

# EMPOWERDEX

Economic Empowerment Rating Agency



Johannesburg

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## Barloworld Logistics Africa (Pty) Ltd

Incorporating

Smartmatta (Pty) Ltd Reg No: 2000/012680/07

Registration Number: 1905/000694/07

an EMPOWERDEX Generic Scorecard Verification Report using the:  
Integrated Transport Sector Code – Road Freight Sub-Sector

**AAA**

| Level Two Contributor      |                  |              |               |                               |                  |
|----------------------------|------------------|--------------|---------------|-------------------------------|------------------|
| Element                    | EMPOWERDEX Score |              | Target Score  | B-BBEE Analysis               | Results          |
| Ownership                  | A                | 21.43        | 20.00         | Procurement Recognition Level | 125.00%          |
| Management & Control       | B                | 6.38         | 10.00         | Black Ownership               | 53.59%           |
| Employment Equity          | B                | 11.32        | 15.00         | Black Women Ownership         | 11.87%           |
| Skills Development         | A                | 14.28        | 15.00         | VAT Number                    | 4290109844       |
| Preferential Procurement   | A                | 20.00        | 20.00         | Value Adding Enterprise       | No               |
| Enterprise Development     | A                | 15.00        | 15.00         | Issue Date                    | 08 November 2016 |
| Socio-Economic Development | A                | 5.00         | 5.00          | Expiry Date                   | 07 November 2017 |
| <b>Overall Score</b>       | <b>AAA</b>       | <b>93.40</b> | <b>100.00</b> | Operational Capacity          | Unconstrained    |

**PRELIMINARY REPORT FOR DISCUSSION PURPOSES ONLY**

For EMPOWERDEX (Pty) Ltd

08 November 2016

Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Integrated Transport Sector Code (gazetted 21 August 2009)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

| EMPOWERDEX | Contribution Level        | Qualification                          | Procurement Recognition Level |
|------------|---------------------------|----------------------------------------|-------------------------------|
| AAA+       | Level One Contributor     | > 100 points on the Scorecard          | 135.00%                       |
| AAA        | Level Two Contributor     | > 85 But < 100 points on the Scorecard | 125.00%                       |
| AA         | Level Three Contributor   | > 75 But < 85 points on the Scorecard  | 110.00%                       |
| A          | Level Four Contributor    | > 65 But < 75 points on the Scorecard  | 100.00%                       |
| BBB        | Level Five Contributor    | > 55 But < 65 points on the Scorecard  | 80.00%                        |
| BB         | Level Six Contributor     | > 45 But < 55 points on the Scorecard  | 60.00%                        |
| B          | Level Seven Contributor   | > 40 But < 45 points on the Scorecard  | 50.00%                        |
| C          | Level Eight Contributor   | > 30 But < 40 points on the Scorecard  | 10.00%                        |
| D          | Non Compliant Contributor | < 30 points on the Scorecard           | 0.00%                         |

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

**Executive Summary: Barloworld Logistics Africa (Pty) Ltd**

| BEE Elements               | Status | EMPOWERDEX Score                                                                                                                                                                                                                            | Rating Components                                        |
|----------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Ownership                  | A      | <p style="text-align: center;"><b>AAA</b></p> <p style="text-align: center;">Department of Trade &amp; Industry's<br/>Transport Sector Codes (Released August<br/>2009)</p> <p style="text-align: center;"><b>Level Two Contributor</b></p> | <p><b>Unconstrained<br/>Operational<br/>Capacity</b></p> |
| Management & Control       | B      |                                                                                                                                                                                                                                             |                                                          |
| Employment Equity          | B      |                                                                                                                                                                                                                                             |                                                          |
| Skills Development         | A      |                                                                                                                                                                                                                                             |                                                          |
| Preferential Procurement   | A      |                                                                                                                                                                                                                                             |                                                          |
| Enterprise Development     | A      |                                                                                                                                                                                                                                             |                                                          |
| Socio Economic Development | A      |                                                                                                                                                                                                                                             |                                                          |
| Operational Capacity       | A      |                                                                                                                                                                                                                                             |                                                          |

| Detailed Indicators                                     | Target Level      | Target Score | Verified Level | Verified Score |
|---------------------------------------------------------|-------------------|--------------|----------------|----------------|
| <b>Ownership:</b>                                       |                   |              |                |                |
| Verification date:                                      | 30 September 2016 |              |                |                |
| Voting rights of black people:                          | 25.10%            | 3.00         | 53.62%         | 3.00           |
| Voting rights of black women:                           | 10.00%            | 2.00         | 11.88%         | 2.00           |
| Economic interest of black people:                      | 25.00%            | 4.00         | 53.59%         | 4.00           |
| Economic interest of black women:                       | 10.00%            | 2.00         | 11.87%         | 2.00           |
| Economic interest of designated groups:                 | 2.50%             | 1.00         | 17.80%         | 1.00           |
| Black participants in employee ownership schemes:       |                   |              |                |                |
| Black beneficiaries of broad based ownership schemes:   |                   |              |                |                |
| Black participants in co-operatives:                    |                   |              |                |                |
| Ownership fulfillment:                                  | Yes               | 1.00         | No             | 0.00           |
| Net value:                                              | 25.00%            | 7.00         | 49.40%         | 7.00           |
| Bonus: black new entrant                                | 10.00%            | 2.00         | 2.14%          | 0.43           |
| Bonus: black participants in schemes of ownership       | 10.00%            | 2.00         | 17.80%         | 2.00           |
| <b>TOTAL SCORE: OWNERSHIP</b>                           | <b>20.00</b>      |              | <b>21.43</b>   |                |
| <b>Management &amp; Control:</b>                        |                   |              |                |                |
| Verification date:                                      | 30 September 2016 |              |                |                |
| Black representation at board:                          | 50.00%            | 1.50         | 50.00%         | 1.50           |
| Black women representation at board:                    | 25.00%            | 1.50         | 25.00%         | 1.50           |
| Black representation of the executive directors:        | 50.00%            | 1.00         | 33.33%         | 0.67           |
| Black women representation of the executive directors:  | 25.00%            | 1.00         | 33.33%         | 1.00           |
| Black representation at senior top management:          | 40.00%            | 1.50         | 0.00%          | 0.00           |
| Black women representation at senior top management:    | 20.00%            | 1.50         | 0.00%          | 0.00           |
| Black representation at other top management:           | 40.00%            | 1.00         | 28.57%         | 0.71           |
| Black women representation at other top management:     | 20.00%            | 1.00         | 28.57%         | 1.00           |
| Bonus points: black independent non-executive directors | 40.00%            | 1.00         | 0.00%          | 0.00           |
| <b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>            | <b>10.00</b>      |              | <b>6.38</b>    |                |





**Executive Summary: Barloworld Logistics Africa (Pty) Ltd**

| Detailed Indicators                                                                                                    | Target Level | Target Score | Verified Level                      | Verified Score |
|------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-------------------------------------|----------------|
| <b>Employment Equity:</b>                                                                                              |              |              |                                     |                |
| Verification date:                                                                                                     |              |              | 30 September 2016                   |                |
| Total permanent workforce analyzed:                                                                                    |              |              | 1741                                |                |
| Total permanent black employees:                                                                                       |              |              | 1378                                |                |
| Total permanent black female employees:                                                                                |              |              | 408                                 |                |
| Black disabled representation :                                                                                        | 2.00%        | 1.00         | 1.49%                               | 0.75           |
| Black women disabled representation:                                                                                   | 1.00%        | 1.00         | 0.86%                               | 0.86           |
| Black representation at senior management :                                                                            | 43.00%       | 2.50         | 28.57%                              | 1.66           |
| Black women representation at senior management:                                                                       | 22.00%       | 2.50         | 11.11%                              | 1.26           |
| Black representation at middle management:                                                                             | 63.00%       | 1.50         | 50.43%                              | 1.20           |
| Black women representation at middle management:                                                                       | 32.00%       | 1.50         | 20.00%                              | 0.94           |
| Black representation at junior management :                                                                            | 68.00%       | 1.50         | 73.63%                              | 1.50           |
| Black women representation at junior management:                                                                       | 34.00%       | 1.50         | 25.95%                              | 1.14           |
| Black women representation at the semi-skilled and unskilled levels                                                    | 15.00%       | 2.00         | 23.63%                              | 2.00           |
| Bonus Points: EAP targets in each category of employment equity                                                        | 89.44%       | 3.00         | No                                  | 0.00           |
| <b>TOTAL SCORE: EMPLOYMENT EQUITY</b>                                                                                  |              | <b>15.00</b> |                                     | <b>11.32</b>   |
| <b>Skills Development:</b>                                                                                             |              |              |                                     |                |
| Latest Skills Development Plan submitted to:                                                                           |              |              | TETA                                |                |
| Skills development review period:                                                                                      |              |              | 01 October 2015 – 30 September 2016 |                |
| Skills development spend on black staff:                                                                               |              |              | R 20,792,270                        |                |
| Skills development spend on black female staff:                                                                        |              |              | R 7,189,422                         |                |
| Skills spend on black staff as a percentage of leviabale amount:                                                       | 3.00%        | 3.00         | 3.98%                               | 3.00           |
| Skills spend on black women staff as a percentage of leviabale amount:                                                 | 1.50%        | 3.00         | 1.37%                               | 2.75           |
| Skills spend on black disabled staff as a percentage of leviabale amount:                                              | 0.30%        | 1.50         | 0.22%                               | 1.08           |
| Skills spend on black women disabled staff as a percentage of leviabale amount:                                        | 0.15%        | 1.50         | 0.14%                               | 1.45           |
| Learnerships and category B,C and D programmes for black employees as a percentage of total employees:                 | 5.00%        | 3.00         | 6.78%                               | 3.00           |
| Learnerships and category B,C and D programmes of black women employees as a percentage of total employees:            | 2.50%        | 3.00         | 3.79%                               | 3.00           |
| <b>TOTAL SCORE: SKILLS DEVELOPMENT</b>                                                                                 |              | <b>15.00</b> |                                     | <b>14.28</b>   |
| <b>Preferential Procurement</b>                                                                                        |              |              |                                     |                |
| Preferential procurement policy:                                                                                       |              |              | Yes                                 |                |
| Financial period verified:                                                                                             |              |              | 01 October 2015 – 30 June 2016      |                |
| Total measured procurement spend:                                                                                      |              |              | R2,688,170,293                      |                |
| Total BEE procurement as a percentage of total measured procurement spend:                                             | 50.00%       | 12.00        | 75.23%                              | 12.00          |
| Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:                        | 10.00%       | 3.00         | 13.64%                              | 3.00           |
| Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:       | 9.00%        | 3.00         | 32.41%                              | 3.00           |
| Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend: | 6.00%        | 2.00         | 6.65%                               | 2.00           |
| <b>TOTAL SCORE: PREFERENTIAL PROCUREMENT</b>                                                                           |              | <b>20.00</b> |                                     | <b>20.00</b>   |
| <b>Enterprise Development:</b>                                                                                         |              |              |                                     |                |
| Enterprise development initiatives:                                                                                    |              |              | Yes                                 |                |
| Cumulative recognition period:                                                                                         |              |              | 01 October 2015 – 30 June 2016      |                |
| Enterprise development as a percentage of NPAT:                                                                        | 3.00%        | 15.00        | 3.08%                               | 15.00          |
| <b>TOTAL SCORE: ENTERPRISE DEVELOPMENT</b>                                                                             |              | <b>15.00</b> |                                     | <b>15.00</b>   |

**Executive Summary : Barloworld Logistics Africa (Pty) Ltd**

| Socio-Economic Development:                         |               |      |              |                                |
|-----------------------------------------------------|---------------|------|--------------|--------------------------------|
| Socio-economic development initiatives:             |               |      |              | Yes                            |
| Cumulative recognition period:                      |               |      |              | 01 October 2015 – 30 June 2016 |
| Socio-economic development as a percentage of NPAT: | 1.00%         | 5.00 | 1.00%        | 5.00                           |
| <b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>      | <b>5.00</b>   |      | <b>5.00</b>  |                                |
| <b>TOTAL SCORE:</b>                                 | <b>100.00</b> |      | <b>93.40</b> |                                |

**Analyst:**

**Anshen Kishun**

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