A red and blue circle with a circle with a group of people around it

AI-generated content may be incorrect.

Candidate Questionnaire

**Please answer the below questions and send it back ASAP:**

|  |  |
| --- | --- |
| **What is your notice period?** |  |
| **What is your current rate per hour (if you are a contractor) or GROSS salary per month (if permanent)?**  **Gross before deductions:**  **Nett Income after deductions:**  **Rate per Hour:**  **Average No. of Hours per Month:**  **Medical Aid: Yes/No**  **Company Contribution:**  **Your Contribution:**  **Provident/Pension: Yes/No**  **Company Contribution:**  **Your Contribution:**  **Overtime: Yes/No**  **Other Perks: (Shares, preferential Rate):**  **Number of Leave Days per Annum:** |  |
| **When is your company’s annual increase and bonus process taking place?**  **Guaranteed Annual Bonus: Yes/No**  **Month:**  **Amount:**  **Annual Increase:**  **Month:** |  |
| **Are you currently invoicing through your own registered company?** |  |
| **This opportunity is a contract and not a permanent position – are you ok with this?** |  |
| **What is your ID number?** |  |
| **Do you have a criminal record?** |  |
| **Do you have a bad credit record (listing with the ITC)?** |  |
| **Do you have a valid drivers’ license and your own transport?** |  |
| \* Do you have any relatives employed by BMW SA or its affiliated companies? If so what are their names and what is your relation? |  |
| \* Do you have any other busines interest (ie) 1Shares and other financial interests;  2Directorships & Partnerships;  3Remunerated work outside of BMW SA; 4Consultancies & Retainerships;  5Sponsorships by a vendor or supplier of BMW SA for the benefit of a BMW SA Associate or their  family member; 6 Related Parties: Relationships  with BMW SA vendors |  |

\*The term “relatives” shall include, but not be limited to: Spouse, life partner, civil union partner or fiancé/fiancée • Parents, including their spouse, life

partner or civil union partner • Siblings, whether biological or adopted • Biological and adopted children and their spouses, life partners or civil union partners

* Grandparent/s • Grandchildren • In-laws - parent-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law and their respective spouse, life partner or civil union partner • Step family - step parent, step child, step sister, step brother and their spouse, life partner or civil union partner.

1 Associates are required to disclose the following details with regard to shares and other financial interests held in a company or any other corporate entity recognised by law such as a trust whether held by an Associate or the Associates’ family member. Associates are also required declare private interests in the form of sole proprietorships. **Express exclusions**: (a) Unit trust shares or shares held in a listed entity are where the interest does not exceed 5% of the issued stock/shares of the entity concerned. (b) Interests in residential property owning companies, close corporations or trusts.

Associates are required to disclose the following information with regards to directorships and partnerships: 1) The name, and type of business activity of the company/ entity or

partnership; and

2) The amount of any remuneration received for such directorships or partnerships.

1. Associates are obliged to devote their energies and skills to furthering BMW SA’s business interests. Associates may not place themselves in positions where their own interests conflict with BMW SA’s interests. Associates are therefore required to disclose the following information with regard to remunerated work outside of BMW SA:
   1. The type of work;
   2. The name and type of business activity of the employer; and 3) The amount of the remuneration received for such work.

**Remuneration** means the receipts of benefits in cash or kind.

**Work** means the rendering of a service or a delivery of a product for which a person receives remuneration.

1. Associates are required to disclose the following information with regard to consultancies and retainerships:
   1. The nature of the consultancy or retainership of any kind;
   2. The name and type of the business activity of the client concerned; and 3) The value of any benefits received for such consultancy or retainership.
2. Associates are required to disclose the following information with regards to sponsorships: 1) The source and description of financial sponsorship or assistance; and 2) The value of sponsorship or assistance.
3. Associates are required to disclose relationships that they may have with potential or actual BMW SA vendors.
4. Associates are required to disclose relationships that they may have with potential or actual BMW SA customers.