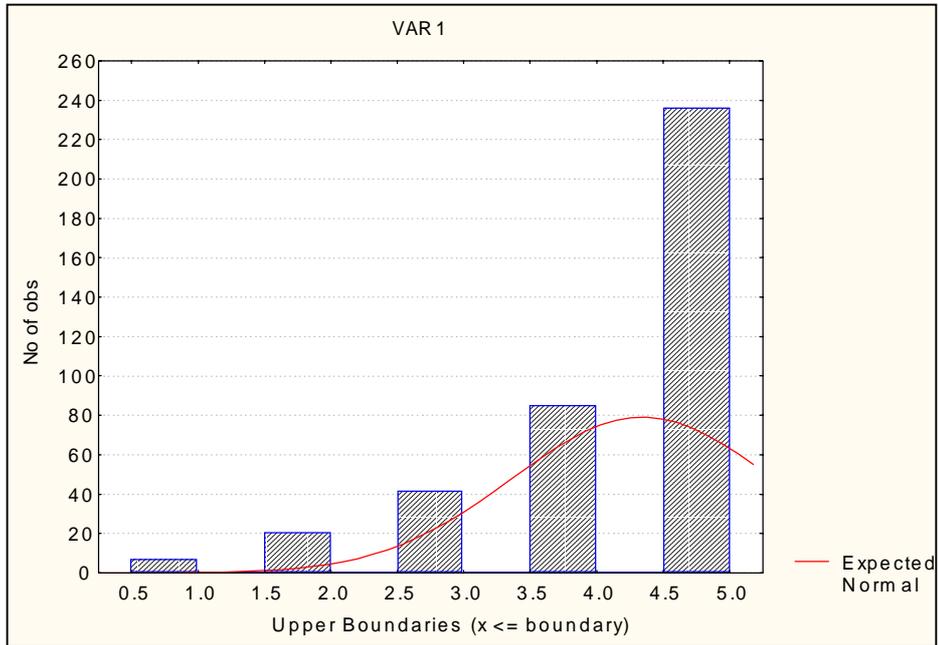


Descriptive Statistics (p. delport2 (final 4 april).sta)

	Valid N	Mean	Minimum	Maximum	Std.Dev.
VAR1	389	4.344473	1	5	0.981584
VAR2	389	4.053985	1	5	1.119032
VAR3	389	3.871465	0	5	1.232688
VAR4	389	4.177378	1	5	1.013772
VAR5	389	4.007712	0	5	1.154303
VAR6	389	3.858612	1	5	1.127473
VAR7	389	3.706941	1	5	1.225367
VAR8	389	3.727506	0	5	1.271329
VAR9	389	3.974293	0	5	1.239121
VAR10	389	3.894602	1	5	1.193495
VAR11	389	3.825193	1	5	1.210045
VAR12	389	3.827763	0	5	1.234659
VAR13	389	3.642674	0	5	1.265453
VAR14	389	3.784062	1	5	1.235077
VAR15	389	3.8509	0	5	1.179018
VAR16	389	3.634961	0	6	1.298457
VAR17	389	3.866324	1	5	1.248761
VAR18	389	3.835476	0	5	1.317478
VAR19	389	3.786632	1	5	1.271506
VAR20	389	3.822622	1	5	1.244328

STATISTICS PERTAINING TO EMPLOYEES

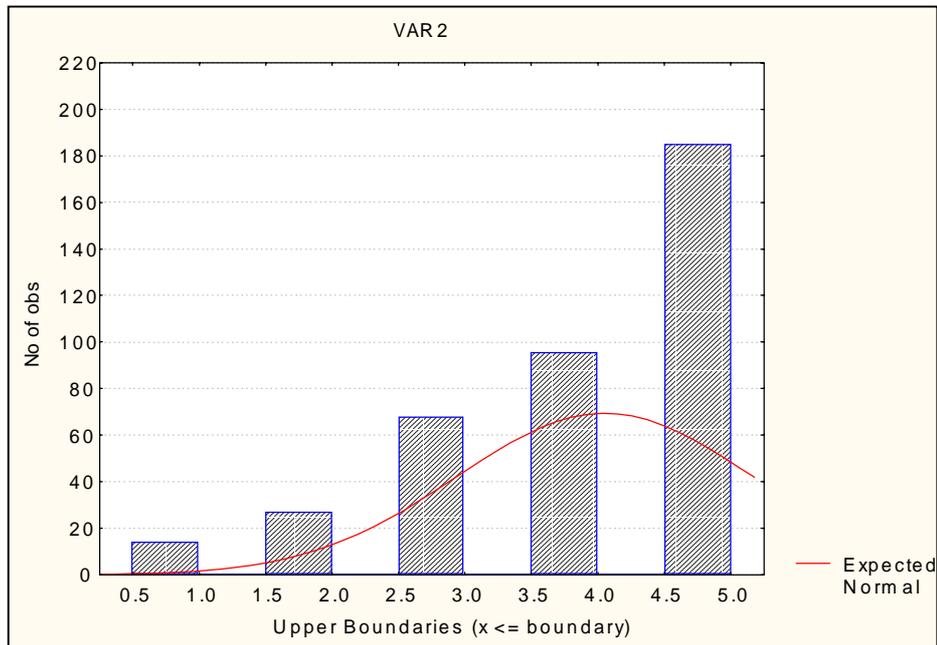
Statement 1
The Company's mission, visions and values



VAR1 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x ≤ 1.0000	7	7	1.799486	1.799486	1.799486	1.799486
1.0000 < x ≤ 1.5000	0	7	0	1.799486	0	1.799486
1.5000 < x ≤ 2.0000	20	27	5.141388	6.940874	5.141388	6.940874
2.0000 < x ≤ 2.5000	0	27	0	6.940874	0	6.940874
2.5000 < x ≤ 3.0000	41	68	10.53985	17.48072	10.53985	17.48072
3.0000 < x ≤ 3.5000	0	68	0	17.48072	0	17.48072
3.5000 < x ≤ 4.0000	85	153	21.8509	39.33162	21.8509	39.33162
4.0000 < x ≤ 4.5000	0	153	0	39.33162	0	39.33162
4.5000 < x ≤ 5.0000	236	389	60.66838	100	60.66838	100
Missing	0	389	0		0	100

Statement 2

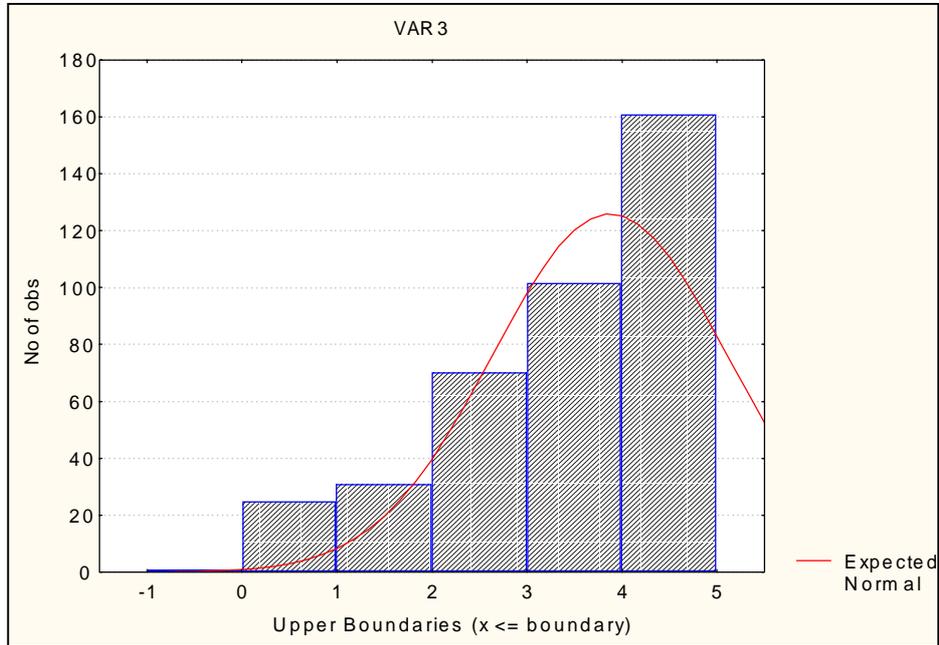
The Company's strategy and objectives for the future



VAR2 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	14	14	3.598972	3.598972	3.598972	3.598972
1.0000 < x <= 1.5000	0	14	0	3.598972	0	3.598972
1.5000 < x <= 2.0000	27	41	6.940874	10.53985	6.940874	10.53985
2.0000 < x <= 2.5000	0	41	0	10.53985	0	10.53985
2.5000 < x <= 3.0000	68	109	17.48072	28.02057	17.48072	28.02057
3.0000 < x <= 3.5000	0	109	0	28.02057	0	28.02057
3.5000 < x <= 4.0000	95	204	24.42159	52.44216	24.42159	52.44216
4.0000 < x <= 4.5000	0	204	0	52.44216	0	52.44216
4.5000 < x <= 5.0000	185	389	47.55784	100	47.55784	100
Missing	0	389	0		0	100

Statement 3

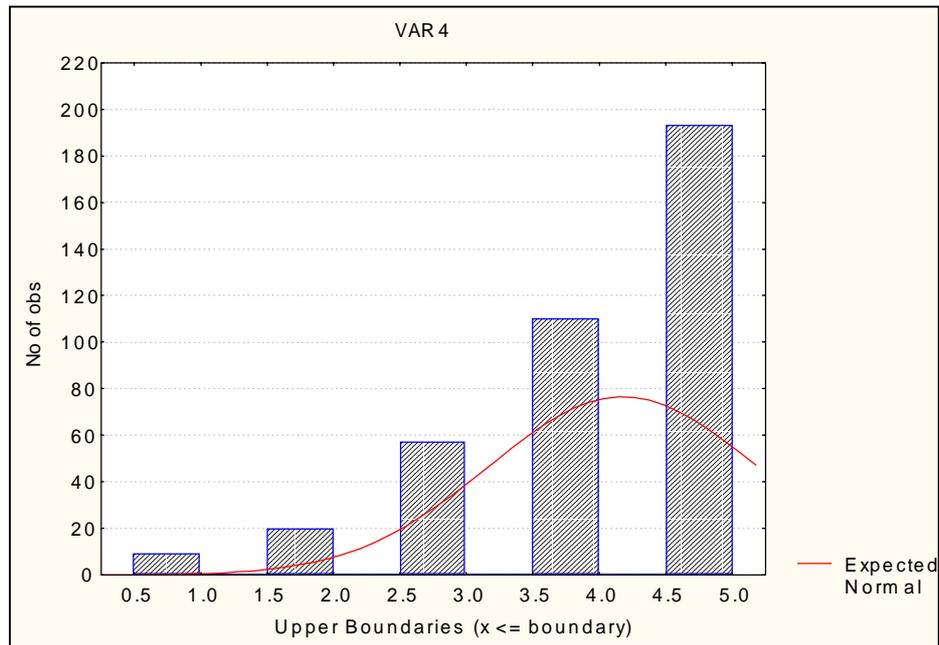
The current performance of the Company in the local as well as global sense



VAR3 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	25	26	6.426735	6.683805	6.426735	6.683805
1.0000 < x <= 2.0000	31	57	7.969152	14.65296	7.969152	14.65296
2.0000 < x <= 3.0000	70	127	17.99486	32.64781	17.99486	32.64781
3.0000 < x <= 4.0000	101	228	25.96401	58.61183	25.96401	58.61183
4.0000 < x <= 5.0000	161	389	41.38817	100	41.38817	100
Missing	0	389	0		0	100

Statement 4

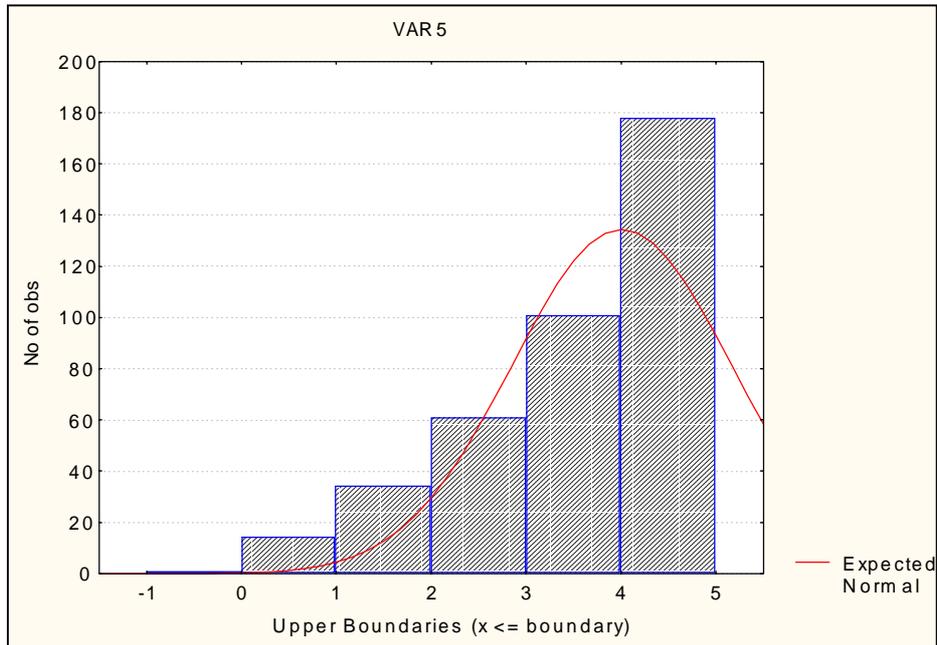
Personal responsibilities and what is expected from me



VAR4 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	9	9	2.313625	2.313625	2.313625	2.313625
1.0000 < x <= 1.5000	0	9	0	2.313625	0	2.313625
1.5000 < x <= 2.0000	20	29	5.141388	7.455013	5.141388	7.455013
2.0000 < x <= 2.5000	0	29	0	7.455013	0	7.455013
2.5000 < x <= 3.0000	57	86	14.65296	22.10797	14.65296	22.10797
3.0000 < x <= 3.5000	0	86	0	22.10797	0	22.10797
3.5000 < x <= 4.0000	110	196	28.27763	50.3856	28.27763	50.3856
4.0000 < x <= 4.5000	0	196	0	50.3856	0	50.3856
4.5000 < x <= 5.0000	193	389	49.6144	100	49.6144	100
Missing	0	389	0		0	100

Statement 5

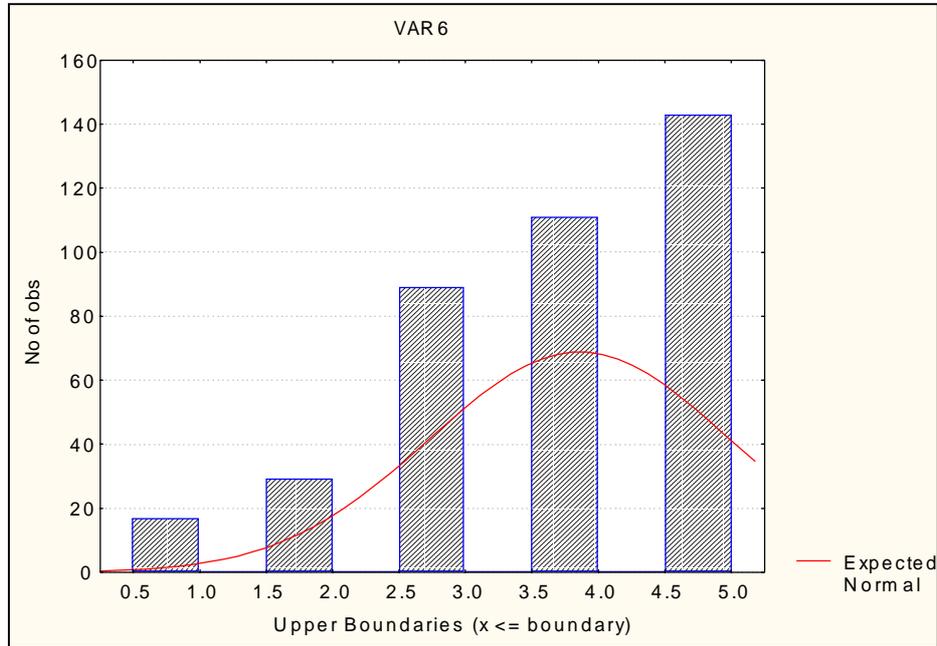
Resources and equipment at my disposal to enhance my own performance



VAR5 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	14	15	3.598972	3.856041	3.598972	3.856041
1.0000 < x <= 2.0000	34	49	8.74036	12.5964	8.74036	12.5964
2.0000 < x <= 3.0000	61	110	15.68123	28.27763	15.68123	28.27763
3.0000 < x <= 4.0000	101	211	25.96401	54.24165	25.96401	54.24165
4.0000 < x <= 5.0000	178	389	45.75835	100	45.75835	100
Missing	0	389	0		0	100

Statement 6

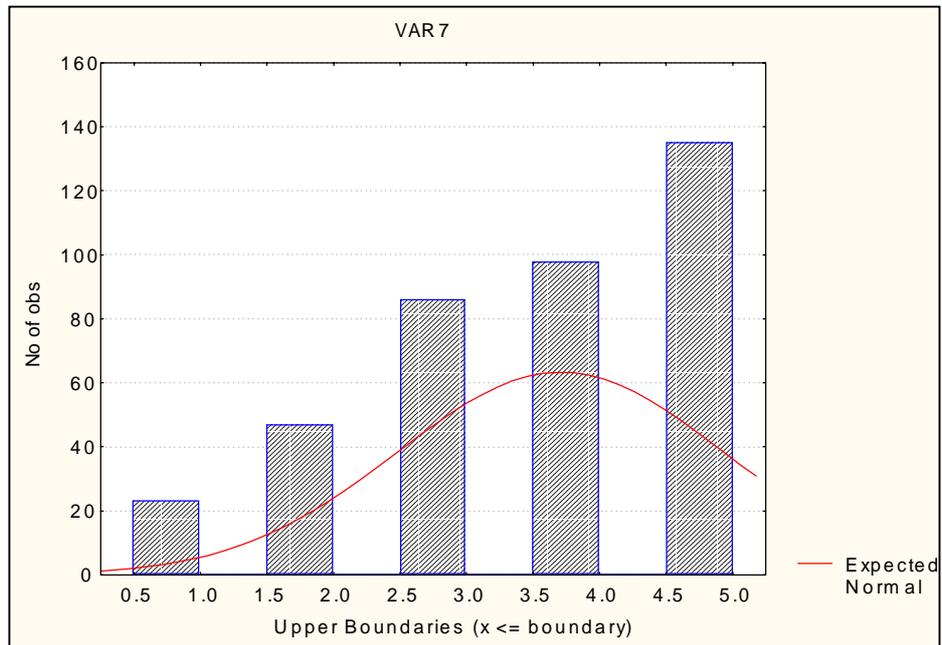
Ongoing progress reports on my own performance, that of my group as well as the Company, based on agreed-to performance parameters



VAR6 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	17	17	4.37018	4.37018	4.37018	4.37018
1.0000 < x <= 1.5000	0	17	0	4.37018	0	4.37018
1.5000 < x <= 2.0000	29	46	7.455013	11.82519	7.455013	11.82519
2.0000 < x <= 2.5000	0	46	0	11.82519	0	11.82519
2.5000 < x <= 3.0000	89	135	22.87918	34.70437	22.87918	34.70437
3.0000 < x <= 3.5000	0	135	0	34.70437	0	34.70437
3.5000 < x <= 4.0000	111	246	28.5347	63.23907	28.5347	63.23907
4.0000 < x <= 4.5000	0	246	0	63.23907	0	63.23907
4.5000 < x <= 5.0000	143	389	36.76093	100	36.76093	100
Missing	0	389	0		0	100

Statement 7

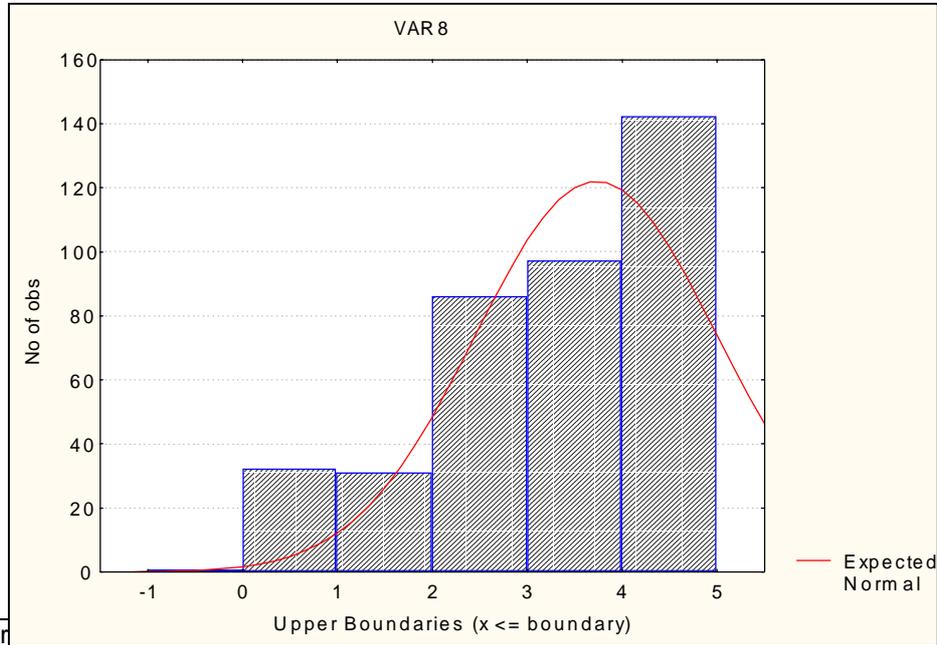
Deviations from plans and possible corrective measures



VAR7 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x ≤ 1.0000	23	23	5.912596	5.912596	5.912596	5.912596
1.0000 < x ≤ 1.5000	0	23	0	5.912596	0	5.912596
1.5000 < x ≤ 2.0000	47	70	12.08226	17.99486	12.08226	17.99486
2.0000 < x ≤ 2.5000	0	70	0	17.99486	0	17.99486
2.5000 < x ≤ 3.0000	86	156	22.10797	40.10283	22.10797	40.10283
3.0000 < x ≤ 3.5000	0	156	0	40.10283	0	40.10283
3.5000 < x ≤ 4.0000	98	254	25.1928	65.29563	25.1928	65.29563
4.0000 < x ≤ 4.5000	0	254	0	65.29563	0	65.29563
4.5000 < x ≤ 5.0000	135	389	34.70437	100	34.70437	100
Missing	0	389	0		0	100

Statement 8

Opportunities for advancement on the short and longer term

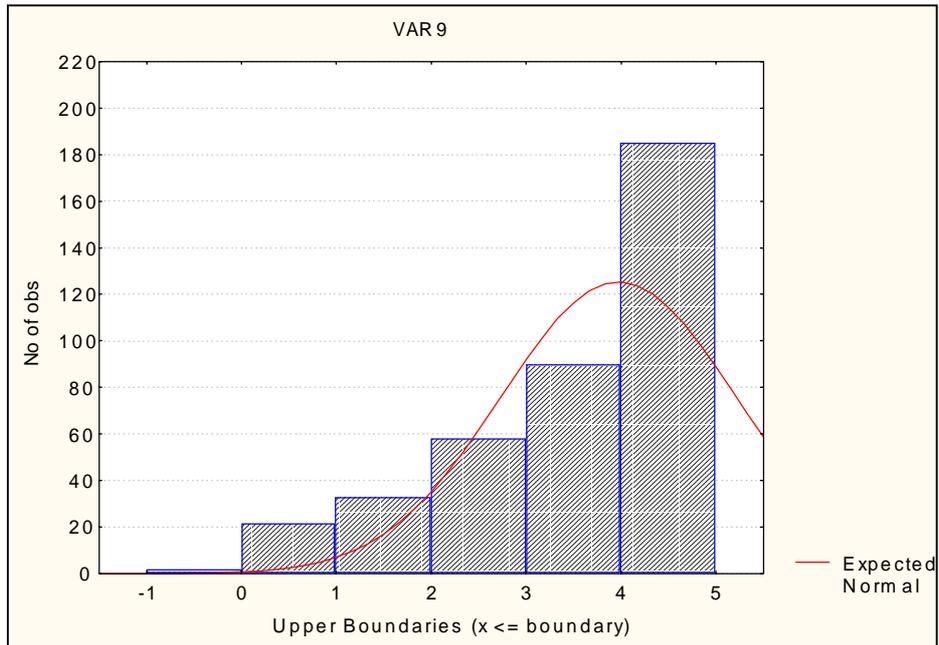


VAR8 (p. delpor

	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	32	33	8.226221	8.48329	8.226221	8.48329
1.0000 < x <= 2.0000	31	64	7.969152	16.45244	7.969152	16.45244
2.0000 < x <= 3.0000	86	150	22.10797	38.56041	22.10797	38.56041
3.0000 < x <= 4.0000	97	247	24.93573	63.49614	24.93573	63.49614
4.0000 < x <= 5.0000	142	389	36.50386	100	36.50386	100
Missing	0	389	0		0	100

Statement 9

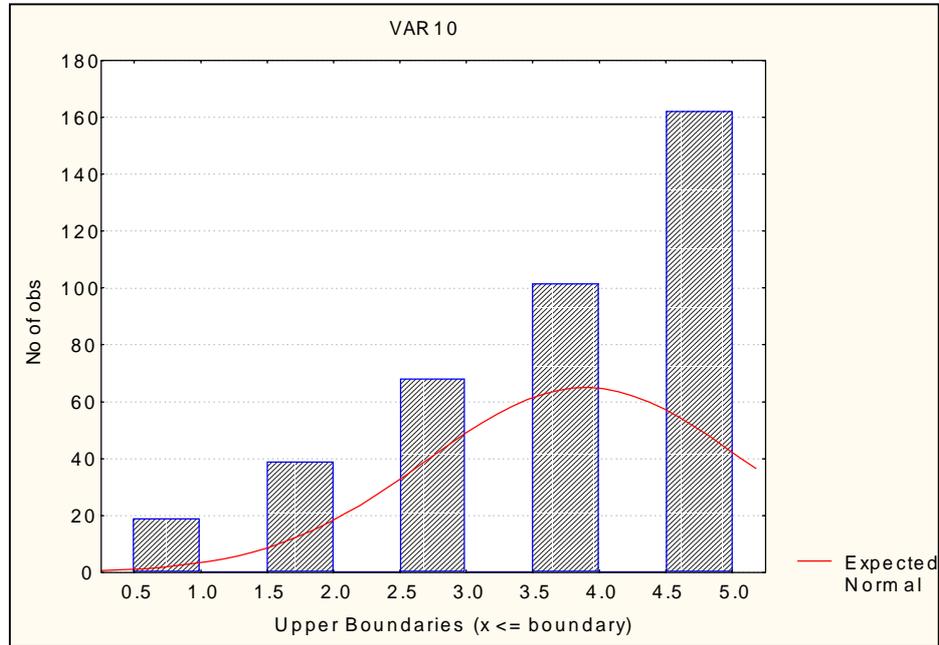
Advantages / benefits that the current job holds



VAR9 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	2	2	0.514139	0.514139	0.514139	0.514139
0.0000 < x <= 1.0000	21	23	5.398458	5.912596	5.398458	5.912596
1.0000 < x <= 2.0000	33	56	8.48329	14.39589	8.48329	14.39589
2.0000 < x <= 3.0000	58	114	14.91003	29.30591	14.91003	29.30591
3.0000 < x <= 4.0000	90	204	23.13625	52.44216	23.13625	52.44216
4.0000 < x <= 5.0000	185	389	47.55784	100	47.55784	100
Missing	0	389	0		0	100

Statement 10

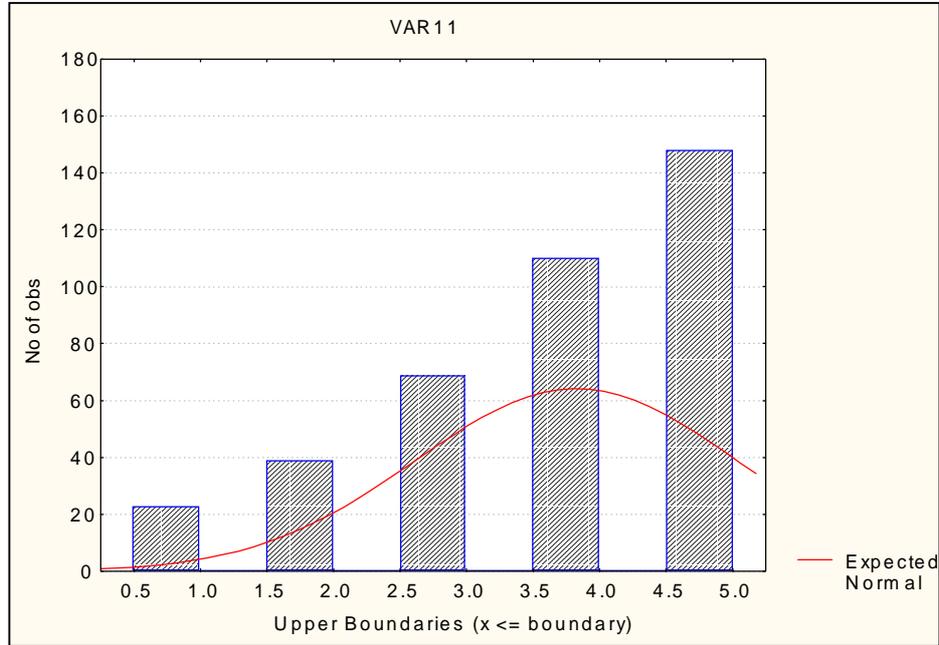
Methods that can be employed to make a contribution towards the Company performance i.e. suggestions, innovations and reporting on perceived / real deviations



VAR10 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	19	19	4.884319	4.884319	4.884319	4.884319
1.0000 < x <= 1.5000	0	19	0	4.884319	0	4.884319
1.5000 < x <= 2.0000	39	58	10.02571	14.91003	10.02571	14.91003
2.0000 < x <= 2.5000	0	58	0	14.91003	0	14.91003
2.5000 < x <= 3.0000	68	126	17.48072	32.39075	17.48072	32.39075
3.0000 < x <= 3.5000	0	126	0	32.39075	0	32.39075
3.5000 < x <= 4.0000	101	227	25.96401	58.35476	25.96401	58.35476
4.0000 < x <= 4.5000	0	227	0	58.35476	0	58.35476
4.5000 < x <= 5.0000	162	389	41.64524	100	41.64524	100
Missing	0	389	0		0	100

Statement 11

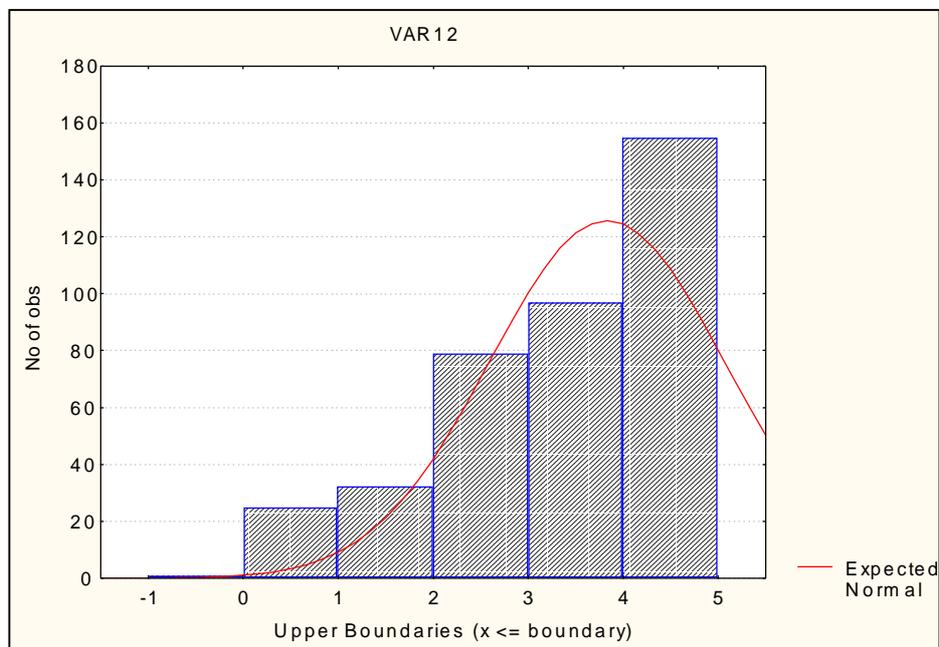
Access to the free flow of information on horizontal (between equals/peers) as well as vertical (between supervisor and subordinate) level



VAR11 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	23	23	5.912596	5.912596	5.912596	5.912596
1.0000 < x <= 1.5000	0	23	0	5.912596	0	5.912596
1.5000 < x <= 2.0000	39	62	10.02571	15.9383	10.02571	15.9383
2.0000 < x <= 2.5000	0	62	0	15.9383	0	15.9383
2.5000 < x <= 3.0000	69	131	17.73779	33.67609	17.73779	33.67609
3.0000 < x <= 3.5000	0	131	0	33.67609	0	33.67609
3.5000 < x <= 4.0000	110	241	28.27763	61.95373	28.27763	61.95373
4.0000 < x <= 4.5000	0	241	0	61.95373	0	61.95373
4.5000 < x <= 5.0000	148	389	38.04627	100	38.04627	100
Missing	0	389	0		0	100

Statement 12

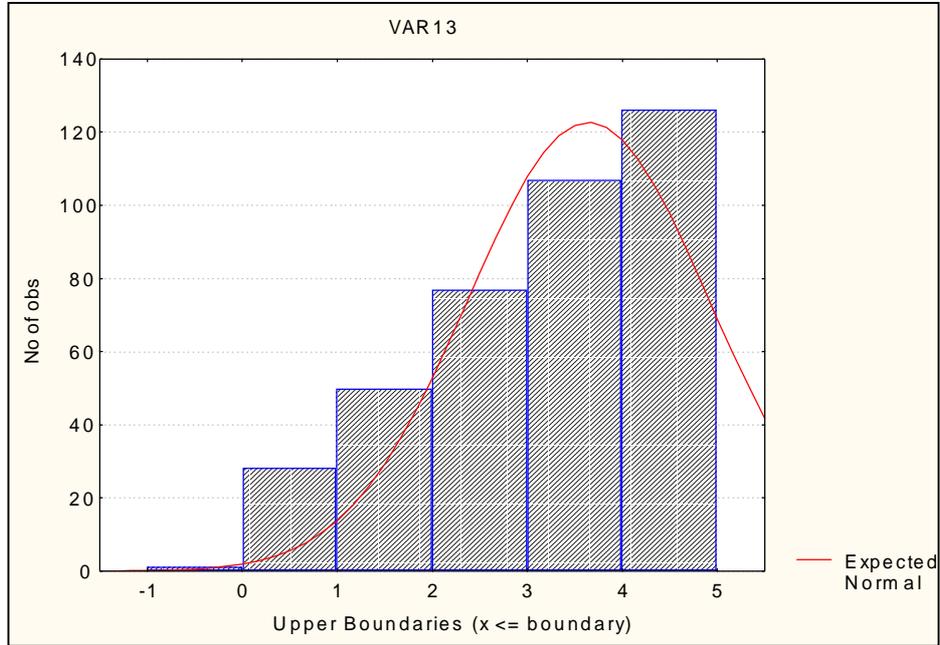
Planned changes or changes being implemented that might impact on me, including legislation and conditions of employment, etc.



VAR12 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.000	1	1	0.257069	0.257069	0.257069	0.257069
0.000 < x <= 1.000	25	26	6.426735	6.683805	6.426735	6.683805
1.000 < x <= 2.000	32	58	8.226221	14.91003	8.226221	14.91003
2.000 < x <= 3.000	79	137	20.30848	35.21851	20.30848	35.21851
3.000 < x <= 4.000	97	234	24.93573	60.15424	24.93573	60.15424
4.000 < x <= 5.000	155	389	39.84576	100	39.84576	100
Missing	0	389	0		0	100

Statement 13

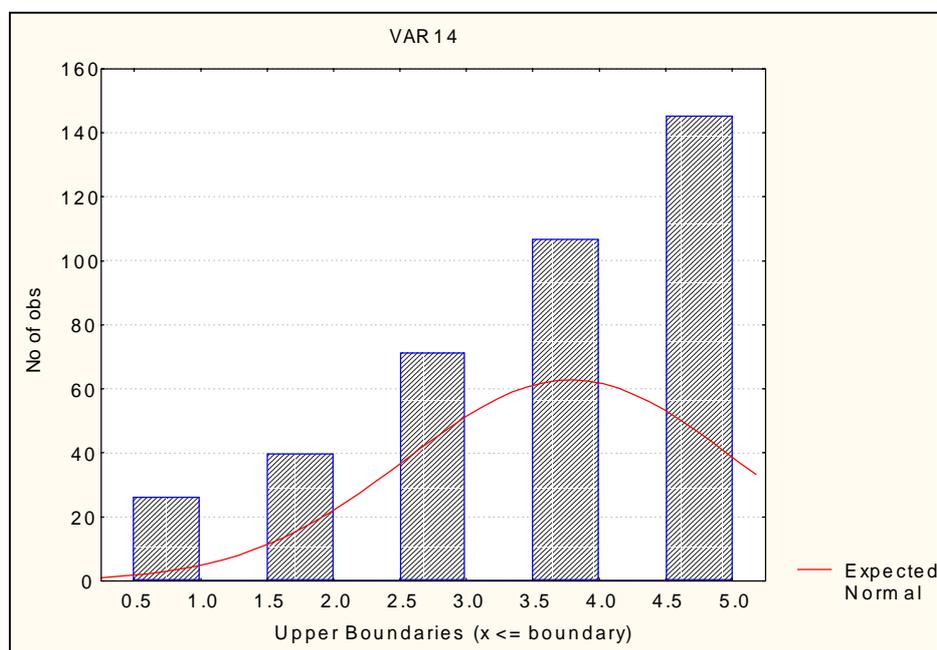
Points of view/reaction of the Company in respect of issues of the day as it relates to the economy, politics, and the social environment



VAR13 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	28	29	7.197943	7.455013	7.197943	7.455013
1.0000 < x <= 2.0000	50	79	12.85347	20.30848	12.85347	20.30848
2.0000 < x <= 3.0000	77	156	19.79434	40.10283	19.79434	40.10283
3.0000 < x <= 4.0000	107	263	27.50643	67.60925	27.50643	67.60925
4.0000 < x <= 5.0000	126	389	32.39075	100	32.39075	100
Missing	0	389	0		0	100

Statement 14

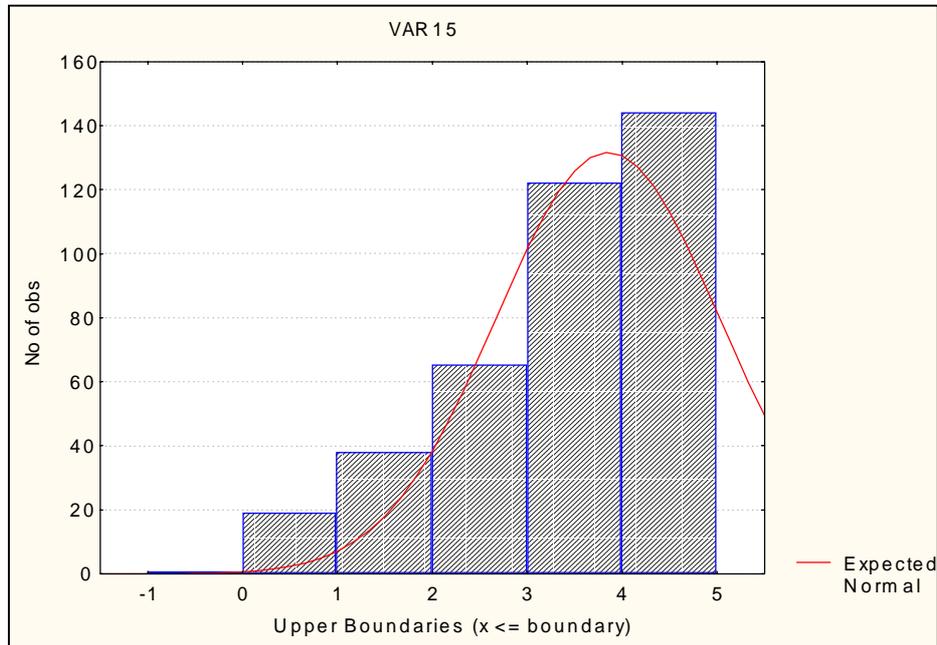
Internal rules, regulations and practices that form the base of Company culture



	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	26	26	6.683805	6.683805	6.683805	6.683805
1.0000 < x <= 1.5000	0	26	0	6.683805	0	6.683805
1.5000 < x <= 2.0000	40	66	10.28278	16.96658	10.28278	16.96658
2.0000 < x <= 2.5000	0	66	0	16.96658	0	16.96658
2.5000 < x <= 3.0000	71	137	18.25193	35.21851	18.25193	35.21851
3.0000 < x <= 3.5000	0	137	0	35.21851	0	35.21851
3.5000 < x <= 4.0000	107	244	27.50643	62.72494	27.50643	62.72494
4.0000 < x <= 4.5000	0	244	0	62.72494	0	62.72494
4.5000 < x <= 5.0000	145	389	37.27506	100	37.27506	100
Missing	0	389	0		0	100

Statement 15

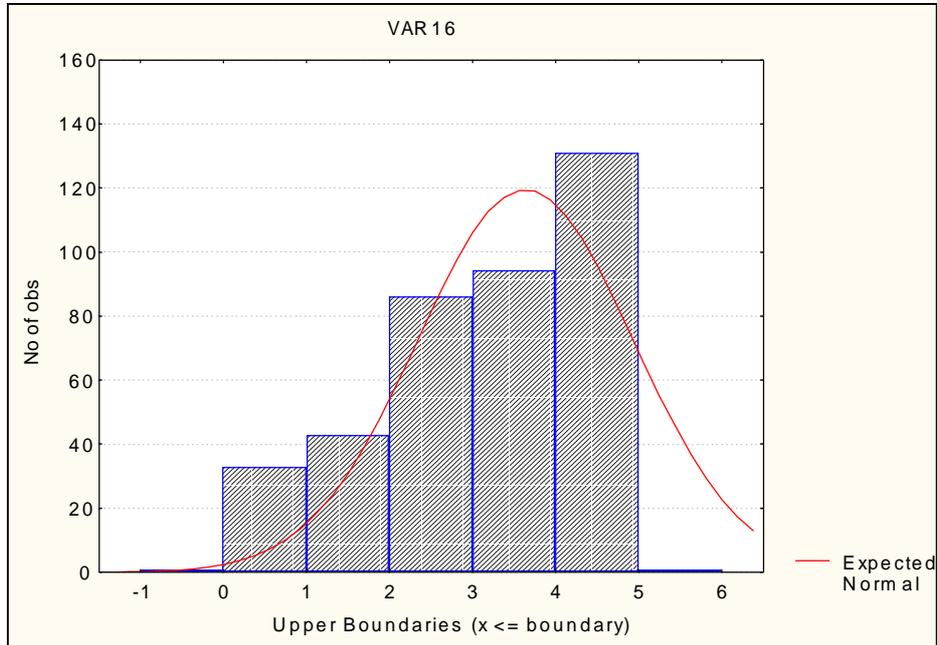
Co-workers, on issues of a social nature, and opportunities to interact with others at work



VAR15 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	19	20	4.884319	5.141388	4.884319	5.141388
1.0000 < x <= 2.0000	38	58	9.768638	14.91003	9.768638	14.91003
2.0000 < x <= 3.0000	65	123	16.70951	31.61954	16.70951	31.61954
3.0000 < x <= 4.0000	122	245	31.36247	62.98201	31.36247	62.98201
4.0000 < x <= 5.0000	144	389	37.01799	100	37.01799	100
Missing	0	389	0		0	100

Statement 16

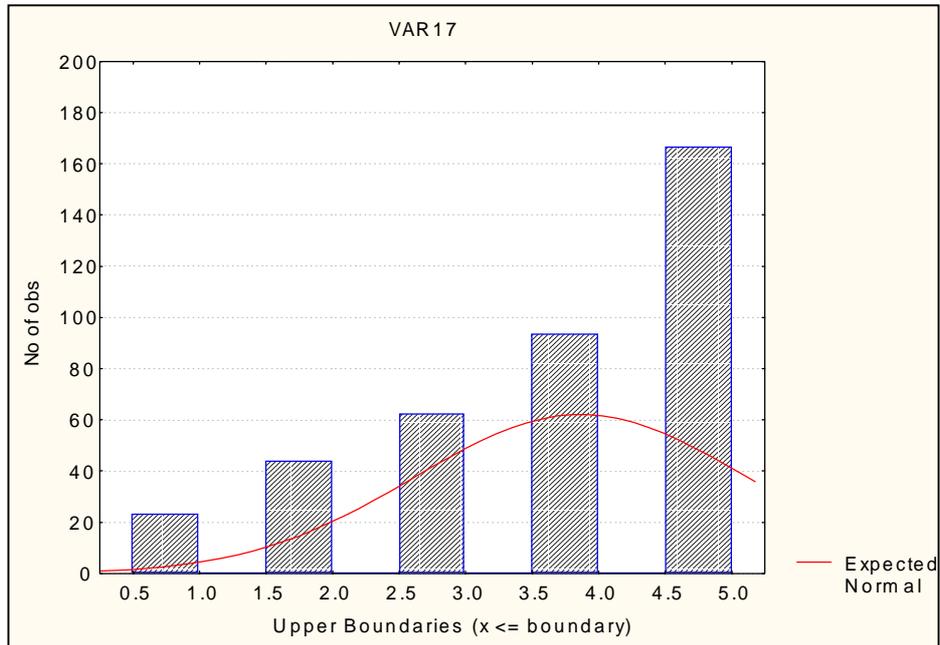
The performance of the opposition in the same industry -
(Impala, Lohnro and Northam Plats)



VAR16 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	33	34	8.48329	8.74036	8.48329	8.74036
1.0000 < x <= 2.0000	43	77	11.05398	19.79434	11.05398	19.79434
2.0000 < x <= 3.0000	86	163	22.10797	41.90231	22.10797	41.90231
3.0000 < x <= 4.0000	94	257	24.16452	66.06684	24.16452	66.06684
4.0000 < x <= 5.0000	131	388	33.67609	99.74293	33.67609	99.74293
5.0000 < x <= 6.0000	1	389	0.257069	100	0.257069	100
Missing	0	389	0		0	100

Statement 17

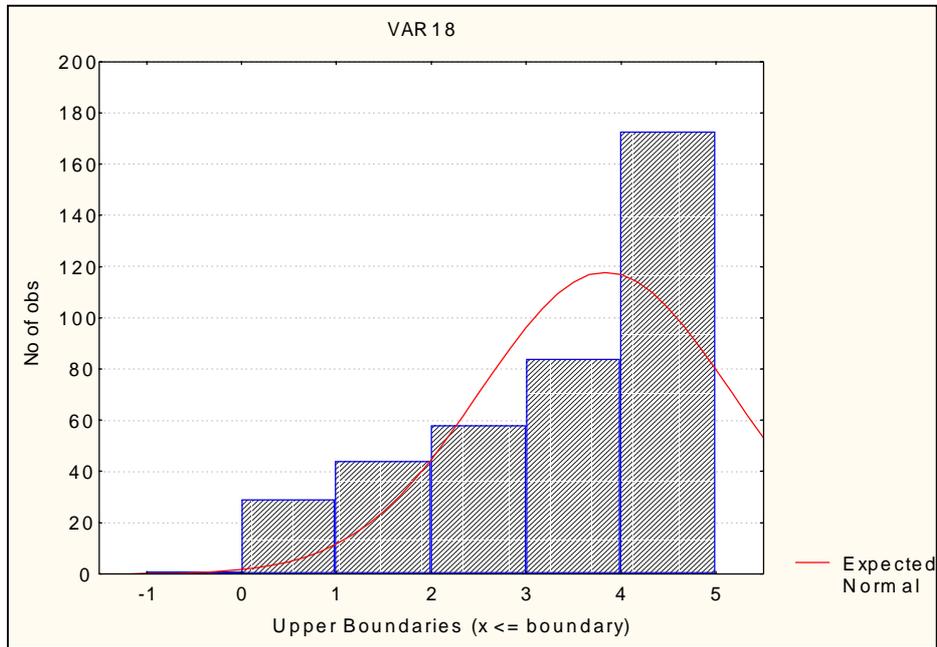
Opportunities for personal development and access to training



	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x ≤ 1.0000	23	23	5.912596	5.912596	5.912596	5.912596
1.0000 < x ≤ 1.5000	0	23	0	5.912596	0	5.912596
1.5000 < x ≤ 2.0000	44	67	11.31105	17.22365	11.31105	17.22365
2.0000 < x ≤ 2.5000	0	67	0	17.22365	0	17.22365
2.5000 < x ≤ 3.0000	62	129	15.9383	33.16195	15.9383	33.16195
3.0000 < x ≤ 3.5000	0	129	0	33.16195	0	33.16195
3.5000 < x ≤ 4.0000	93	222	23.90746	57.06941	23.90746	57.06941
4.0000 < x ≤ 4.5000	0	222	0	57.06941	0	57.06941
4.5000 < x ≤ 5.0000	167	389	42.93059	100	42.93059	100
Missing	0	389	0		0	100

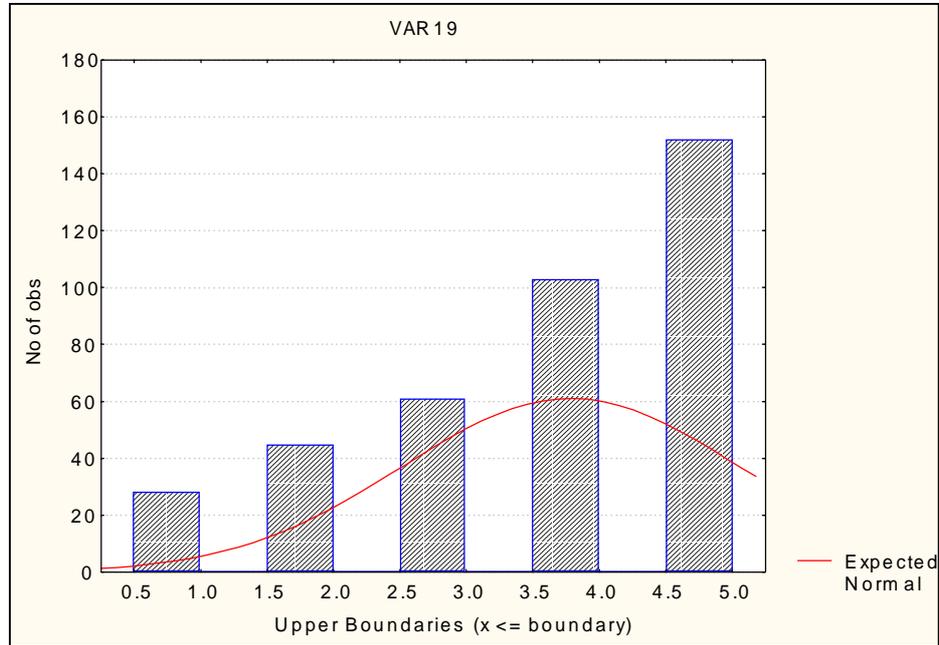
Statement 18

Exposure to and training in the latest technology and developments in own field of expertise



VAR18 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
-1.000 < x <= 0.0000	1	1	0.257069	0.257069	0.257069	0.257069
0.0000 < x <= 1.0000	29	30	7.455013	7.712082	7.455013	7.712082
1.0000 < x <= 2.0000	44	74	11.31105	19.02314	11.31105	19.02314
2.0000 < x <= 3.0000	58	132	14.91003	33.93316	14.91003	33.93316
3.0000 < x <= 4.0000	84	216	21.59383	55.52699	21.59383	55.52699
4.0000 < x <= 5.0000	173	389	44.47301	100	44.47301	100
Missing	0	389	0		0	100

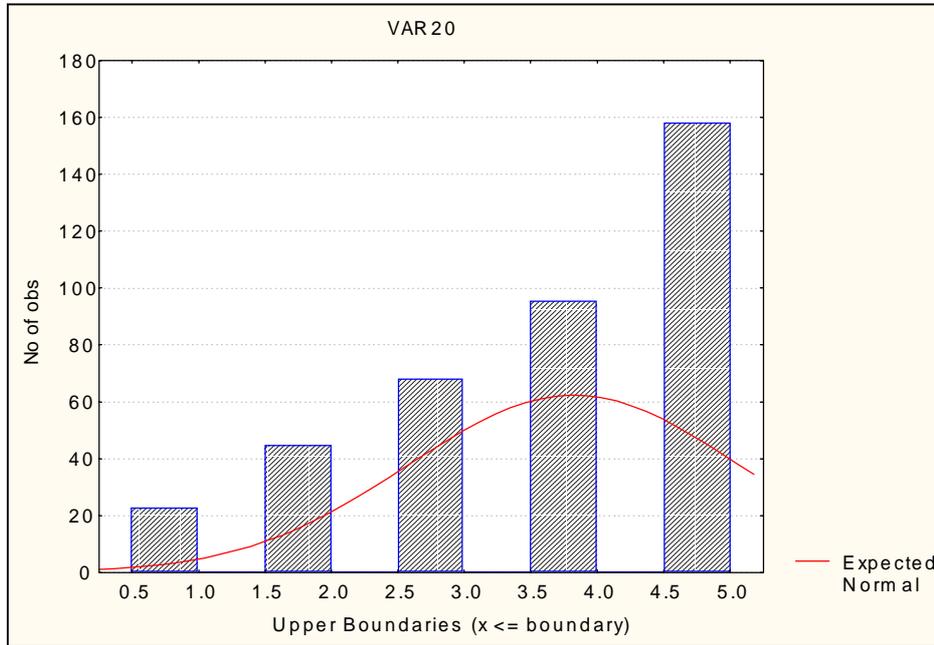
Statement 19
 Role played by Company in local community
 in terms of development, etc.



VAR19 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	28	28	7.197943	7.197943	7.197943	7.197943
1.0000 < x <= 1.5000	0	28	0	7.197943	0	7.197943
1.5000 < x <= 2.0000	45	73	11.56812	18.76607	11.56812	18.76607
2.0000 < x <= 2.5000	0	73	0	18.76607	0	18.76607
2.5000 < x <= 3.0000	61	134	15.68123	34.4473	15.68123	34.4473
3.0000 < x <= 3.5000	0	134	0	34.4473	0	34.4473
3.5000 < x <= 4.0000	103	237	26.47815	60.92545	26.47815	60.92545
4.0000 < x <= 4.5000	0	237	0	60.92545	0	60.92545
4.5000 < x <= 5.0000	152	389	39.07455	100	39.07455	100
Missing	0	389	0		0	100

Statement 20

Opportunity to access, on a personal one-to-one basis, to own supervisor and management in order to exchange ideas and to be "heard"



VAR20 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	23	23	5.912596	5.912596	5.912596	5.912596
1.0000 < x <= 1.5000	0	23	0	5.912596	0	5.912596
1.5000 < x <= 2.0000	45	68	11.56812	17.48072	11.56812	17.48072
2.0000 < x <= 2.5000	0	68	0	17.48072	0	17.48072
2.5000 < x <= 3.0000	68	136	17.48072	34.96144	17.48072	34.96144
3.0000 < x <= 3.5000	0	136	0	34.96144	0	34.96144
3.5000 < x <= 4.0000	95	231	24.42159	59.38303	24.42159	59.38303
4.0000 < x <= 4.5000	0	231	0	59.38303	0	59.38303
4.5000 < x <= 5.0000	158	389	40.61697	100	40.61697	100
Missing	0	389	0		0	100