



**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	23.62	25.00	Black Ownership Voting Rights Percentage	*48.81%
Management & Control	B	14.91	19.00	Black Ownership Economic Interest Percentage	*37.70%
Skills Development	A	17.09	20.00	Black Women Ownership Voting Rights Percentage	22.72%
Enterprise & Supplier Development	A	38.03	42.00	Black Women Ownership Economic Interest Percentage	20.63%
Socio-Economic development	A	5.00	5.00	51% Black Owned Designated Group Supplier	No
<b>Overall Score</b>	<b>A</b>	<b>98.65</b>	<b>111.00</b>	Black Disabled Percentage	0.00%
				Black Youth Percentage	1.62%
Empowering Supplier	Yes		Black Unemployed Percentage	0.00%	
			Black People Living in Rural Areas	0.00%	
Recognised Procurement Recognition Level	125.00%		Black Military Veterans	0.00%	
			Modified Flow-Through Principle Applied	No	
Discounting Principle Applicable	No		Exclusion Principle Applied	No	
<b>Recorded Procurement Recognition Level</b>	<b>125.00%</b>		Financial Year	30 June 2023	
Participated in Y.E.S Initiative	No		VAT Number	4240291122	
Achieved Y.E.S Target & 2.5% Absorption	No		Effective Date	28 September 2023	
Achieved 1.5 x Y.E.S Target & 5% Absorption	No		Expiry Date	27 September 2024	
Achieved 2 x Y.E.S Target & 5% Absorption	No		Re-Issue Date	14 November 2023	

**\*Ownership includes Mandated Investments and Sale 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

14 November 2023

Date



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### EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
<b>OWNERSHIP</b>				
Verification Date				30 June 2023
Voting rights of black people:	25.00% + 1 vote	4.00	48.81%	4.00
Voting rights of black women:	10.00%	2.00	22.72%	2.00
Economic interest of black people:	25.00%	4.00	37.70%	4.00
Economic interest of black women:	10.00%	2.00	20.63%	2.00
Economic interest of 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	33.05%	8.00
<b>TOTAL SCORE: OWNERSHIP</b>		<b>25.00</b>		<b>23.62</b>
<b>Sub minimum achieved</b>		<b>3.20</b>		<b>YES</b>
<b>MANAGEMENT AND CONTROL</b>				
Verification Date				30 June 2023
Black representation at board:	50.00%	2.00	80.00%	2.00
Black Female representation at board:	25.00%	1.00	70.00%	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	55.71%	1.86
Black Female Executive Management:	30.00%	1.00	34.29%	1.00
Black Senior Management as % of all Senior Management	60.00%	2.00	33.10%	1.10
Black Female Senior Management as % of all Senior	30.00%	1.00	15.61%	0.52
Black Middle Management as % of all Middle Management	75.00%	2.00	50.54%	1.35
Black Female Middle Management as % of all Middle	38.00%	1.00	18.45%	0.49
Black Junior Management as % of all Junior Management	88.00%	1.00	75.56%	0.86
Black Female Junior Management as % of all Junior	44.00%	1.00	27.83%	0.63
Black Employees with Disabilities as % of all Employees	2.00%	2.00	1.10%	1.10
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>		<b>19.00</b>		<b>14.91</b>
<b>SKILLS DEVELOPMENT</b>				
Latest Skills Development Plan submitted to:				VARIOUS
Skills development review period:				01 JULY 2022-30 JUNE 2023
Skills spend on black people as a percentage of leviabale amount:	3.50%	6.00	3.50%	6.00
Skills spend on Bursaries for black people as a percentage of leviabale amount:	2.50%	4.00	0.15%	0.24
Skills spend on black disabled staff as a percentage of leviabale amount:	0.30%	4.00	0.30%	4.00
Learnerships and category B, C and D programmes for black People as a percentage of total employees:	5.00%	6.00	4.98%	5.98
<b>Bonus Points:</b> Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	17.44%	0.87
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>		<b>20.00 + 5.00</b>		<b>17.09</b>
<b>Sub minimum achieved</b>		<b>8.00</b>		<b>YES</b>
<b>ENTERPRISE AND SUPPLIER DEVELOPMENT</b>				
<b>Preferential Procurement</b>				
Financial period verified:				01 JULY 2022-30 JUNE 2023
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	93.50%	5.00

June 2023

COR-04/A/R23

**JOHANNESBURG**  
Tel: 011 883 8548

**CAPE TOWN**  
Tel: 021 419 5130

**DURBAN**  
Tel: 031 566 1938

**PRETORIA**  
Tel: 012 665 2078

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

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Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	8.40%	1.68
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	12.22%	3.26
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	50.00%	11.00	28.80%	6.34
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	16.65%	4.00
<b>Bonus Points:</b> Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	12.44%	2.00
<b>TOTAL SCORE: Preferential Procurement</b>	<b>27.00 + 2.00</b>		<b>22.28</b>	
<b>Sub minimum achieved</b>	<b>10.80</b>		<b>YES</b>	
<b>Supplier Development:</b>				
Financial period verified:				01 JULY 2022-30 JUNE 2023
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	1.75%	8.75
<b>TOTAL SCORE: Supplier Development</b>	<b>10.00</b>		<b>8.75</b>	
<b>Sub minimum achieved</b>	<b>4.00</b>		<b>YES</b>	
<b>Enterprise Development:</b>				
Financial period verified:				01 JULY 2022-30 JUNE 2023
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	1.38%	5.00
<b>Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:</b>	Yes	1.00	YES	1.00
<b>Bonus Points- For one or more jobs created as a direct result of Enterprise or Supplier Development</b>	Yes	1.00	YES	1.00
<b>TOTAL SCORE: Enterprise Development</b>	<b>5.00 + 2.00</b>		<b>7.00</b>	
<b>Sub minimum achieved</b>	<b>2.00</b>		<b>YES</b>	
<b>TOTAL SCORE: ENTERPRISE &amp; SUPPLIER DEVELOPMENT</b>	<b>42.00 + 4.00</b>		<b>38.03</b>	
<b>SOCIO-ECONOMIC DEVELOPMENT</b>				
Financial period verified:				01 JULY 2022-30 JUNE 2023
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.53%	5.00
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>	<b>5.00</b>		<b>5.00</b>	
<b>TOTAL SCORE:</b>	<b>111.00 + 9.00</b>		<b>98.65</b>	

**ANALYST: D. Mphahlele & C. Saayman**

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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