



# **SKELTON & PLUMMER HOLDINGS**

## **EMPLOYMENT EQUITY POLICY**

The **S&P EMPLOYMENT EQUITY PLAN** defines the functional operation of the S&P Group Employment Equity Program and establishes Management's total commitment to Employment Equity in a manner that satisfies the intent of the Employment Equity Act, 1998.

**The S&P Group of Companies is made up of the following two operating companies:**

**Skelton & Plummer Projects (Pty) Ltd.**

- Projects Division – A mechanical, structural, plate-work and piping construction company.
- Project engineering division.
- Plant Supplies Division – A Company supplying Turnkey Process Plant, Solid / Liquid Separation and Liquid Plants.

**Eddcor Electrical and Instrumentation Projects (Pty) Ltd.**

- Electrical and instrumentation construction company

**It is our Company's policy that:**

- The Employment Equity Program described in the Employment Equity manual be fully implemented and that the employment Equity Committee has the authority and responsibility to impose the requirements of this Employment program.

**We are committed to:**

- The provisions of the S&P Employment Equity Plan.

A handwritten signature in black ink, appearing to read 'A. W. Michel', written over a horizontal line.

**A. W. Michel**  
**Managing Director**

**March 2008**