COMPANY 2019	COMPANY 2018	(R'million)	GROUP 2019	GROUP 2018 Restated*
		3 Operating income before impairments and abnormal items		
		Operating income has been determined after charging/(crediting):		
		External auditors' remuneration	**23,6**	27,0
		– Audit fees	**22,1**	22,9
		– Other fees and expenses	**1,5**	4,1
		Internal auditors' remuneration	**10,3**	8,5
		Operating lease charges	**209,0**	189,5
		– On land and buildings	**81,0**	69,4
		– On plant, equipment and vehicles	**128,0**	120,1
		Loss on disposal of plant, equipment and vehicles	**–**	0,4
		Research, development and related expenditure	**64,1**	62,3
		IFRS 2 charges	**60,9**	81,9
		– Cash settled	**2,5**	(3,9)
		– Equity settled, including BEE-related IFRS 2 charges	**58,4**	85,8
		Staff costs	**3 492,4**	3 387,1
		Employer's contribution to retirement funding	**267,8**	266,8
		Employer's contribution to medical aid	**86,3**	85,4
(0,1)	(2,0)	Foreign exchange profit	**(4,1)**	(11,6)
		Rental and fee income	**(4,0)**	(5,3)
		4 Directors' emoluments		
		Executive directors		
		– Salaries and bonuses	**14,8**	16,0
		– Retirement, medical and other benefits	**5,9**	2,4
		Non-executive directors		
8,6	8,1	– Fees	**8,6**	8,1
8,6	8,1	Total directors' emoluments	**29,3**	26,5
		Less: Paid by subsidiaries	**(20,7)**	(18,4)
8,6	8,1	Emoluments paid by company	**8,6**	8,1
		For further details refer to Annexure C.		

* *Restated as required by IFRS 5 in relation to the treatment of Deli Foods Nigeria Limited (Deli Foods) (International operations – West Africa) as a discontinued operation. Refer to note 33.*