

B-BBEE VERIFICATION REPORT

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TRANSPORT SECTOR GENERIC SCORECARD:ROAD FREIGHT SUB-SECTOR

Measured Entity	Imperial Logistics Limited	Issue Date	27 September 2021
Registration Number	1946/021048/06	Certificate Number	IMP010163-REV5

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	56.84%	3.00	23.46
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	24.67%	2.00	
		Economic Interest of Black People in the Enterprise	4	25%	48.35%	4.00	
		Economic Interest of Black Women in the Enterprise	2	10%	17.86%	2.00	
		Economic Interest of any of the following Black natural people in the Measured Entity - Black Designated Groups : - Black Designated Groups (Black Youth) - Black Designated Groups (Black Disabled) - Black Designated Groups (Black Unemployed) - Black Designated Groups (Rural or Under-Developed Area) - Black participants in Employee Ownership Programmes (ESOP) - Black participants in Broad-Based Ownership Schemes (BBOS) - Black participants in Co-Operatives	1	2.5%	9.61% (0%) (0%) (0%) (0%) 0.00% 8.58% 0.00%	1.00	
		Ownership Fulfilment	1	Yes	Yes	1.00	
		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%	8.72%	1.74	
		<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%	8.58%	1.72	
		Management Control	10	Exercisable Voting Rights of Board members who are black	1.5	50%	
Exercisable Voting Rights of Board members who are black women	1.5			25%	20.00%	0.00	
Black Executive Directors	1			50%	50.00%	1.00	
Black Women who are Executive Directors	1			25%	0.00%	0.00	
Black Senior Top Management	1.5			40%	50.00%	1.50	
Black Women who are Senior Top Management	1.5			20%	0.00%	0.00	
Black Other Top Management	1			40%	42.86%	1.00	
Black Women who are Other Top Management	1			20%	23.81%	1.00	
<u>Bonus point</u> : Black Independent Non-Executive Board Members	1			40%	100.00%	1.00	
Employment Equity	15	Black disabled employees as a percentage of all employees	1.0	2%	2.29%	1.00	11.94
		Black women disabled employees as a percentage of all employees	1.0	1%	1.38%	1.00	
		% of semi & unskilled employees (i.e. below Junior Management) that are Black women	2.0	15%	16.60%	2.00	
		Black employees in Senior Management as a percentage of all such employees	2.5	43%	27.78%	1.61	
		Black women employees in Senior Management as a percentage of all such employees	2.5	22%	10.32%	1.17	
		Black employees in Middle Management as a percentage of all such employees	1.5	63%	54.41%	1.30	
		Black women employees in Middle Management as a percentage of all such employees	1.5	32%	18.38%	0.86	
		Black employees in Junior Management as a percentage of all such employees	1.5	68%	78.66%	1.50	
		Black women employees in Junior Management as a percentage of all such employees	1.5	34%	37.87%	1.50	
		<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 Leivable Amount	3.00	3%	5.94%	3.00	12.08	
		Skills Development for black women employees as a percentage of Leivable Amount	3.00	1.5%	0.86%	1.72		
		Skills Development for black employees with disabilities as a percentage of Leivable Amount	1.50	0.3%	0.30%	1.50		
		Skills Development for black women employees with disabilities as a percentage of Leivable Amount	1.50	0.15%	0.21%	1.50		
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	3.00	5%	7.75%	3.00		
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	3.00	2.5%	1.13%	1.36		
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%	60.57%	12.00	20.00	
		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%	24.56%	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%	26.27%		3.00
	- Suppliers that are more than 30% Black Women owned	2	6%	12.90%	2.00			
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	5.35%	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							92.98	

FINAL SCORE	92.98
FINAL STATUS AWARDED	Level Two Contributor
% RECOGNITION	125%

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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