

SCHEDULE 1 OF THE EMPLOYMENT EQUITY ACT, No 5 of 1998

Maximum permissible fines that may be imposed for contravening this act.

| Previous Contravention | Contravention of any Provision of Sections 16, 19, 20, 21, 22 and 23 |
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| No previous contravention | R500,000.00 |
| A previous contravention in respect of the same provision | R600,000.00 |
| A previous contravention within the previous 12 months or two previous contraventions in respect of the same provision within three years | R700,000.00 |
| Three previous contraventions in respect of the same provision within three years | R800,000.00 |
| Four previous contraventions in respect of the same provision within three years | R900,000.00 |