

# EMPOWERDEX

Economic Empowerment Rating Agency



Durban

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## Trade and Investment KwaZulu-Natal

Reference Number: Act No. 05 of 2010

### an EMPOWERDEX Adjusted Generic Scorecard Verification Report

**AAA**

## Level Two Contributor

Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Management & Control	A	13.00	15.00	Procurement Recognition Level	125.00%
Employment Equity	A	12.96	15.00	VAT Number	N/A
Skills Development	C	13.02	20.00	Value Adding Enterprise	Yes
Preferential Procurement	A	20.00	20.00	Issue Date	23 March 2015
Enterprise Development	A	15.00	15.00	Expiry Date	22 March 2016
Socio-Economic Development	A	15.00	15.00	Validity Period	12 Months
<b>Overall Score</b>	<b>AAA</b>	<b>88.98</b>	<b>100.00</b>	Operational Capacity	Unconstrained

**PRELIMINARY REPORT FOR DISCUSSION PURPOSES ONLY**

  
For EMPOWERDEX KZN

23 March 2015  
Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 09 February 2007)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

EMPOWERDEX	Contribution Level	Qualification	Procurement Recognition Level
AAA+	Level One Contributor	> 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	> 85 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	> 75 But < 85 points on the Scorecard	110.00%
A	Level Four Contributor	> 65 But < 75 points on the Scorecard	100.00%
BBB	Level Five Contributor	> 55 But < 65 points on the Scorecard	80.00%
BB	Level Six Contributor	> 45 But < 55 points on the Scorecard	60.00%
B	Level Seven Contributor	> 40 But < 45 points on the Scorecard	50.00%
C	Level Eight Contributor	> 30 But < 40 points on the Scorecard	10.00%
D	Non Compliant Contributor	< 30 points on the Scorecard	0.00%

Empowerdex Verification Services KwaZulu Natal (Pty) Ltd. Reg. 2006/019138/07  
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## Trade and Investments KwaZulu-Natal

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Management & Control	A	<b>AAA</b>	<b>Unconstrained Operational Capacity</b>
Employment Equity	A		
Skills Development	C	<b>Department of Trade and Industry's Codes of Good Practice (Released February 2007)</b>	
Preferential Procurement	A		
Enterprise Development	A		
Socio Economic Development	A	<b>Level Two Contributor</b>	
Operational Capacity	A		

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
<b>Management &amp; Control:</b>				
Verification date:	28 February 2015			
Black representation at board: (adjusted for gender)	50%	4.50	58.33%	4.50
Black representation of the executive directors: (adjusted for gender)	50%	3.00	0.00%	0.00
Black representation at senior top management: (adjusted for gender)	40%	4.50	70.00%	4.50
Black representation at other top management: (adjusted for gender)	40%	3.00	70.00%	3.00
Bonus points: black independent non-executive directors	40%	1.00	100.00%	1.00
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>	<i>15.00 + 1.00</i>		<i>13.00</i>	
<b>Employment Equity:</b>				
Verification date:	31 March 2014			
Total permanent workforce analyzed:	50			
Total permanent black employees:	40			
Total permanent black female employees:	28			
Black disabled representation : (adjusted for gender)	3%	2.00	0.00%	0.00
Black representation at senior management : (adjusted for gender)	60%	5.00	80.00%	5.00
Black representation at middle management: (adjusted for gender)	75%	4.00	55.56%	2.96
Black representation at junior management : (adjusted for gender)	80%	4.00	81.67%	4.00
Bonus Points: meeting or exceeding EAP targets, senior management	89.44%	1.00	100.00%	1.00
Bonus Points: meeting or exceeding EAP targets, middle management	89.44%	1.00	66.67%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	89.44%	1.00	83.33%	0.00
<b>TOTAL SCORE: EMPLOYMENT EQUITY</b>	<i>15.00 + 3.00</i>		<i>12.96</i>	

## Trade and Investment KwaZulu-Natal

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
<b>Skills Development:</b>				
Latest Skills Development Plan submitted to:			Services SETA	
Skills development review period:			01 April 2013 – 31 March 2014	
Skills development spend on black staff:			R 376,914.90	
Skills development spend on black female staff:			R 301,206.04	
Skills spend on black staff as a percentage of leviabile amount: (adjusted for gender)	3%	8.00	2.18%	5.82
Skills spend on black disabled staff as a percentage of leviabile amount: (adjusted for gender)	0.3%	4.00	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5%	8.00	4.50%	7.20
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>		<b>20.00</b>		<b>13.05</b>
<b>Preferential Procurement:</b>				
Preferential procurement policy:			No	
Financial period verified:			01 April 2013 – 31 March 2014	
Total expenditure:			R 77,619,409.00	
Procurement exclusions:			R 42,698,179.78	
Total measured procurement spend:			R 34,921,229.22	
Total BEE procurement as a percentage of total measured procurement spend:	70%	12.00	75.13%	12.00
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	15%	3.00	19.93%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	12%	3.00	41.83%	3.00
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	8%	2.00	32.23%	2.00
<b>TOTAL SCORE: PREFERENTIAL PROCUREMENT</b>		<b>20.00</b>		<b>20.00</b>
<b>Enterprise Development:</b>				
Enterprise development initiatives:			Yes	
Annual/Cumulative recognition period:			Annual	
Enterprise development as a percentage of NPAT:	3%	15.00	7.26%	15.00
<b>TOTAL SCORE: ENTERPRISE DEVELOPMENT</b>		<b>15.00</b>		<b>15.00</b>
<b>Socio-Economic Development:</b>				
Socio-economic development initiatives:			Yes	
Annual/Cumulative recognition period:			Annual	
Socio-economic development as a percentage of NPAT:	1%	15.00	4.64%	15.00
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>		<b>15.00</b>		<b>15.00</b>
<b>TOTAL SCORE:</b>		<b>100.00 + 7.00</b>		<b>88.98</b>

**Analyst:**

**Zandile Zondo**

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