



An EMPOWERDEX Generic Scorecard Final Report

THE BIDVEST GROUP LIMITED

Registration Number: 1946/021180/06

A

LEVEL 4 CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE	TARGET SCORE	B-BBEE ANALYSIS	RESULTS	
Ownership	A	25.00	≥ 51% Black Ownership	No	
			Black Ownership Voting Rights Percentage	*39.18%	
Management & Control	B	12.04	19.00	Black Ownership Economic Interest Percentage	*35.60%
Skills Development	A	18.05	20.00	≥ 30% Black Women Ownership	No
				Black Women Ownership Voting Rights Percentage	*17.84%
Enterprise & Supplier Development	B	27.65	40.00	Black Women Ownership Economic Interest Percentage	*18.11%
Socio-Economic development	A	5.00	5.00	Modified Flow-Through Principle Applied	No
Overall Score	A	87.74	109.00	51% Black Owned Designated Group Supplier	No
Empowering Supplier		Yes		VAT Number	4350116306
Recognised Procurement Recognition Level		100.00%		Issue Date	27 July 2017
Discounting Principle Applicable		No		Expiry Date	26 July 2018
Recorded Procurement Recognition Level		100.00%		Re-Issue Date	N/A

*** Ordinary Ownership includes mandated investments and total ownership incorporates continuing benefits**

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 11 October 2013). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

For EMPOWERDEX (Pty) Ltd

27 July 2017

Date



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EXECUTIVE SUMMARY PER ELEMENT: THE BIDVEST GROUP LIMITED

DETAILED INDICATORS	WEIGHTING	ORDINARY SHARES BLACK PERCENTAGE	CONTINUING BENEFIT BLACK SHAREHOLDING	COMBINED PERCENTAGE	VERIFIED SCORE
OWNERSHIP					
Verification Date					29 February 2017
Voting rights of black people:	4.00	25.44%	13.73%	39.18%	4.00
Voting rights of black women:	2.00	9.70%	8.13%	17.84%	2.00
Economic interest of black people:	4.00	21.87%	13.73%	35.60%	4.00
Economic interest of black women:	2.00	9.98%	8.13%	18.11%	2.00
Economic interest of designated groups:	3.00	0.00%	4.56%	4.56%	3.00
Black participants in employee ownership					
Black beneficiaries of broad based ownership					
Black participants in co-operatives:					
Black new entrant:	2.00	0.00%	6.37%	6.37%	2.00
Net Value:	25.00	21.87%	11.32%	33.19%	8.00
TOTAL SCORE: OWNERSHIP		25.00		25.00	
Sub minimum achieved		3.20		YES	

*Ordinary ownership includes mandated investments and total ownership incorporates continuing benefits

MANAGEMENT AND CONTROL					
Verification Date					30 APRIL 2017
Black representation at board:		50.00%	2.00	38.46%	1.54
Black Female representation at board:		25.00%	1.00	30.77%	1.00
Black representation of the executive directors:		50.00%	2.00	40.00%	1.60
Black female representation of the executive directors:		25.00%	1.00	40.00%	1.00
Black Executive Management:		60.00%	2.00	39.08%	1.30
Black Female Executive Management:		30.00%	1.00	17.82%	0.59
Black Senior Management as % of all Senior Management		60.00%	2.00	19.03%	1.27
Black Female Senior Management as % of all Senior		30.00%	1.00	7.16%	0.48
Black Middle Management as % of all Middle Management		75.00%	2.00	34.19%	0.91
Black Female Middle Management as % of all Middle		38.00%	1.00	14.38%	0.38
Black Junior Management as % of all Junior Management		88.00%	1.00	66.95%	0.76
Black Female Junior Management as % of all Junior		44.00%	1.00	23.32%	0.53
Black Employees with Disabilities as % of all Employees		2.00%	2.00	0.67%	0.67
TOTAL SCORE: MANAGEMENT & CONTROL		19.00		12.04	
SKILLS DEVELOPMENT					
Latest Skills Development Plan submitted to:					VARIOUS SETAS
Skills development review period:					01 JULY 2015 – 30 JUNE 2016
Skills spend on black people as a percentage of leviable		6.00%	8.00	4.26%	5.68
Skills spend on black disabled staff as a percentage of leviable		0.30%	4.00	0.22%	2.90
Learnerships and category B,C and D programmes for black		2.50%	4.00	2.50%	4.00
Learnerships and category B,C and D programmes for black		2.50%	4.00	2.38%	3.81
Bonus Points: Number of black people absorbed by entity or		100.00%	5.00	33.06%	1.65
TOTAL SCORE: SKILLS DEVELOPMENT		20.00+5.00		18.05	
Sub minimum achieved		8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT					
Preferential Procurement					
Financial period verified:					01 JULY 2015 – 30 JUNE 2016

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Total BEE procurement with Empowering Suppliers as a	80.00%	5.00	52.91%	3.31
Total BEE procurement from QSE's as a percentage of total	15.00%	3.00	5.26%	1.05
Total BEE procurement from EME's as a percentage of total	15.00%	4.00	7.01%	1.87
Total BEE procurement from 51% black owned suppliers as a	40.00%	9.00	16.73%	3.76
Total BEE procurement from 30% black women owned	12.00%	4.00	2.70%	0.90
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	1.28%	1.28
TOTAL SCORE: Preferential Procurement	25.00+2.00		12.18	
Sub minimum achieved	10.00		YES	
Supplier Development:				
Financial period verified:	01 JULY 2015 – 30 JUNE 2016			
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	1.69%	8.47
TOTAL SCORE: Supplier Development	10.00		8.47	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:	01 JULY 2015 – 30 JUNE 2016			
Enterprise development contributions as a percentage of	1.00%	5.00	3.26%	5.00
Bonus Points - Graduation of one or more Enterprise	Yes	1.00	YES	1.00
Bonus Points– For one or more jobs created as a direct result	Yes	1.00	YES	1.00
TOTAL SCORE: Enterprise Development	5.00		7.00	
Sub minimum achieved	2.00		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	40.00 + 4.00		27.65	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:	01 JULY 2015 – 30 JUNE 2016			
Socio-economic development contributions as a percentage of	1.00%	5.00	1.47%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	109.00		87.74	

ANALYST:

ANSHEN KISHUN

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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