

B-BBEE VERIFICATION REPORT

TRANSPORT SECTOR GENERIC SCORECARD:ROAD FREIGHT SUB-SECTOR

Measured Entity	Imperial Logistics South Africa Group (Pty) Ltd	Issue Date	07 October 2021
Registration Number	1993/003465/07	Certificate Number	LSA010815-REV1

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	67.63%	3.00	21.60
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	43.50%	2.00	
		Economic Interest of Black People in the Enterprise	4	25%	61.26%	4.00	
		Economic Interest of Black Women in the Enterprise	2	10%	38.39%	2.00	
		Economic Interest of any of the following Black natural people in the Measured Entity - Black Designated Groups : <ul style="list-style-type: none"> - Black Designated Groups (Black Youth) - Black Designated Groups (Black Disabled) - Black Designated Groups (Black Unemployed) - Black Designated Groups (Rural or Under-Developed Area) 	1	2.5%	13.41% (1.24%) (2.48%) (2.48%) (0%)	1.00	
		- Black participants in Employee Ownership Programmes (ESOP)			0.00%		
		- Black participants in Broad-Based Ownership Schemes (BBOS)			6.44%		
		- Black participants in Co-Operatives			0.00%		
		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%	6.54%	1.31			
<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%	66.67%	1.50	10.00
		Exercisable Voting Rights of Board members who are black women	1.5	25%	66.67%	1.50	
		Black Executive Directors	1	50%	50.00%	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%	50.00%	1.00	
		Black Women who are Other Top Management	1	20%	25.00%	1.00	
		<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%	0.61%	0.00	9.87
		Black women disabled employees as a percentage of all employees	1.0	1%	0.28%	0.00	
		% of semi & unskilled employees (i.e. below Junior Management) that are Black women	2.0	15%	15.06%	2.00	
		Black employees in Senior Management as a percentage of all such employees	2.5	43%	30.40%	1.77	
		Black women employees in Senior Management as a percentage of all such employees	2.5	22%	12.80%	1.45	
		Black employees in Middle Management as a percentage of all such employees	1.5	63%	47.22%	1.12	
		Black women employees in Middle Management as a percentage of all such employees	1.5	32%	15.51%	0.73	
		Black employees in Junior Management as a percentage of all such employees	1.5	68%	74.73%	1.50	
		Black women employees in Junior Management as a percentage of all such employees	1.5	34%	29.55%	1.30	
		<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%	7.69%	3.00	10.30
		Skills Development for black women employees as a percentage of Leivable Amount	3.00	1.5%	0.89%	1.77	
		Skills Development for black employees with disabilities as a percentage of Leivable Amount	1.50	0.3%	0.08%	0.38	
		Skills Development for black women employees with disabilities as a percentage of Leivable Amount	1.50	0.15%	0.05%	0.53	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	3.00	5%	9.75%	3.00	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	3.00	2.5%	1.35%	1.62	
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%	141.07%	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%	59.81%	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%	62.58%	3.00	
- Suppliers that are more than 30% Black Women owned	2	6%	32.46%	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 5-year ave NPAT	11.88%	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 5-year ave NPAT	7.72%	5.00	5.00
TOTAL SCORE							91.77

FINAL SCORE	91.77
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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