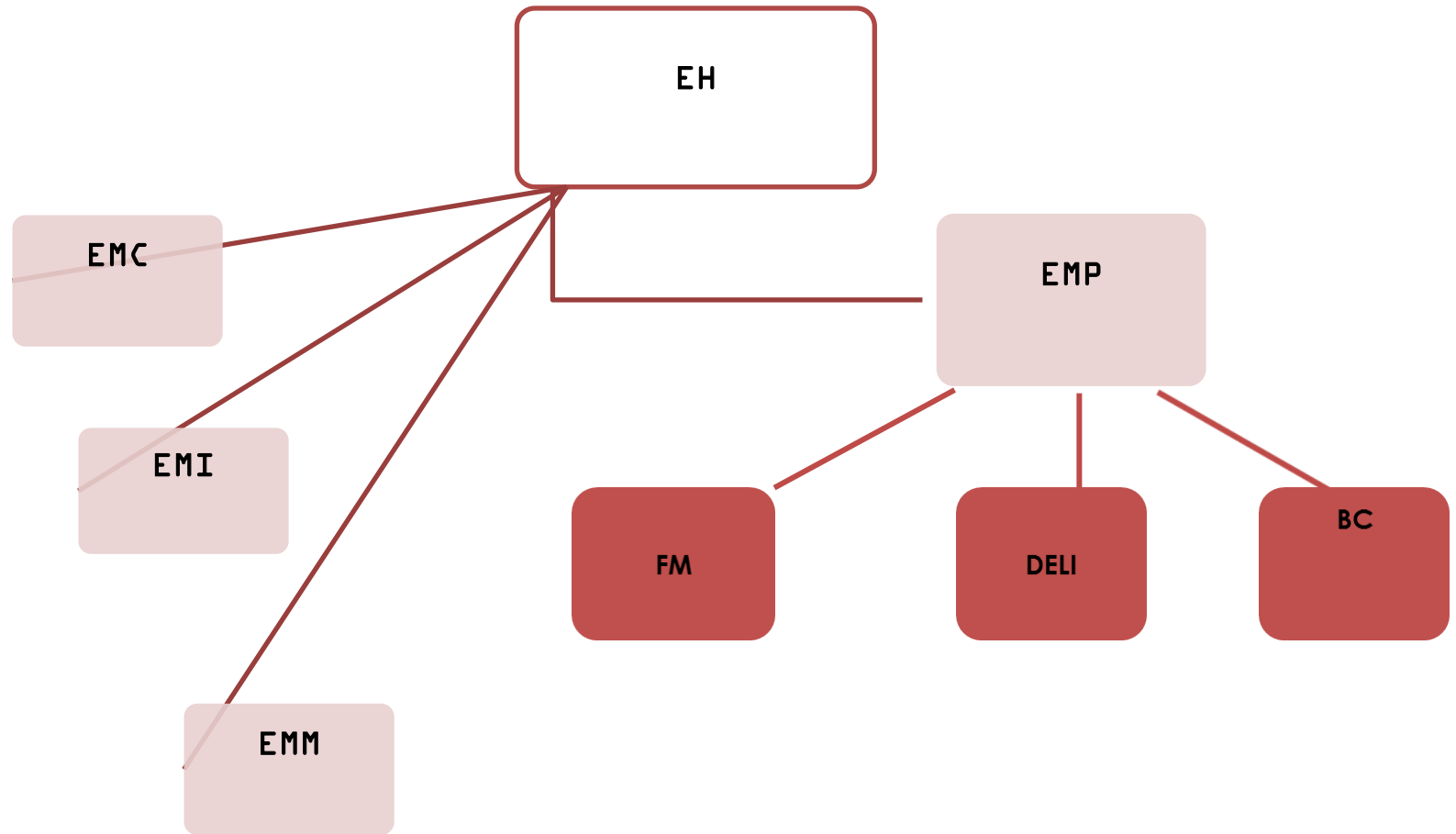


EXCELLENT MEAT GROUP



EXCELLENT MEAT GROUP STRUCTURE



HUMAN RESOURCE

In South Africa, the official narrow unemployment rate is estimated at 26.5% in the fourth quarter of 2016 (Stats SA). Western Cape unemployment rate was 20.5 % , which was 6 % below the national average.

ENTITY	SALARY	WAGES	TOTAL	BLOCKMAN	% of Total
Excellent Meat Packers	62	375	437	50	11%
Excellent Meat Markets	27	115	142	21	15%
Excellent Meat Corporation	46	98	144		
Excellent Meat international	15	5	20		
GROUP TOTAL	150	593	743	71	10%

Demographic-

Belhar/Bonteheuwel/Delft/Elsies River/Khayelithsa/Kuilsriver/Mitchells Plain/Phillipi



THE DIFFERENCE...MASTER CLASS 10/10 PASS RATE

We have had frequent feedback sessions on countless occasions with the students on what makes our brand different:

DURING THE COURSE

- Values (accountability, integrity, caring, mentorship, support, innovation and passion for our family business).
- Accommodating the students in terms of their locations within close proximity to transport nodes to our butchereries.

Full exposure to the curriculum by way of :

- Our butcher managers and their team were aware of the assignments and practical's needed to be completed by the students
- Student had mentors assigned
- Fully specialised in protein business(lamb, beef, mutton and chicken) aligned to the Blockman program
- Health and safety standard operating procedures
- Customer etiquette and display basics
- Excellent Meat always being open to accommodating the lecturer during his assessments in terms of raw material, time and facility availability.
- Due to our variety and volume of walk-in customer base our student were consistently exposed to the retail environment conditions on a daily bases.

ONCE PERMANENT THE BENEFITS ARE

- Entry level wages is greater than the unofficial governmental required minimum of R3500pm.
- Provide Staff food account and 10% discount on retail purchases.
- 6% employer provident contribution and 5% employee contribution.
- Aggressive drive for internal promotions to aid staff retention and minimise staff turnover.

LOOKING
BACK...

Excellence

EXCELLENT MEAT

Committed to Excellence

BENEFITS

1. A qualified blockman based on certification from a reputable tertiary institution.
2. A innovative product that we can offer to our premier customer.....*Something uniquely different* .
3. A pool of block man to choose from that are disciplined ,focused familiar with us and we with them.
4. No cost to the business during the 6 months training.
5. We are involved in the screening process.
6. ROI
 - SARS ETI - Employment Tax incentive over 24 months for employers hiring young work seekers (18-25 years)
 - B-BBEE points for Socio-economic development (EMP Level 3)



POSSIBLE OPPORTUNITIES

- Purchase of land for future development.
- Developing a NEW Wetton store of 750 sqm (this will double the staff compliment to 50.)
- We considering growth in the entire value chain.
- Employee Housing initiative
- Increase the provident fund from 11% to 15%

CHALLENGES :

- Automation
- Water supply and raw material prices.
- Capex - Renewable energy and expansion.
- Market access for exports - not getting approvals for certain countries such as Vietnam and Singapore



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THANK-YOU

