

B-BBEE VERIFICATION REPORT

TRANSPORT SECTOR GENERIC SCORECARD:ROAD FREIGHT SUB-SECTOR

Measured Entity	Imperial Logistics Advance (Pty) Ltd	Issue Date	25 November 2020
Registration Number	2018/515721/07	Certificate Number	ILA010473 - REV3

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of Black People	3	25% + 1 vote	68,13%	3,00	21,57
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	42,54%	2,00	
		Economic Interest of Black People in the Enterprise	4	25%	61,42%	4,00	
		Economic Interest of Black Women in the Enterprise	2	10%	38,19%	2,00	
		Economic Interest of the following black natural people in the Enterprise: - Black Designated Groups - black participants in Employee Share Ownership Programs (ESOPs) - black beneficiaries of Broad-Based Ownership Schemes (BBOS) - black participants in Co-operatives	1	2,5%	(13,51%) 7,07% 6,44% 0,00% 0,00%	1,00	
		Ownership Fulfilment	1	Yes	No	0,00	
		Current Equity Interest / Net Value	7	As defined		7,00	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of Black New Entrants	2	10%	6,41%	1,28	
		<u>Bonus point</u> : Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes; black beneficiaries of Public or General Benefit Schemes; or black Participants in Co-operatives.	2	10%	6,44%	1,29	
Management Control	10	Exercisable Voting Rights of Board members who are black	1,5	50%	83,33%	1,50	8,00
		Exercisable Voting Rights of Board members who are black women	1,5	25%	66,67%	1,50	
		Black Executive Directors	1	50%	75,00%	1,00	
		Black Women who are Executive Directors	1	25%	50,00%	1,00	
		Black Senior Top Management	1,5	40%	50,00%	1,50	
		Black Women who are Senior Top Management	1,5	20%	50,00%	1,50	
		Black Other Top Management	1	40%	33,33%	0,00	
		Black Women who are Other Top Management	1	20%	0,00%	0,00	
		<u>Bonus point</u> : Black Independent Non-Executive Board Members	1	40%	0,00%	0,00	
Employment Equity	15	Black disabled employees as a percentage of all employees	1,0	2%	0,70%	0,00	6,13
		Black women disabled employees as a percentage of all employees	1,0	1%	0,30%	0,00	
		% of semi & unskilled employees (i.e. below Junior Management) that are Black women	2,0	15%	6,37%	0,85	
		Black employees in Senior Management as a percentage of all such employees	2,5	43%	37,50%	2,18	
		Black women employees in Senior Management as a percentage of all such employees	2,5	22%	0,00%	0,00	
		Black employees in Middle Management as a percentage of all such employees	1,5	63%	38,89%	0,93	
		Black women employees in Middle Management as a percentage of all such employees	1,5	32%	7,41%	0,00	
		Black employees in Junior Management as a percentage of all such employees	1,5	68%	76,14%	1,50	
		Black women employees in Junior Management as a percentage of all such employees	1,5	34%	15,09%	0,67	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3,0			0,00	

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Skills Development	15	Skills Development for black employees as a percentage of Leviaible Amount	3,00	3%	1,43%	1,43	8,20	
		Skills Development for black women employees as a percentage of Leviaible Amount	3,00	1,5%	0,46%	0,92		
		Skills Development for black employees with disabilities as a percentage of Leviaible Amount	1,50	0,3%	0,18%	0,92		
		Skills Development for black women employees with disabilities as a percentage of Leviaible Amount	1,50	0,15%	0,11%	1,08		
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	3,00	5%	3,53%	2,12		
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	3,00	2,5%	1,44%	1,73		
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	39,51%	9,48	16,72	
		B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	22,57%	3,00		
		B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:						
		- Suppliers that are more than 50% Black owned	3	9%	22,09%	3,00		
- Suppliers that are more than 30% Black Women owned	2	6%	3,72%	1,24				
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of Net Profit (NPAT)	15	3,00% of NPAT	19,88%	15,00	15,00	
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit After Tax with enhanced recognition for contributions to specific causes.	5	1,00% of NPAT	3,45%	5,00	5,00	
TOTAL SCORE							80,62	

FINAL SCORE	80,62
FINAL STATUS AWARDED	Level Three Contributor
% RECOGNITION	110%

Broad-Based BEE Status Categories		
Level One Contributor	≥100 points	135% Recognition
Level Two Contributor	≥85 but <100 points	125% Recognition
Level Three Contributor	≥75 but <85 points	110% Recognition
Level Four Contributor	≥65 but <75points	100% Recognition
Level Five Contributor	≥55 but <65 points	80% Recognition
Level Six Contributor	≥45 but <55 points	60% Recognition
Level Seven Contributor	≥40 but <45 points	50% Recognition
Level Eight Contributor	≥30 but <40 points	10% Recognition
Non-Compliant Contributor	<30 points	0% Recognition

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