

REPUBLIC OF NAMIBIA

**EMPLOYMENT EQUITY COMMISSION
AFFIRMATIVE ACTION (EMPLOYMENT) ACT, 1998**

AFFIRMATIVE ACTION COMPLIANCE CERTIFICATE

(Section 41)

It is hereby certified that the Affirmative Action Plan of

Ohorongo Cement

(Name of relevant employer)

dated: **14 March 2017**

complies with the requirements of the Affirmative Action (Employment) Act, 1998.

This certificate is valid until the date:

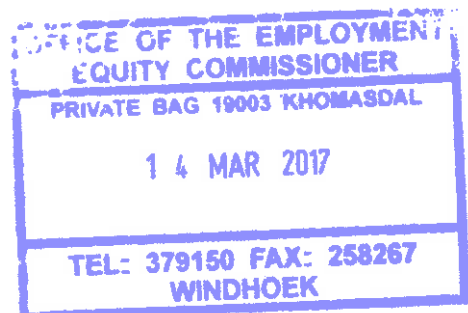
1. Subject to sub-paragraph (3), that the Commission under section 32(1)(a), 34(3) or 39(7) of the Act, as the case may be, issues to the relevant employer concerned an affirmative action compliance certificate for the very next affirmative action report following on the affirmative action report for which such compliance certificate had been issued;
2. subject to sub - paragraph (3), that the review panel makes under sections 39(1)(b) or (3)(b) of the Act a final order disapproving the very next affirmative action report following on the affirmative action report for which such compliance certificate had been issued; or
3. that the relevant employer concerned fails to submit a further affirmative action report under the provisions of section 27(2) of the Act.

A handwritten signature in black ink.

Commissioner: Employment Equity Commission

14 March 2017

Date



Official Stamp