will investigate ways in which we can support supplier development in a sustainable manner, both by means of monetary and non-recoverable initiatives.

This element will also be treated as a priority area within our BEE strategy. ***We recognise that job creation and economic benefits in this area are favourable to South Africa.***

- **Socio-Economic Development**

Volkswagen Financial Services South Africa will endeavour to assist in a meaningful and sustainable manner where there are areas of need within the community.