



## GMSA Supports BBBEE

General Motors South Africa (GMSA) is proud to announce that the company has achieved Level Seven in the Broad Based Black Economic Empowerment (BBBEE) audit for the year 2008.

GMSA views BBBEE not just as a matter of complying with requirements, but as being essential for the economic prosperity of South Africa as a whole, said Joel Baepi GMSA vice president and legal counsel. “We are interested in the long term sustainability of the outcomes of BBBEE and if all businesses embrace it only then the desired goals of BBBEE will be achieved.”

However, Baepi added that speed should be applied to the process in the country. At GMSA enterprise and socio-economic development initiatives scored full points on the scorecard. “The ground rule is, we have to improve the lives of the community in which we live,” said Baepi.

In addition, Baepi views skills development as an intrinsic part of BBBEE. “Hand-outs bring short-term relief, but when we teach people skills, it ensures long-term sustainability,” he added.

GMSA continues to develop its work force through various in-house programmes. Baepi said that all candidates who participated in last year’s graduate in training programme and the accelerated leadership programme were from previously disadvantaged groups. “In addition, our employees’ children continue to benefit from the bursary and scholarship programme whilst 93% of 343 employees who studied last year through the company’s tuition refund programme were black,” said Baepi.

Having said all of this, Baepi notes there is much work to be done in the preferential procurement arena. There are relatively few black owned component suppliers largely due to the capital intensive nature of the industry. “But, as motor companies increase local content levels in their vehicles, opportunities for black entrepreneurs and shareholders will increase.” In addition, many component manufacturers are still in the process of obtaining BEE accreditation, which means that GMSA’s spend with them, is not yet contributing to its preferential procurement score.