



EMPOWERDEX

Economic Empowerment Rating Agency



An EMPOWERDEX Generic Scorecard

THE BIDVEST GROUP LIMITED

Registration Number: 1946/021180/06

Consolidated rating including subsidiaries listed on Annexure "A" of the certificate

AAA

LEVEL TWO CONTRIBUTOR

	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	A	23.43	25.00	Black Ownership Voting Rights Percentage	*39.32%
Management & Control	B	14.27	19.00	Black Ownership Economic Interest Percentage	*30.42%
Skills Development	A	16.06	20.00	Black Women Ownership Voting Rights Percentage	16.71%
Enterprise & Supplier Development	A	36.38	42.00	Black Women Ownership Economic Interest Percentage	17.26%
Socio-Economic development	A	5.00	5.00	51% Black Owned Designated Group Supplier	No
Overall Score	AAA	95.14	111.00	Black Disabled Percentage	0.00%
				Black Youth Percentage	1.43%
Empowering Supplier		Yes		Black Unemployed Percentage	0.00%
				Black People Living in Rural Areas	0.00%
Empowering Supplier		125.00%		Black Military Veterans	0.00%
				Modified Flow-Through Principle Applied	No
Discounting Principle Applicable		No		Exclusion Principal Applied	No
Recorded Procurement Recognition Level		125.00%		Financial Year	30 June 2022
Participated in Y.E.S Initiative		No		VAT Number	4240291122
Achieved Y.E.S Target & 2.5% Absorption		No		Effective Date	26 September 2022
Achieved 1.5 x Y.E.S Target & 5% Absorption		No		Expiry Date	25 September 2023
Achieved 2 x Y.E.S Target & 5% Absorption		No		Re-Issue Date	04 October 2022

*Ownership includes Mandated Investments and Sales of Assets

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 31 May 2019). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – P Dozwa

04 October 2022

Date

March 2021

COR-04/A/R26

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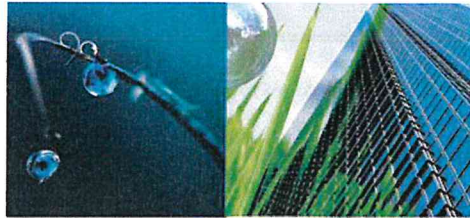
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Empowerdex (Pty) Ltd, Reg. 2001/027963/07
Directors: J Brebnor, V Jack, L Ratsoma, C Wu



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EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
OWNERSHIP				
Verification Date			20 September 2022	
Voting rights of black people:	25.00% + 1 vote	4.00	39.32%	4.00
Voting rights of black women:	10.00%	2.00	16.71%	2.00
Economic interest of black people:	25.00%	4.00	30.42%	4.00
Economic interest of black women:	10.00%	2.00	17.26%	2.00
Economic interest of designated groups:	3.00%	3.00	1.43%	1.43
Black participants in employee ownership schemes:				
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	2.00%	2.00	3.59%	2.00
Net Value:	25.00%	8.00	27.09%	8.00
TOTAL SCORE: OWNERSHIP	25.00		23.43	
Sub minimum achieved	3.20		YES	
MANAGEMENT AND CONTROL				
Verification Date			20 September 2022	
Black representation at board:	50.00%	2.00	83.33%	2.00
Black Female representation at board:	25.00%	1.00	66.67%	1.00
Black representation of the executive directors:	50.00%	2.00	66.67%	2.00
Black female representation of the executive directors:	25.00%	1.00	66.67%	1.00
Black Executive Management:	60.00%	2.00	42.40%	1.41
Black Female Executive Management:	30.00%	1.00	18.73%	0.62
Black Senior Management as % of all Senior Management	60.00%	2.00	28.61%	0.95
Black Female Senior Management as % of all Senior Management	30.00%	1.00	12.36%	0.41
Black Middle Management as % of all Middle Management	75.00%	2.00	50.73%	1.35
Black Female Middle Management as % of all Middle Management	38.00%	1.00	17.54%	0.46
Black Junior Management as % of all Junior Management	88.00%	1.00	78.67%	0.89
Black Female Junior Management as % of all Junior Management	44.00%	1.00	30.61%	0.70
Black Employees with Disabilities as % of all Employees	2.00%	2.00	1.46%	1.46
TOTAL SCORE: MANAGEMENT & CONTROL	19.00		14.27	
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:			VARIOUS	
Skills development review period:			01 JULY 2021-30 JUNE 2022	
Skills spend on black people as a percentage of leviable amount:	3.50%	6.00	3.17%	5.43
Skills spend on Bursaries for black people as a percentage of leviable amount:	2.50%	4.00	0.19%	0.30
Skills spend on black disabled staff as a percentage of leviable amount:	0.30%	4.00	0.37%	4.00
Learnerships and category B, C and D programmes for black People as a percentage of total employees:	5.00%	6.00	5.00%	6.00
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	6.67%	0.33
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00		16.06	
Sub minimum achieved	8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	81.77%	5.00



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Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	6.19%	1.24
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	10.30%	2.75
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	50.00%	11.00	19.98%	4.40
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	12.93%	4.00
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	2.13%	2.00
TOTAL SCORE: Preferential Procurement	27.00 + 2.00		19.38	
Sub minimum achieved	10.80		YES	
Supplier Development:				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	2.07%	10.00
TOTAL SCORE: Supplier Development	10.00		10.00	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	2.88%	5.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus Points– For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	YES	1.00
TOTAL SCORE: Enterprise Development	5.00 + 2.00		7.00	
Sub minimum achieved	2.00		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	42.00 + 4.00		36.38	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.47%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	111.00 + 9.00		95.14	

ANALYST: M van den Berg, T Ntshangase & D.Mphahlele

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%



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