

FINES SCHEDULE

of the

**Employment Equity Act
No. 55 of 1998**

CONTRAVENTION	FINES FOR SECTION 16, 17, 19, 22, 24, 25, 26 & 43(2)	FINES FOR SECTION 20, 21, 23 & 44(b)
No previous contravention	R 1,5 mil	Greater of: R 1,5 mil or 2% of T/O
One previous contravention in respect of the same provision	R 1,8 mil	Greater of: R 1,8 mil or 4% of T/O
Previous contravention within 12 months or two previous contraventions with respect to the same provision within 3 years	R 2,1 mil	Greater of: R 2,1 mil or 6% of T/O
Three previous contraventions with respect to the same provision within 3 years	R 2,4 mil	Greater of: R 2,4 mil or 8% of T/O
Four contraventions with respect to the same provision within 3 years	R 2,7 mil	Greater of: R 2,7 mil or 10% of T/O