

ATLANTIS SPECIAL ECONOMIC ZONE: TECHNICAL INVESTOR BROCHURE

How to use this guide:

This document provides essential technical and other information for potential investors intending to invest in the Atlantis Special Economic Zone.

We suggest that you use the index on page two to navigate through the document.

In most sections and sub-sections you will find hyperlinks to useful resources that relate to the topic you are reading about.

If you have any queries or feedback about the content of this brochure please contact [Annelize van der Merwe](#) at GreenCape.

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1. Overview

1.1. The Western Cape and Cape Town (general)

The Western Cape is situated on the southwestern tip of the African continent and is one of the nine provinces of South Africa. The province is also home to South Africa's oldest city, [Cape Town](#).

The Western Cape's natural beauty, complemented by its hospitality, cultural diversity, excellent wine and colourful cuisine, makes the province one of the world's greatest tourist attractions. More than 5.4 million people live in the Western Cape on 129 370 km² of land. Afrikaans is spoken by the majority, with isiXhosa and English being the other main languages.

The City of Cape Town is a well-known international tourism destination in the province of the Western Cape. The City's economy is the second largest municipal economy in the country and second most important contributor to national employment.

Useful resources

Source	Resource	Content
City of Cape Town	City of Cape Town website	Comprehensive resource on the City of Cape Town.
City of Cape Town	City of Cape Town reports	Wide range of reports, including on 2011 Census, population projections, urban renewal, and the labour force.
Western Cape Provincial Government (WCG)	WCG Website	Comprehensive government information and services for citizens of the Western Cape.
Wesgro	Wesgro 2015 Doing business in the Western Cape guide	Resource on starting a business, taxes, rentals, human resources, legal services, utilities, telecommunications, transport, living in the WC and other useful resources.
Lonely Planet Travel Guides	Lonely Planet information	Travel guide to Cape Town (also available in book form).

	guide on Cape Town	
Brand South Africa	South Africa.Info Page	Comprehensive resource on South Africa for travellers, business travellers and investors.

1.2. The Western Cape and City of Cape Town as a green investment destination

The Western Cape Province of South Africa is a world-class investment destination, offering prime locations, modern infrastructure, a skilled workforce, low operational costs, natural resource abundance and an excellent quality of life.

The Western Cape is a great place for green business, offering:

- A supportive government that has made ease of doing business and the green economy key priorities.
- An emerging national renewable energy and clean technology hub, with a critical mass of leading companies present.
- Local presence of major professional services firms and financiers.
- A range of investment incentives in proposed Atlantis Greentech Special Economic Zone.
- 4 universities with comprehensive R&D capabilities and dedicated green economy skills programmes.
- Direct access to international markets through its shipping ports, direct flights to Europe and Asia, and sophisticated road network that extends into Africa.

[Green is Smart](#) is the Western Cape’s roadmap (or green economic framework) to become the leading green economic hub on the African continent. The province has extraordinary natural assets, expertise, design capabilities and diverse economic activity that support a pioneering role for the province as South Africa steers towards a greener growth path. There are many initiatives across society and specific strengths within the province’s economy that support its ambition to be a green economy leader – its built environment and design expertise, ICT smart systems and mobile applications, leading research and development at universities, green product development and world-first biodiversity initiatives.

This objective creates a wide range of opportunities for businesses and investors interested in the green economy, and specifically in the following energy market sectors:

- Utility-scale renewable energy
- Small-scale embedded generation
- Smart electricity
- Energy efficiency

Useful resources

Source	Resource	Content
GreenCape	<u>Market Intelligence Reports</u> on utility-scale renewable energy, energy efficiency, small-scale embedded generation, waste, water and sustainable agriculture.	Overview of the market, key players, key opportunities and barriers, policies and legislation, financing and incentives.
City of Cape Town	<u>The Economic Performance Indicators for the City of Cape Town (EPIC)</u> .	Presents and analyses economic (and related) trends in Cape Town on a quarterly basis.
Western Cape Provincial Government (WCG)	<u>WCG Website</u>	Comprehensive government information and services for citizens of the Western Cape.
Wesgro (official trade and investment promotion agency for WC).	<u>2015 Doing Business in the Western Cape</u>	Resource on starting a business, taxes, rentals, human resources, legal services, utilities, telecommunications, transport, living in the WC and other useful resources.
SA Government's Department of Trade and Industry (dti)	<u>South Africa Investor Handbook 2015</u>	Broad overview of the social, regulatory and economic environment in which investors can expect to operate. It highlights the features and

		investment incentives that make doing business in South Africa an attractive proposition.
Western Cape Government	<u>Green Economy Strategy Framework</u>	<i>Green is Smart</i> is the Western Cape's roadmap to become the leading green economic hub on the African continent.

2. Atlantis and the Atlantis Special Economic Zone (ASEZ)

2.1. About Atlantis

The town of Atlantis is located 40 km outside of the Cape Town CBD and falls within the Cape Town Metropolitan Municipality. With a population of nearly 70,000 residents, the area is strategically located along the West Coast Development Corridor, linking the City of Cape Town, Port of Cape Town and the Port of Saldanha Bay. The town is accessible both through the N7 (Cape-Namibia Route) and the R27 routes connecting with Saldanha and the Northern Cape province.

Saldanha is located 110 km from the City of Cape Town and is home to the Saldanha Bay Industrial Development Zone (IDZ), which focuses on opportunities in the oil and gas services sector.

2.2. The Atlantis Special Economic Zone: An overview

Special Economic Zones (SEZs) are important tools used by the South African government to drive industrial and economic development. Within SEZs, cluster industries from a particular sector locate in geographically designated areas to get the benefits of scale and co-location. SEZs are governed by the SEZ Act (No.16 of 2014) and are supported by a range of incentives aimed at attracting foreign and local investment.

The City of Cape Town established a greentech (greentech) manufacturing hub in Atlantis in 2011, in response to the Department of Energy's Renewable Energy Independent Power Producer Programme (REIPPP). Localisation of manufacturing and the resultant job creation is one of the key priorities of government through the REIPPP programme.

The hub has already attracted four investors who have invested a total of R680 m to date:

- R300m initial investment by Gestamp Renewable Industries (GRI), a wind tower manufacturer
- R175m expansion investment by GRI
- R50m by Skyward windows (double glazed windows, expansion)
- R130m by Kaytech (geotextiles, expansion)

- R25m by Resolux (wind tower internals)

An application has now been submitted by the Western Cape Provincial Government for the entire Atlantis Industrial area to be declared a Special Greentech Economic Zone. A decision on the application from the South African Department of Trade and Industry (dti) is expected in late 2016. Situated on the West Coast of South Africa, 40 km from Cape Town, the proposed Atlantis SEZ (ASEZ) capitalises on the province's already booming renewable energy and greentech sector.

[GreenCape](#) has facilitated the above application process and also manages the Atlantis SEZ Project office, which provides support to potential and existing investors.

Useful resources

Source	Resource	Content
South African Government: Department of Trade and Industry (dti)	Special Economic Zones webpage	Overview of the government's SEZ programme, the SEZ Act No.16 of 2014, potential benefits for investors, info on existing Industrial Development Zones (similar entities to SEZs) etc.
GreenCape	Atlantis Greentech Special Economic Zone 2015/16 Report	
City of Cape Town	Atlantis Revitalisation Framework	
Deloitte	Pre-feasibility study (2014)	
Deloitte	Feasibility study (2014)	

2.3. Why invest in the Atlantis Special Economic Zone?

- There are strong and growing South African and African markets for Greentech.
 - Independent market research shows strong demand for renewable energy and green technologies from South Africa and the African continent.
 - Support for the renewable energy market was reinforced when the Department of Energy announced in 2015 an additional 6,3GW of renewable energy procurement through the REIPPP.

- Well-located & development-ready area
 - Large tracts of industrially-zoned land with appropriate bulk infrastructure in place (green and brown fields). New public transport links and fibre connectivity.
 - Well located.
 - Close proximity to Saldanha port (105kms), airports, and Cape Town (40kms).
 - Good access to major national road network (N1, N2 and N7 routes).
 - Proximity to key renewable energy markets.

- A strong support base and existing relationships for investors to tap into
 - Partnerships and relationships that will help facilitate investment and doing business are already in place with business, government and labour.
 - A large range of institutions will provide investor support.
 - International support from the International CleanTech Network, with strong connections to clean technology clusters across the globe.

- A One-Stop-Shop (OSS) for wide-ranging investor support
 - The Cape Investor Centre will provide a wide range of services to investors, and will assist with information, and facilitate access to permits, licenses, planning and development approvals, incentives and finance.

- Incentives for investors and tenants
 - The ASEZ, City of Cape and the national government offer a range of attractive incentives for investors and tenants.

- Attractive, wide-ranging skills base to recruit from
 - The City of Cape Town and the Western Cape province offer a large range of unskilled, semi-skilled, technical and professional candidates.
 - A skills development drive is underway in Atlantis through partnerships with youth organisations, local TVET colleges and high schools.

2.4. Types of industries that can be hosted

- Mixed industrial zone
- Heavy and light manufacturing industries
- Large scale user industrial activities
- Warehousing and logistics
- Greentech manufacturing

2.5. How to access investor support

Through GreenCape and the SEZ Project office, investors will have access to a wide range of institutions that can provide investment and business-related support.

2.5.1. One-stop-shop for investment support: Cape Investor Centre

The Western Cape Government is establishing a one-stop-shop in partnership with Wesgro (the province's official investment and tourism agency) that will service all investment into the province. Called the Cape Investor Centre, it will house various institutions with a permanent or semi-permanent presence at the centre. Once the Atlantis SEZ receives designation it will have a presence at the investor centre.

2.5.2. Other institutions that will support the Atlantis SEZ and investors

GreenCape

[GreenCape](#) is a non-profit organisation that supports and promotes the green economy in the Western Cape, South Africa. Set up as a special purpose vehicle by the Western Cape Government, GreenCape provides a free service. The organisation assists businesses and investors focusing on green technologies and services to remove barriers to their establishment and growth. Its focus areas include renewable energy, energy efficiency, green transport, waste, sustainable agriculture, industrial symbiosis and water. GreenCape also hosts the SEZ project management office.

GreenCape's sector desks (renewable energy, energy efficiency, embedded generation, waste, sustainable agriculture and water) provide:

- Market information and insight that is free, credible and impartial.

- Access to networks of key players in government, industry, finance and academia.
- An advocacy platform to remove barriers to business opportunities.

Wesgro

Wesgro is the official Destination Marketing, Investment and Trade Promotion Agency for the Western Cape, located in Cape Town. Wesgro supports foreign buyers, local exporters and investors wishing to take advantage of the unlimited business potential in the region.

Atlantis Investment Facilitation Office (AIFO)

Established by the City of Cape Town's Department of Trade and Investment in the Mayor's Office, the mandate of the AIFO is to create and enhance the enabling economic climate and business environment in the broader Atlantis area, in order to promote economic growth, job creation and wealth generation.

This is done by:

- Making it easy to do business in Atlantis (by cutting red tape and handling issues with urgency)
- Reducing the cost of doing business in Atlantis (through support on investment incentives)

The functions of the AIFO can be divided into the following broad areas:

- Investor, business and developer support services
 - Economic and business advice
 - Location or site selection
 - Business establishment assistance
- Aftercare
 - Liaison, communication and networking
 - Alignment, coordination and sharing of focused research, policy and strategy development information
 - Issue-driven project management, multi-stakeholder action planning and implementation

South African Renewable Business Incubator (SAREBI)

[SAREBI](#) in Atlantis is an initiative of the Small Enterprise Development Agency (SEDA) and its role is to incubate small, medium and micro-sized enterprises (SMMEs) in the renewable energy space. Companies currently housed in the centre are focused on manufacturing of solar heater geysers and LED lights, supporting the greentech manufacturing focus of the ASEZ.

South African Manufacturing Demonstration Technology Centre (SMDTC)

The [SMDTC](#) in Atlantis has been established to provide entrepreneurs with business and technical skills and development services to sustain their businesses. It accommodates a wide range of SMMEs.

Western Cape Government

The Western Cape province aims to become southern Africa’s renewable energy hub. The *Green Is Smart* and *100% Green* Programmes and the Green Economy Strategic Framework have been put in place to support the development and growth of the green economy in the province and to attract investment into the renewable energy sector.

Business networks, universities and academic centres of excellence

Investors will also be linked to prominent business networks and academic institutions:

Through GreenCape and the SEZ office, investors will be linked with:

Organisation	Type	Description
Business networks		
Business Western Cape	Umbrella body	Umbrella body for: Afrikaanse Handelsinstituut (AHI) Cape Chamber of Commerce and Industry (CCCI) South African Chambers of Commerce and Industry (SACCI)

		<u>Western Cape Business Opportunities Forum (WECBOF)</u>
<u>Black Management Forum</u>		Promotes the development and empowerment of managerial leadership among black people within organisations.
<u>Cape Chamber of Commerce</u>	Business chamber	Provides a wide range of services, including information, training, networking, trade facilitation and robust advocacy on behalf of their members.
Universities and Centres of excellence		
<u>University of Cape Town (UCT)</u>	University	UCT is a public research university situated in the heart of Cape Town.
<u>Energy Research Centre (University of Cape Town)</u>	Research Centre	Multidisciplinary energy research centre focusing on energy
<u>Stellenbosch University</u>	University	Stellenbosch University is a public research university situated in the town of Stellenbosch, South Africa.
<u>Centre for Renewable and Sustainable Energy Studies (CRSES) (Stellenbosch University)</u>	Research Centre	The Centre facilitates and stimulates research and capacity development activities relating to the renewable and sustainable energy sector in southern Africa.
<u>Cape Peninsula University of Technology</u>	University	The only university of technology in the Western Cape province, and the largest university in the province, with over 32,000 students.

<u>South African Renewable Energy Technology Centre (SARETEC)</u>	Centre at Cape Peninsula University of Technology	SARETEC offers specialised industry-related and accredited training for the entire renewable energy industry in wind and solar.
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3. Incentives

The ASEZ, City of Cape and the national government offer a range of attractive incentives for ASEZ investors and tenants. Some of the most relevant incentives are included below, but investors are encouraged to contact GreenCape or Wesgro for guidance on which will be available and most applicable.

Note: Not all national incentives are listed below given that opportunity periods can be short. Also, SEZ incentives will only be confirmed once the zone has received official designation, and relevant processes have been completed nationally.

Incentive name/type	Description
SEZ Incentives (national, to be confirmed)	
Preferential 15% Corporate Tax and Tax Relief	Businesses (as prescribed in section 24(4) of the SEZ Act) that are located in a SEZ may be eligible for a tax relief, including the reduced rate of corporate income taxation. In addition to satisfying the requirement of the SEZ Act, further criteria for some of the available tax incentives are stipulated in the Income Tax Act, 1962 (Act No.58 of 1962)
Building Allowance	Businesses and operations (prescribed in section 1 of the SEZ Act) operating within a SEZ may be eligible for tax relief, including the building allowance, subject to requirements contained in the Income Tax Act
Employment Tax Incentive	Businesses and operations operating within a SEZ may be eligible for tax relief, including employment tax incentives subject to requirements contained in the Employment Tax Incentive Act, 2013 (Act No. 26 of 2013)
Customs Controlled Area Tax Relief	Businesses and operations located within a customs controlled area of a SEZ will be eligible for tax relief as per the Value-Added Tax Act, 1991 (Act No. 89 of 1991), the Customs and Excise Act, 1964 (Act No. 91 of 1964), the Customs Duty Act 2014 (Act No. 30 of 2014) and the Customs Control Act, 2014 (Act No.31 of 2014)
12I Tax Allowance	The 12I Tax Incentive is designed to support greenfield investments (ie new industrial projects that utilise only new and unused manufacturing assets), as well as brownfields investments (ie

	expansion or upgrades of existing industrial projects). The new incentive offers support for both capital investment and training.
City of Cape Town Incentives (accessed through AIFO; availability confirmed)	
Fee exemption	Development application fee exemption
Development contribution deferral/write off	Development contribution deferral / debt write off (capped to a maximum of R1 million)
Electricity tariff subsidy	
Broadband connection fee waiver	
Land purchase and lease arrangements	Attractive land purchase and lease arrangements for greenfield sites with environmental authorisations in place.
Site applications	A quick, clear, transparent application process for business sites.
Biodiversity offsets	Biodiversity offsets

Useful resources

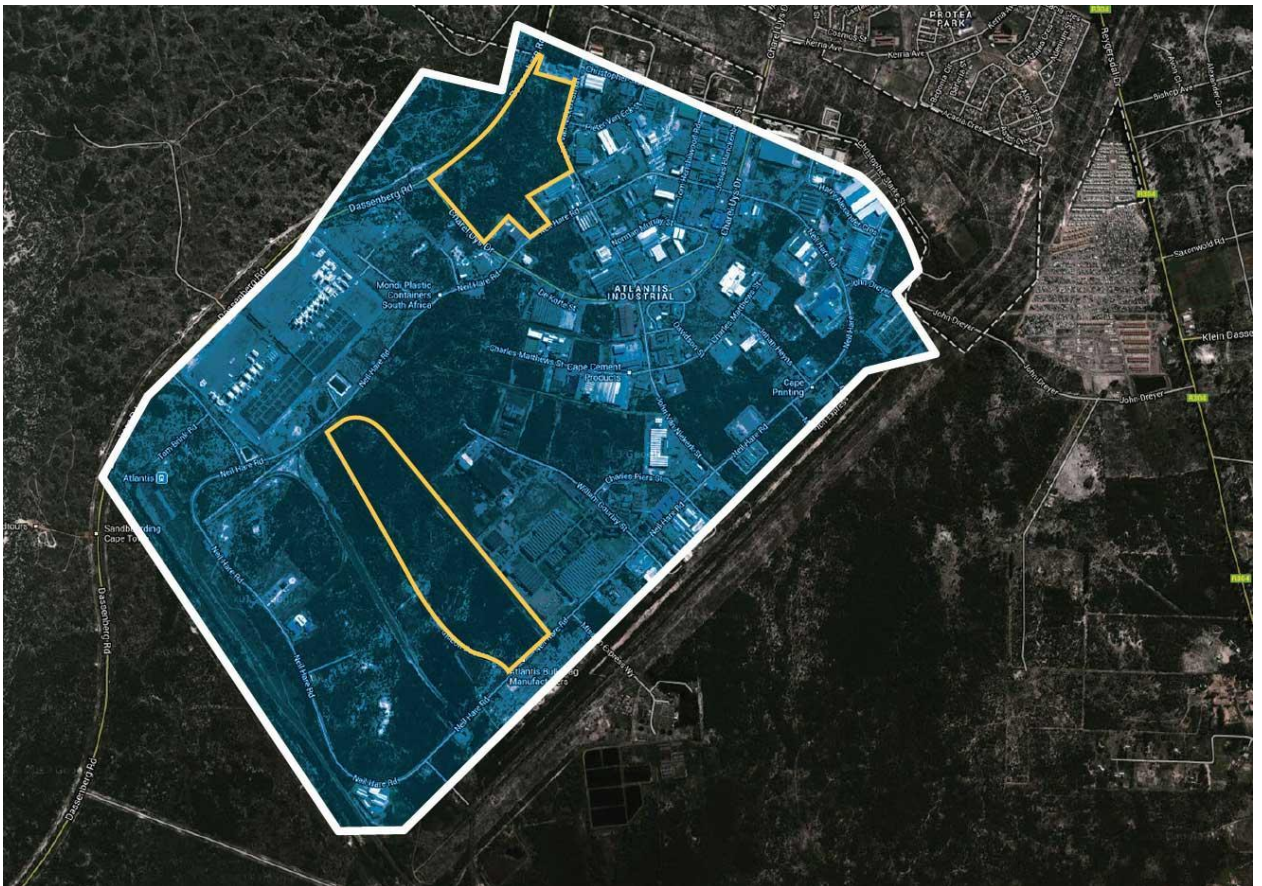
Source	Resource
Department of Trade and Industry (dti)	SEZ Investment Incentives
Department of Trade and Industry (dti)	SEZ Guide
City of Cape Town Investment Incentives Policy	City incentives for Atlantis (Atlantis Investment Operational Framework for the Administration of investment incentives)

4. Property and land

4.1. Land and zoning

The proposed land for the ASEZ encompasses the full extent of the Atlantis Industrial area. The area consists of existing businesses and undeveloped sites that include City of Cape Town greenfield sites, brownfield sites, privately held land, and other land owned by the city and province.

City of Cape Town greenfield sites: The City of Cape Town has made two large greenfield sites available – these sites have already been permitted and made available to greentech manufacturing enterprises. The image below shows the proposed area of the SEZ in blue, with the yellow blocks highlighting the City of Cape Town's land.



The proposed SEZ encompasses the Atlantis Industrial Area. The highlighted areas are the City of Cape Town's land

Other brownfield sites: There are also a large number of privately owned brownfield sites. A back-to-back lease mechanism allows these underutilised sites to access SEZ incentives, should they find suitable greentech companies as tenants. This will allow flexible, lower cost lease options for potential investors.

Privately held land and other City land: If the growth of the SEZ exceeds the anticipated conservative market demand, or the City-owned sites are fully allocated, there is an option for investors to access privately held land in Atlantis. There is also ample City owned land that is available. The City indicated that, after a review, more land is available in the broader Atlantis area and could be made available, should existing land prove insufficient.

Provincial government land: There is similarly a large amount of provincial government land in the area. This land is currently outside of the Atlantis Industrial zone, but over time, if the programme requires expansion, it is reasonable that the provincial land would be a logical place to expand into.

4.2. Zoning

The site of the proposed ASEZ has been zoned as 'General Industrial Subzones'. In making the land available specifically for the ASEZ, the City has further allocated use rights on the land for those companies that are engaged in greentech activities.

Only applicants who comply in terms of one or more of the following categories will qualify for the proposed ASEZ – companies that:

- Have been awarded power purchase agreements
- Are supplying components to utility scale renewable energy installations
- Manufacture or supply energy efficient equipment
- Manufacture or supply green technologies
- Specialise in the construction and/or management and/or maintenance of renewable energy installations
- Manufacture and/or repair components for primarily green manufacturing industries
- Are involved in research and experiments in respect of renewable energy

A specific greentech activity may require further deviation from the applicable zoning regulations, for example in relation to building heights, setbacks, floor

area, or coverage. In these cases, departures from the provisions of the zoning scheme could be applied for. Given the City's specific support for the ASEZ, such applications would in all likelihood be supported.

Useful resources

For more information on General Industry SubZones, visit:

[City of Cape Town Zoning Scheme Regulations](#)

4.3. Geo-technical considerations

A geotechnical desk study of the two sites identified for greentech industry was undertaken. The study focused on site geology, site geohydrology, typical founding conditions, excavation conditions, and materials-utilisation potential.

Key conclusions of the study include:

- **Soil:** The site is most likely underlain by naturally deposited generally sandy aeolian and alluvial soils. Generally, the near surface soils can be regarded as very loose to loose, improving in consistency with depth.
- **Groundwater** is likely to be located at depth at this site due to the assumed thickness of the sandy 'permeable' soils at the site. Groundwater is not expected to be problematic at the site. Moisture within the respective soil horizons will fluctuate seasonally.
- **Excavation:** Hand labour and suitable earthmoving plant can be used for excavation purposes. Suitable battering of the side slopes will be required for areas in cut. In terms of long term slope stability, all cut slopes should be constructed to gradients not greater than 1v:2.0h and should allow for the inclusion of a suitable erosion blanket and planting. Suitable wind erosion measures will also be required in the drier summer periods during construction.
- **Material utilisation potential:** The sandy transported soils are suitable as use as structural fill and as G7 selected subgrade once suitably compacted. Due to the variability in the clay/silt content within the transported soils, careful selection of suitable material may be required on site. Due to the fine

grained nature of the site soils, soil moisture content needs to be carefully controlled.

- **Founding conditions:** In general, founding conditions for structures are regarded as unfavourable for conventional founding at shallow depth and will require improvement to ensure competent founding conditions. The naturally deposited transported soils at depth are suitable to support structures up to a minimum bearing pressure of 175 kPa.
- **Sub-soil characteristics:** The strength characteristics of the sub-soils can only be adequately assessed with a site specific geotechnical investigation aimed at the assessment of the sub-soils using intrusive investigative techniques such as trial pitting. Should heavy structural loading of the sub-soils be anticipated then investigation of the subsoil characteristics at depth will be required to assess the risk of adverse settlement. Small rotary diameter boreholes (with Standard Penetration Tests) would be recommended for a deeper assessment of the sub-soils.

Subject to the specific measures outlined above related to excavation, material utilisation, founding, and the strength characteristics of sub-soils, no significant geotechnical considerations were identified.

For the full report, click [here](#)

4.4. Environmental Impact Assessments (EIAs)

Two City of Cape Town sites

In parallel with General Industrial Zoning, a basic environmental authorisation has been given by the Western Cape Government, which allows companies to clear the land and upgrade electricity services on the two City of Cape Town sites. The development of the properties in question will not be constrained by any requirements regarding conservation of any endangered vegetation, and the vegetation may be removed. If developers trigger additional environmental requirements, these are to be at the cost of the investor.

To access the environmental authorisation (Record of Decision), click [here](#).

Other documents available include a Basic Assessment Report, and annexed reports (basic services, paleontological, heritage, botanical, archaeological). These are available on request from the [GreenCape SEZ team](#).

Site 2 (38Ha)

Site 2 has been earmarked for a gas-to-power project. GreenCape and the City of Cape Town have commissioned an EIA the site.

4.5. Land purchase and rental processes and costs

For the greentech manufacturing sites in Atlantis, there are an application process on a first-come first-served basis available until December 2017 for those investors who qualify in terms of the green criteria established by the City of Cape Town. For criteria see the '[Zoning](#)' section above.

A broad terms, the purchase of land will follow the following process and can theoretically be concluded in approximately two months:

1. Submit completed application form to the Civic Centre. Forms are available from the offices of Sally Chambers at the City of Cape Town's Property Management and Development Division, on telephone 021 400 2236.
2. Greentech Manufacturing Evaluation Committee (GTMEC) meets to evaluate application- recommends an award or not to award or to request further particulars (up to 1 month).
3. GTMEC evaluates further particulars and recommends an award or not to award (up to 1 month).
4. Immovable Property Adjudication Committee considers recommendation of GTMEC and decides to award or not to award (up to 1 month)
5. Sale or lease agreement concluded (up to 1-2 months depending on Purchaser)

At the same time as construction is taking place, the sub-division of the portion of land from the parent erf (plot) will take place (6-8 months), and is followed by the transfer of the land portion (3-6 months).

No transfer duty will be payable as all land sales are subject to VAT.

Current rates for Greenfield sites for qualifying companies on City of Cape Town Sites

Extent / size m ²	Sale		Lease	
	Sale price/m ²	Sales price/market value for largest size in the range	Monthly rental/m ²	Monthly rental
0 – 500	R180	R90 000	R1.20	R600
501 – 1 000	R180-165	R165 000	R1.10	R1 100
1000 - 5 000	R165-150	R750 000	R1.00	R5 000
5001 – 10 000	R150–120	R1 200 000	R0.80	R8 000
10 001 – 50 000	R100-80	R5 000 000	R0.67	R33 000
50 001 – 70 000	R80 – 65	R5 600 000	R0.53	R37 000
70 000 – 100 000	R65-50	R6 500 000	R0.43	R43 000
100 0001 – 150 000	R50-40	R7 500 000	R0.33	R50 000
150 000 – 200 000	R40-35	R8 000 000	R0.27	R53 000
200 000 – 250 000	R35-30	R8 750 000	R0.23	R58 000
250 000 – 300 000	R30-27	R9 000 000	R0.20	R60 000
300 001 – 350 000	R27-25	R9 450 000	R.18	R63 000
350 0001 – 386 500	R27-25	R9 700 000	R0.17	R65 000

4.6. Ordinary industrial land in Atlantis

For ordinary industrial land in Atlantis, the City of Cape Town is obliged to make the land available by way of public competitive processes, usually public tender or public auction. Interested parties can get involved once the tender advert has been published or once an auction date has been determined.

5. Infrastructure

5.1. Bulk infrastructure

Independent feasibility studies showed that most of the required bulk infrastructure to accommodate growth within in the ASEZ was already in place. It was also found that:

- **Bulk water availability** on the City's two greenfield sites should be adequate to provide for both conservative and moderate development scenarios. Bulk waste water and storm water infrastructure should also be adequate.
- **Regional landfill facilities** catering for different waste classifications are situated in the vicinity of the Atlantis and have sufficient capacity to accommodate demand under high and low growth scenarios.
- The 4 MVA **electricity** available to the two sites identified by the City of Cape Town should be sufficient to accommodate demand over the 2014-2017 period. The expected 2018 - 2030 uptake on the two sites could require an additional 1 MVA, but improvements are planned to electricity supply in Atlantis. Roughly R80 million has already allocated by the City of Cape Town to bulk electricity upgrades and this should be sufficient to accommodate longer term needs. These upgrades added to the Eskom upgrades will increase the power supply to the area by roughly 50 MVA.

Useful resources

For more on the two sites, visit the links below.

Neil Hare site – 38 ha: [G2 Services infrastructure report](#)

29.9 ha site: [G2 Services Infrastructure report](#)

5.2. Electricity

Atlantis is currently served by a bulk intake substation with a capacity of 80 MVA¹. Currently 70 MVA is allocated to electricity users leaving an available capacity of 10 MVA for upgrades or new consumer connections.

¹ This figure is the uptake of capacity at the time of publication of this brochure. Capacity is allocated on a first-come-first-served basis and the available capacity may be less than 10MVA. Prospective investors should engage with the City of Cape Town's Electricity Department to confirm the availability of bulk supply.

A second bulk intake substation with a capacity of 90 MVA is under construction and due to be completed in December 2016.

With respect to site specific supply, any new development with a requirement of more than 1 MVA will require a new substation. Supplies in excess of 7 MVA will be connected at 33 kV. Those over 20 MVA will be connected at 132 kV.

The potential investor will have to cover part or all of the costs of providing the new sub-station depending on whether or not they will use part or all of the sub-station's capacity. A Development Capital Tariff will also be payable, based on the tariff schedule amended by Council on an annual basis.

The City will build all new substations itself to its own specifications with the developer liable for the costs of this as determined by the tariff book. The costs are dependent on:

- The capacity required i.e. the size of the substation that is needed.
- The location of the proposed development in terms of its distance from the bulk intake and the length of network infrastructure needed to connect the bulk intake to the substation on the site.
- Development Capital Tariff in proportion to the size of the supply required.

Useful resources

For more information contact the City of Cape Town's electricity department on 0860 103 089 (or +27 21 401 4701 from overseas).

5.3. Water and wastewater

Water to the Atlantis Industrial area is supplied and managed by the City of Cape Town's Water and Sanitation Department. The water reticulation network in Atlantis has sufficient capacity to be able to accommodate most types of industrial development, although the bulk supply has capacity constraints of an operational nature. All water connections are required to be metered, and are supplied and installed by the Department.

In addition to providing water through its reticulation network, the Department is also responsible for the management and treatment of wastewater. The wastewater treatment works that currently serves the Atlantis industrial area has

some limited capacity but will be augmented by 2020. Depending on demand, the construction of this facility could be brought forward.

It is recommended that potential investors consult with the Department in order to confirm the availability of water and waste water capacity and to obtain advice on acceptable design standards for bulk or reticulation services.

Applicable service standards can be found on the Department's [website](#) along with other useful information on the Department's services.

5.4. Telecoms

The City of Cape Town has installed fibre optic cables for broadband connectivity in the Atlantis Industrial Area. Communication network connectivity is provided through Telkom, Neotel and service providers such as Vodacom, Cell C and MTN.

For the most up to date information on fixed line, broadband and cellular/mobile costs in the Western Cape visit [pages 15 and 16](#) of the *2015 Doing Business in the Western Cape* guide, produced by Wesgro.

To apply for a line, applicants can contact the Telkom Shop in Table View at the following address: 39 Bayside Centre, c/o Blaauwberg and Otto Du Plessis drives, Telephone 021 556 9294, Trading hours from 9 am to 7 pm.

5.5. Roads, travel and transport

Atlantis is well integrated for the movement of freight with the ports of Saldanha and Cape Town conveniently located. With respect to the abnormal loads associated with wind turbine manufacturing, there are significant locational advantages for Atlantis.

The MyCiti bus public transport route has recently opened, servicing Atlantis.

5.6. Road infrastructure

Atlantis is located between the N7 freeway route to Namibia and the R27 West Coast freeway. It is also connected to other routes through the R304 (Klein Dassenberg Road) and R307 access routes, primary arterials which provide access between Atlantis and the western and eastern freeways. The N7 has

recently been upgraded and provide seamless access to Atlantis through the Atlantis-Melkbos interchange. The upgrading of the R27 up to Atlantis is completed, improving flow of traffic towards Atlantis and up the West Coast.

The Atlantis area is one of the key industrial freight centres within the Cape Town Metropolitan area and well integrated with regional freight movement networks. Although traditionally dislocated from the rest of the city, Atlantis Industrial has locational advantages for manufacturing activities sensitive to urban transport movements (e.g. large vehicles not readily mixed with city traffic).

Useful resources

[National Roads Agency of South Africa](#)

[High resolution road map of the Western Cape Province](#)

[2015 Logistics Barometer \(Stellenbosch University\)](#)

5.7. Public transport

In addition to an excellent road transport network for private transport, Atlantis is serviced by a number of public transport options – the MyCity and Golden Arrow bus services, mini taxis and metred taxis.

The City is implementing its MyCiTi bus rapid transit service in phases. The west coast route has now been extended to include Atlantis, the informal settlements of Du Noon and Jo Slovo Park, and the industrial area of Montague Gardens. This route has considerably improved labour mobility in and out of Atlantis. MyCiTi bus stations are located in close proximity to the sites identified for the ASEZ.

Atlantis does not have a commuter rail service. The City is pursuing the increased responsibilities for the rail mode of public transport as provided for in the National Land Transport Act (NLTA). In parallel, the City is investigating the feasibility of a new rail commuter service from Cape Town CBD to Du Noon/Atlantis (on an existing freight line).

There are dedicated bus routes in the industrial area to support mobility in the area and connect different businesses who use the local labour pool.

Useful resources

For the latest information on bus, metered taxi, train, car rental and air transport costs visit [pages 17 and 18](#) of the *2015 Doing Business in the Western Cape* guide produced by Wesgro.

[Western Cape Government public transport page](#)

[MyCiti Integrated Transport system](#)

[Golden Arrow Busses](#)

[Transport for Cape Town](#)

[Transport in Cape Town \(infographic\)](#)

[Metrorail service map](#)

[Travel SMART guide](#), a critical read for all visitor to Cape Town

5.8. Air travel

Cape Town International Airport is Africa's 3rd biggest airport, processing over 8 million passengers annually with over 50% of South Africa's air passengers passing through the airport. The airport hosts local, regional and international flights with direct flights to (among others) Amsterdam, Doha, Windhoek, Luanda, Paris, Zurich, Frankfurt, Dubai and London.

Numerous companies offer private or corporate helicopter and airplane charter flights.

Useful resources

[Airports Company South Africa \(ACSA\)](#)

5.9. Ports

Atlantis is located between two busy ports, Saldanha Bay and Port of Cape Town

The Port of Cape Town is situated on one of the world's busiest trade routes. It caters for general cargo on a common user basis. It is handling a growing number of containers and has become an important repair facility, especially for the west coast oil and diamond mining industries.

Fishing has a significant place in the economic activity of the port, with large Asian fishing fleets using Cape Town as a transshipment logistics and repair base for much of the year. The emerging oil industry in West Africa has also become a significant factor for the port's repair and maintenance facilities.

Useful resources

[Transnet National Ports Authority](#)

[2015/16 port tariffs](#)

[Port of Cape Town](#) (unofficial site)

5.10. Skills and labour availability

The quality of the skills base in South Africa is reflected in the attraction of major foreign investors from all over the world in numerous business sectors and across a variety of business functions. Seven of the leading automotive equipment manufacturers have manufacturing plants in South Africa, namely BMW, General Motors, Daimler Benz, Nissan, Ford, Toyota and Volkswagen, while component manufacturers such as Arvin Exhaust, Bloxwitch, Corning, Senior Flexonics have established production bases here. Other major international players established in the country are Coca-Cola, Nestlé, Panasonic, Pfizer, Siemens and Unilever.

Most companies in South Africa will use a combination of permanent staff and labour brokers (for temporary staff).

- In some of the most successful manufacturing operations the ratio is 75/25 of 80/20. There is a central, collective bargaining council in South Africa.

5.11. The Atlantis skills base

The Atlantis community has provided skills to the industrial sector for many decades. Some specialist manufacturing companies such as Kaytech have operated from Atlantis since 1978. They recruit most of their advanced skilled machine operators from the local community. This trend is reflected in many other companies with the majority of skilled and unskilled labour residing in Atlantis. Specialist engineering functions might be provided by people from outside Atlantis, but through dedicated interventions to develop these skills locally, the aim is to soon have most, if not all, the required skills available in the community.

There is an ample supply of semi and unskilled labour. With three academic high schools, one technical high school and one school of skills in the area, the practical skills within Atlantis are in abundance.

The Atlantis campus of the West Coast College, situated in the heart of the industrial area, provides further training in areas such as fitting and turning, electrical and construction. Artisans from this college are often placed with local industries to gain workplace experience.

6. Cost of doing business

For general indicative costs on doing business in South Africa visit:

[2014-15 Doing Business in South Africa](#) guide produced by the Department of Trade and Industry (See page 129).

[2015 Doing Business in the Western Cape](#) guide produced by Wesgro.

6.1. Electricity costs

Electricity tariffs are defined for different categories of service by the City of Cape Town, based on type of service required, level of consumption, type of connection and time of use. Depending on the authorised capacity of the proposed investment, the tariffs below apply in Atlantis.

Authorised capacity	Applicable Tariff
Between 500 kVA and 1MVA	Large Power Users Low Voltage (LV)
Above 1 MVA	Large Power Users Medium Voltage (MV) Atlantis Time of Use

The cost for each tariff can be calculated using the following table for the 2016/2017 financial year ending June 2017 (excluding VAT):

Consumptive tariffs			
Large Power LV	Service charge	R/day	44.37
	Energy charge	c/kWH	76.61
	Demand charge	R/kVA	224.29
Large Power MV	Service charge	R/day	44.37
	Energy charge	c/kWH	70.06

	Demand charge	R/kVA	205.70
Time of Use Atlantis	Service charge	R/day	6 090.00

Available capacity varies and is dependent on uptake by new facilities and the closure of others. It is therefore recommended that potential investors use the above as an initial guide to the availability and cost of electricity supply and that the City of Cape Town’s electricity department is consulted as part of detailed feasibility investigation as significant development contributions towards electrical infrastructure may be required.

For assistance: Contact the Atlantis Investment Facilitation Office or contact the City of Cape Town’s electricity team on 0860 103 089 or from abroad on +27 21 401 4701

For more information on electricity tariffs for the Cape Town area visit [page 15](#) of the *2015 Doing Business in the Western Cape* guide produced by Wesgro.

6.2. Petroleum and gas prices

For updated information on the cost of gas and other fuels visit the [Department of Energy’s fuel price page](#).

To budget for fuel charges use the [Drive South Africa calculator](#)

6.3. Solid waste management and charges

The City of Cape Town has the legislative mandate to be the sole provider of solid waste services to the residential sector. The City also has the capacity to extend solid waste services to the commercial sector, depending on the types of waste which require collection and/or disposal. Certain solid waste services, particularly those relating to certain grades of hazardous waste, are only serviced through certified private sector solid waste service providers as the City is not necessarily equipped to handle all types of solid waste.

The [Institute of Waste Management of Southern Africa \(IWMSA\)](#) is a professional waste management body comprising voluntary members who provide private waste management services. IWMSA can be engaged to identify certified waste management service companies who can service the

needs of industrial users in Atlantis. It is the responsibility of potential investors to ensure that the service provider appointed to provide solid waste services is certified and registered as a service provider with the City.

Further information on the City’s solid waste services can be found on the Department’s [website](#). In addition, it is recommended that potential investors consult the Department directly in order to establish the availability and type of solid waste services in Atlantis. Queries regarding such services can be relayed by [email](#). Non-residential customers using the City’s services will need to sign a [service agreement](#) with the City. Where non-residential properties are serviced by certified private sector companies, a [waste assessment form](#) needs to be completed by property owners.

The tariffs which apply to the disposal of solid waste are classified according to a number of different categories. All loads of clean builders’ rubble²[1] may be disposed of free of charge at landfill sites. The solid waste disposal tariffs applicable to 2016/17 are as follows:

Solid Waste Disposal Tariffs*			
Type of waste		Tariff (excl. VAT)	Tariff (incl. VAT)
General waste ³	Disposal tariff per one metric ton	R388,77	R443,20
	Disposal tariff per half metric ton	R194,39	R221,60
Special waste ⁴	Disposal tariff per one metric ton	R515,18	R587,30

² Waste, excluding hazardous waste, generated during the construction, alteration, repair or demolition of any structure either man-made or natural. This includes rubble consisting of concrete chunks, broken bricks, sand, stone, cement, plaster and similar inert materials, but excluding paper, plastic, asbestos cement waste, wood, glass and metal. However, if builders’ rubble is contaminated by more than 10%, then it will be regarded as mixed general waste and will be charged at the full general waste disposal tariff. All loads of clean builders’ rubble will be accepted free of charge at landfill sites. At drop-off facilities this waste will be accepted free of charge with a carrying capacity not exceeding 1.5 tonne.

³ Disposal coupons for the disposal of general waste at the City of Cape Town’s disposal sites are obtainable at all municipal cash offices.

⁴ Special waste disposal is subject to obtaining a special waste permit before disposing of the waste. Special waste permits for the disposal of special waste only at the Vissershok landfill site are obtainable at the City’s Solid Waste: Disposal Department located at 38 Wale Street, 9th floor, Cape Town.

	Disposal tariff per half metric ton		R257,54	R293,60
Waste generated outside the City of Cape Town's municipal boundary ⁵	General waste	Disposal tariff per one metric ton	R505,35	R576,10
		Disposal tariff per half metric ton	R252,63	R288,00
	Special waste	Disposal tariff per one metric ton	R568,25	R647,80
		Disposal tariff per half metric ton	R284,12	R323,90

* Tariffs are based on actual mass as measured by the weighbridge at the facility. If the weighbridge system is offline, the carrying capacity of the vehicle will be used.

The latest tariff book should be consulted to ensure that all relevant tariffs are identified and for the most up to date rates applied.

6.4. Water and sanitation charges

Sanitation tariffs are based on the estimated volume of wastewater discharged by a facility. This is estimated as 95% of monthly metered water consumption. Additional charges are also levied for industrial effluent.

It is recommended that the prospective investor engages with the Department to determine this charge as it is dependent on a number of variables, including total volume of waste water, and the nature of the effluent.

In order to protect the sanitation infrastructure from corrosion and the environment from pollution, the Department requires adherence to water quality standards. Failure to do so will result in sanctions ranging from fines to disconnections and charges covering the cost of damaged infrastructure.

⁵ Waste origin must be declared at the time of disposal or permit application.

Water tariffs have a consumptive component and a miscellaneous component. The consumptive component relates to the volume of water consumed, while the miscellaneous component covers a variety of user-requested services such as connection fees and the installation of water meters.

2016/2017 tariffs (excluding VAT)

Consumptive tariffs (volumetric 10% reduction)	Tariff/unit
Water Sanitation	R16.46/kl R12.65/kl
Miscellaneous tariffs	
Availability tariff (applicable to erf while it remains vacant) Water Sanitation	R69.74 per month R69.74 per month
Water connection fees (cost of meter and installation by municipality)	
(50mm)	R10,762.54
(80mm)	R13,457.19
(100mm)	R14,639.39
(150mm)	R25,105.79

Other tariffs may be applicable depending on the type and scale of the proposed development. The latest tariff book should be consulted to ensure that all relevant tariffs are identified and for the most up to date rates applied. It should also be noted that these are the “regular” tariffs and a different set of (higher) tariffs are applicable if water restrictions are in place

Useful resources

For further contact the City of Cape Town’s [Water and Sanitation Department](#) on 021 550 7566.

[City of Cape Town's 2015/16 sanitation tariffs](#)

6.5. Logistics costs

6.5.1. Sea freight and courier costs

For sea freight and courier costs visit page 18 of the [2015 Doing Business in the Western Cape](#) guide produced by Wesgro

6.5.2. Public transport costs

For the latest information on bus, metered taxi, train, car rental and air transport costs visit pages 17 and 18 of the [Doing Business in the Western Cape, 2015](#) guide produced by Wesgro.

Useful resources

[MyCiti Bus](#)

[Metrorail app](#)

6.6. Property rates and taxes

The property tax rate for the Atlantis Industrial zone for 2016/17 is R0.012795 in the rand value of the respective properties (i.e. multiply the municipal value of a property with the rate of R0.012795).

E.g. If municipal valuation is R1 million then:

R1 million x R0.012795 = R12,795 rates payable per annum.

For more information on property rates contact the City of Cape Town's Finance Department on 021-444 8065.

For Property Management (Valuations & Disposals) contact 021 400 2236.

6.7. Labour and labour costs

The quality of the skills base in South Africa is reflected in the attraction of major foreign investors from all over the world, in numerous business sectors and across a variety of business functions.

- Seven of the leading automotive equipment manufacturers have manufacturing plants in South Africa, namely BMW, General Motors, Daimler Benz, Nissan, Ford, Toyota and Volkswagen.
- Component manufacturers such as Arvin Exhaust, Bloxwitch, Corning, Senior Flexonics have established production bases here.
- Other major international players established in the country are Coca-Cola, Nestlé, Panasonic, Pfizer, Siemens and Unilever.

Most companies in South Africa will use a combination of permanent staff and labour brokers (temp staff).

In some of the most successful manufacturing operations the ratio is 75/25 of 80/20. There is a central, collective bargaining council in South Africa.

6.8. Remuneration in the Western Cape

The table below provides a snapshot of salaries for employee categories that may be relevant for potential investors.

For comprehensive information visit [pages 9-11](#) of *Doing business in the Western Cape, 2015* produced by Wesgro.

Employee Category	Monthly gross wage Min. (ZAR)	Monthly gross wage Max. (ZAR)	Remarks
Skilled Worker	8000	14000	For manufacturing: technical skill required
Highly-Skilled Worker	18000	22000	For manufacturing: high level of technical skills required
Administrative Assistance	6000	12000	Secretarial school / 4 years of experience / English skill
Quality Control Specialist	9118	36384	Quality control of well-defined procedures
Technician (depends on level)	11000	22000	Technical degree / 2 years of experience / English skill
Engineer	24000	52000	Sound technical knowledge, but working under close supervision / 3 years of experience

Senior engineer	30000	52000	May supervisor more junior staff / 7 years of experience
R & D Manager	50k+		Overall control of the R & D function / 10 years of experience
Production manager	50k+		For manufacturing activities with a limited range of products / supervision of direct workforce through production supervisors and foreman / Co-ordination of methods, cost accounting, maintenance and other related operations.

6.9. Unemployment Insurance Fund

Employers must pay unemployment insurance (UIF) to the government in order to support workers who may become unemployed due to operational requirements. Employers must pay unemployment insurance contributions of 2% of the value of each worker's pay per month. Of this, 1% comes from the employer and the other 1% is deducted from the worker's salary. Employers not registered for PAYE or Skills Development Levy (SDL) purposes must pay the contributions to the Unemployment Insurance Commissioner.

The UIF provisions do not apply to the following:

- Workers working less than 24 hours a month for an employer
- Learners
- Public servants
- Foreigners working on contract
- Workers who get a monthly state (old age) pension
- Workers who only earn commission

Source: Wesgro (2015)

Useful resources

Source	Resource	Content
Wesgro	<u>2015 Doing business in the Western Cape, 2015 guide for investors</u>	Section 4 deals with the labour market, skills availability and the cost of labour by sector (page 9).

Department of Trade and Industry (dti)	<u>South Africa: Investors' Handbook 2014/15</u>	Visit pages 97 – 106 for detailed section on labour relations
South African Department of Labour	<u>Labour Guide</u>	Comprehensive online resource on all labour matters
The South African Labour Guide	<u>Guide to labour law for South Africa</u>	Publications, news and information on wide range of labour matters.

6.10. Living in the Western Cape

The three resources below collectively provide comprehensive information on the cost of living in South Africa, covering information such as accommodation, schooling, food and clothing prices, fuel etc.. The Department of Trade and Industry Handbook and the Deutsche Bank report provide interesting comparative information on the cost of living in South Africa vs other countries.

Useful resources

Source	Resource	Content
Wesgro	<u>Doing business in the Western Cape, 2015</u> guide for investors	For information on hotel accommodation, living expenses, school fees visit page 19.
Department of Trade and Industry (dti)	<u>South Africa: Investors' Handbook 2014/15</u>	Extensive resource for investors including a comprehensive section on the cost of doing business and living in South Africa.
Deutsche Bank	<u>Mapping the World's Prices 2015</u> report	An annual survey of the world's prices with interesting cost comparisons (Big Mac Index, Car price comparisons, foodstuffs, recruitment of MBA candidates, office space rental etc.)

7. Atlantis business directory

The ASEZ team has an updated directory of all manufacturers, service businesses and estate agents in Atlantis. If you would like a copy please contact [Michael Webster](#)

8. Useful contacts

Organisation	Website	Telephone number
Starting a business contacts		
Department of Trade and Industry	www.thedti.gov.za	+27 (12) 394 9500
Department of Environmental Affairs	www.environment.gov.za	086 111 2468 OR +27 12 310 3123
Small Enterprise Development Agency (SEDA)	www.seda.org.za	0860 103703 OR +27 12 441 1000
SA Chamber of Commerce	www.sacob.co.za	+27 11 446 3800
Companies and Intellectual Property Commission (CIPC)	www.cipc.gov.za	+27 12 394 9500
Industrial Development Corporation (IDC)	www.idc.co.za	+27 21 421 4794
Cape Regional Chamber Commerce	www.capechamber.co.za	+27 21 403 4200 OR +27 21 402 4300
Property Services		
Rode & Associates (Property Economists)	www.rode.co.za	+27 21 946 2480
Baker property Ltd	www.baker-street.co.za	+27 21 461 1668 OR 021 461 1660
Tax services		
South African Revenue Service (SARS)	www.sars.gov.za	+27 11 602 2093
SA Institute of Chartered Accountants	www.saica.co.za	+27 21 423 3938
Labour & Immigration		
Department of Labour	www.labour.gov.za	+27 12 309 4000
Department of Home Affairs	www.hha.gov.za http://www.home-affairs.pwv.gov.za/	+27 21 465 3456/7
Legal services		
Law Society of South Africa	www.lssa.org.za	+27 12 362 1729

Edward Nathan Sonnenbergs	http://www.shg.co.za/	+27 21 410 2500
Cape Law Society	www.capelawsoc.law.za	+27 21 443 6700
Cliffe Dekker	http://www.cliffedekkerhofmeyr.com	+27 21 481 6300
Mallinicks	http://www.mallinicks.co.za	+27 21 410 2200
Global Migration SA	www.ukvisaservices.co.za	+27 11 480 4910
Immigration for You	www.immigration4u.co.za	+27 21 424 3717
Utilities		
Eskom	www.eskom.co.za	0860 037 566
City of Cape Town – Electricity	www.capetown.gov.za	+27 918 7111/50/58
Telkom (Cape Town Branch)	www.telkom.co.za	+27 21 425 9304
Cape Town City Council – Water & Sewage Services	www.capetown.gov.za	0860 103 054
Department of Minerals & Energy	www.dme.gov.za	+27 12 317 800
Telecommunications		
Telkom	www.telkom.co.za	+27 21 425 9304
Vodacom	www.vodacom.co.za	+27 11 653 5000
MTN	www.mtn.co.za	083 173
Cell C	www.cellc.co.za	+27 11 324 8000
Independent Communications Authority of SA	www.icsa.org.za	+27 21 431 9800
Transportation services		
Cape Metro Rail	www.capemetrorail.co.za	+27 21 449 6430
Airport Company South Africa (ACSA)	www.acsa.co.za	+27 11 723 1400
Financial Services		
Banking Association of South Africa	www.banking.org.za	+27 11 645 6700

South African Venture Capital Association (SAVCA)	www.savca.co.za	+27 11 268 0041
Khula Enterprise Finance Limited	www.khula.org.za	+27 12 394 5560
Banking		
Absa Bank	www.absa.co.za	+27 11 350 4000
FirstRand Bank	www.firststrand.co.za www.firststrand.co.za/	+27 11 282 1808
Nedcor	www.nedcor.co.za www.nedbank.co.za/website/content/home/index.asp	+27 11 710 4330
Standard Bank	www.standardbank.co.za	0860 109 231
Labour matters		
Department of Labour	www.labour.gov.za	+27 12 309 4000
National Economic Development and Labour Council	www.nedlac.co.za	+27 11 328 4200
Commission for Conciliation, Mediation Arbitration	www.ccma.org.za	+27 11 845 9000
Commission for Employment Equity	www.labour.gov.za	+27 12 309 4040
Employment Conditions Commission	www.labour.gov.za	+27 12 309 4000
Productivity SA	www.productivitysa.co.za	+27 11 848 5300
National Skills Authority	www.labour.gov.za	+27 12 312 5066

Source: Adapted from Wesgro (2015) *Doing business in the Western Cape, 2015*