



Date: 15th May 2018

Dear Customer

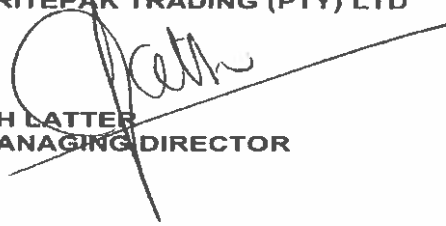
Re: Transpaco Limited BBBEE 2 Year Strategy

On behalf of Britepak a Division of the Transpaco Ltd group, we would like to present a short overview of the Transpaco Limited BBBEE 2-year Strategy towards achieving a lower BBBEE Level.

Kindly find attached the communication from the CEO of Transpaco Ltd - Mr Philip Abelheim and his personal invitation to contact him should you require any further information.

Thank you for your continued support.

Yours sincerely
BRITEPAK TRADING (PTY) LTD



J H LATTER
MANAGING DIRECTOR

Partnering your packaging needs

36 Derrick Road, Spartan 1619, Gauteng, South Africa • PO Box 276, Isando 1600, Gauteng, South Africa.
Telephone: +27 (0)11 570 8700 • Facsimile: +27 (0)11 970 1888 • eMail: sales@britepak.co.za • Website: www.britepak.co.za
Britepak Trading (Pty) Ltd • Registration number 1990/00775/07
Directors: JH Lutter (Managing), ND Swan (Sales), P Abelheim, JR Mokoantse



Transpaco Ltd BBBEE 2 year strategy-short overview-April 2018

In 2005 Transpaco embarked on a fully integrated transformation process commencing with the sale of 28% of the ordinary shares in Transpaco to CEPPWAWU Investments, the investment arm of the CEPPWAWU union, which at the time represented the majority of Transpaco's workers. The shareholding remains in the hands of the original shareholder and is totally unencumbered thus true ownership transformation.

Prior to the implementation of the new codes Transpaco scored a Level 4 - value added - offering suppliers 125% recognition.

As expected and in line with the rest of the country, BBBEE levels dropped significantly with the introduction of the new codes. Transpaco scored a Level 6 in its first year of implementation of the new codes.

Transpaco Ltd is fully committed to transformation guided by the new codes recognizing that the process is ongoing. Transpaco has in place a firm strategy with predetermined targets.

Ownership of Transpaco Ltd has increased to 33% with a verifiable 6.4% black women participation.

Management and Employment Equity

All new employee recruitment is conducted strictly in accordance with this code including and accounting for the demographic make-up of South Africa. Furthermore, formal recognition continues to be implemented for employees taking into account, qualifications, skills, work ethic and managerial levels.

Skills Development program includes:

Merseta approved learnerships in manufacturing (NQF Level 2) in addition to providing skill development and training for employed, unemployed and disabled persons guided by the codes.

Further, employees are trained within their work environment such as QC, health and safety, fire prevention, IT and production efficiency.

Enterprise and Supplier Development is challenging as several major Transpaco suppliers (i.e. Sasol), a regulated entity, score poorly. This impacts negatively on Transpaco's procurement aspect of the code. Transpaco mitigates against this by ensuring that Transpaco Recycling supports micro and small enterprise suppliers of plastic waste raw material mostly from disadvantaged communities.



In addition, Transpaco has engaged in an enterprise and supplier development program funding a black owned company to supply chemical additives and colorant to the plastic industry including to Transpaco.

Transpaco's commitment to Transformation remains a key imperative in the sustainability of the group and continue to strive for improvement in this regard.

To this end we are working toward the scorecards for 2018 and 2019 as follows:-

ELEMENT	TOTAL	2016/100	2017/109	2018/109	2019/109
Ownership	25	19	20.56	23.6	24.0
Management	19	6.15	5.14	10.1	13.0
Skills	20	1.99	16.86	17.9	18.0
E&SD	40	34.53	23.37	23.9	30.0
SED	5	5	4.49	5.0	5.0
Score	109	66.67	70.4	80.5	90.0
Level		4	6	4	3

YES Incentive program

Transpaco will align itself to the new draft proposed youth employment development programme (Gazette 41546 of 2018). Unemployed youth remains a major challenge in South Africa. The private and public sectors must assist in improving the situation. In doing so, Transpaco's score is likely to improve even further.

Should you require any further information please do not hesitate to contact me directly.

Phillip Abelheim
CEO

TRANSPACO LIMITED Reg. No. 1951/000799/06 | Tel +27 11 887 0430 | Fax +27 11 887 0434
www.transpaco.co.za | 331 Sixth Street Wynberg Sandton South Africa | PO Box 39601 Bramley 2018
Directors: DJJ Thomas*(Chairman); PN Abelheim (CEO); HA Botha*; SR Bouzaglou;
SI Jacobson*; B Mkhondo; SP van der Linde*; L Weinberg (FD) | *Non-Executive
Company secretary: HJ van Nlekerk