



EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP				
Verification Date	16 September 2025			
Voting rights of black people:	25.00% + 1 vote	4.00	50.27%	4.00
Voting rights of black women:	10.00%	2.00	22.99%	2.00
Economic interest of black people:	25.00%	4.00	38.05%	4.00
Economic interest of black women:	10.00%	2.00	20.87%	2.00
Economic interest of any of the following Black natural people:				
Designated groups:				
Black participants in employee ownership schemes:	3.00%	3.00	1.62%	1.62
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	2.00%	2.00	4.04%	2.00
Net Value:	25.00%	8.00	34.54%	8.00
TOTAL SCORE: OWNERSHIP	25.00		23.62	
Sub minimum achieved	3.20		YES	
MANAGEMENT AND CONTROL				
Verification Date	16 September 2025			
Black representation at board:	50.00%	2.00	81.82%	2.00
Black Female representation at board:	25.00%	1.00	72.73%	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	53.37%	1.78
Black Female Executive Management:	30.00%	1.00	26.69%	0.89
Black Senior Management as % of all Senior Management	60.00%	2.00	34.28%	1.14
Black Female Senior Management as % of all Senior Management	30.00%	1.00	15.80%	0.53
Black Middle Management as % of all Middle Management	75.00%	2.00	48.62%	1.30
Black Female Middle Management as % of all Middle Management	38.00%	1.00	18.58%	0.49
Black Junior Management as % of all Junior Management	88.00%	1.00	77.16%	0.88
Black Female Junior Management as % of all Junior Management	44.00%	1.00	30.13%	0.68
Black Employees with Disabilities as % of all Employees	2.00%	2.00	2.14%	2.00
TOTAL SCORE: MANAGEMENT & CONTROL	19.00		15.68	
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:	VARIOUS			
Skills development review period:	01 JULY 2024 – 30 JUNE 2025			
Skills spend on black people as % of leviabale amount:	3.50%	6.00	3.09%	5.30
Skills spend on Bursaries for black people as % of leviabale amount:	2.50%	4.00	0.11%	0.17
Skills spend on black disabled staff as % of leviabale amount:	0.30%	4.00	0.30%	4.00
Learnerships and category B, C and D programmes for black employees as % of total employees:	5.00%	6.00	4.86%	5.83

info@empowerdex.com

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

JOHANNESBURG
011 883 8548

CAPE TOWN
021 419 5130

DURBAN
031 566 1938

PRETORIA
012 665 2078



DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
Bonus: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	24.87%	1.25
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00		16.55	
Sub minimum achieved	8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:			01 JULY 2024 – 30 JUNE 2025	
Total BEE procurement with Empowering Suppliers as % of total measured procurement spend:	80.00%	5.00	94.42%	5.00
Total BEE procurement from QSE's as % of total measured procurement spend:	15.00%	3.00	8.62%	1.72
Total BEE procurement from EME's as % of total measured procurement spend:	15.00%	4.00	15.84%	4.00
Total BEE procurement from 51% black owned suppliers as % of total measured procurement	50.00%	11.00	31.10%	6.84
Total BEE procurement from 30% black women owned suppliers as % of total measured procurement spend:	12.00%	4.00	16.25%	4.00
Bonus: Procurement spend with designated groups who are at least 51% Black Owned	2.00%	2.00	7.01%	2.00
TOTAL SCORE: Preferential Procurement	27.00 + 2.00		23.57	
Sub minimum achieved	10.80		YES	
Supplier Development:				
Financial period verified:			01 JULY 2024 – 30 JUNE 2025	
Supplier development contributions as % of NPAT:	2.00%	10.00	2.03%	10.00
TOTAL SCORE: Supplier Development	10.00		10.00	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:			01 JULY 2024 – 30 JUNE 2025	
Enterprise development contributions as % of NPAT:	1.00%	5.00	1.32%	5.00
Bonus: Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus: 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		40.57	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 JULY 2024 – 30 JUNE 2025	
Socio-economic development contributions as % of NPAT:	1.00%	5.00	2.39%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	111.00 + 9.00		101.42	

ANALYST: C. Saayman & T. Ntshangase

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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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