



REPUBLIC OF NAMIBIA

WINDHOEK
20-08-2019
CHARGE OFFICE
MINISTRY OF SAFETY & SECURITY
WINDHOEK POLICE STATION

OFFICE OF THE EMPLOYMENT EQUITY COMMISSIONER

Tel: (061) 379150

02 May 2019

Enquires: O. Podewiltz

REF 604

Your Ref:

TO WHOM IT MAY CONCERN

1. This is to inform that **BIACEE INVESTMENT CC** is not a relevant employer in terms of the Affirmative Action (Employment) Act, Act 29 of 1998.
2. The Minister of Labour, in terms of Section 20 of the Act, identified in the Government Gazette, No 3658 of 1 July 2006, as a relevant employer for the purpose of Affirmative Action (Employment) Act, an employer who or which employs 25 or more employees.
3. **BIACEE INVESTMENT CC** has informed the Employment Equity that it employs less than 25 employees, and is therefore, in terms of the provisions referred to in paragraph above not a relevant employer for the purpose of Affirmative Action (Employment) Act, Act 29 of 1998, **BIACEE INVESTMENT CC** is thus not obliged to implement affirmative action and Section 42 of the Act is consequently not applicable to it.

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O. Podewiltz
Employment Equity Commissioner

OFFICE OF THE EMPLOYMENT EQUITY COMMISSIONER
PRIVATE BAG 10063 RINDHOEK
03 MAY 2019
TEL: 379150 FAX: 258267
WINDHOEK

That this document is a true reproduction of the original which was examined by me and that my observations, the original has not been altered in any way.
E. Haubert

PS: This Declaration is valid for 12 months, effective from the date of issue, provided that the staff complement does not exceed 24 during the period in question.