

An EMPOWERDEX Generic FSC Specialised Scorecard

INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED

Registration Number: 1940/014201/06

AAA

LEVEL TWO CONTRIBUTOR

	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	N/A	N/A	N/A	Black Ownership Percentage	N/A
Management & Control	A	18.30	20.00	Black Women Ownership Percentage	N/A
Skills Development	C	13.50	25.00	51% Black Owned Designated Group Supplier	N/A
Enterprise & Supplier Development	A	46.50	50.00	Black Disabled Percentage	N/A
Socio-Economic development	A	9.00	5.00	Black Youth Percentage	N/A
Overall Score	AAA	87.30	100.00	Black Unemployed Percentage	N/A
Equivalent score	AAA	95.16	109.00	Black People Living in Rural Areas	N/A
Empowering Supplier		Yes		Black Military Veterans	N/A
Recognised Procurement Recognition Level		125.00%		Modified Flow-Through Principle Applied	N/A
Discounting Principle Applicable		No		Exclusion Principal Applied	N/A
Recorded Procurement Recognition Level		125.00%		Financial Year	31 March 2021
Participated in Y.E.S Initiative		No		VAT Number	4650117924
Achieved Y.E.S Target & 2.5% Absorption		No		Effective Date	16 November 2021
Achieved 1.5 x Y.E.S Target & 5% Absorption		No		Expiry Date	15 November 2022
Achieved 2 x Y.E.S Target & 5% Absorption		No		Re-Issue Date	N/A

This verification report is an independent opinion in terms of the Financial Services Codes (gazetted 01 December 2017). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – P Dozwa

16 November 2021

Date

March 2021

COR-04/F/R26

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



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EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
MANAGEMENT AND CONTROL				
Verification Date				01 October 2021
Black representation at board:	50.00%	1.00	72.73%	1.00
Black Female representation at board:	25.00%	1.00	45.45%	1.00
Black representation of the executive directors:	50.00%	2.00	100.00%	2.00
Black female representation of the executive directors:	25.00%	1.00	0.00%	0.00
Black Other Executive Management:	60.00%	2.00	77.78%	2.00
Black Female Other Executive Management:	30.00%	1.00	55.56%	1.00
Black Senior Management as % of all Senior Management	60.00%	2.00	78.33%	2.00
Black Female Senior Management as % of all Senior	30.00%	1.00	26.67%	0.89
African Senior Managers as % of all Senior Managers	EAP %	1.00	58.33%	1.00
Black Middle Management as % of all Middle Management	75.00%	2.00	81.78%	2.00
Black Female Middle Management as % of all Middle	38.00%	1.00	36.02%	0.95
African Middle Managers as % of all Middle Managers	EAP %	1.00	58.47%	0.98
Black Junior Management as % of all Junior Management	88.00%	1.00	90.16%	1.00
Black Female Junior Management as % of all Junior	44.00%	1.00	50.82%	1.00
African Junior Managers as % of all Junior Managers	EAP %	1.00	78.03%	1.00
Black Employees with Disabilities as % of all Employees	2.00%	1.00	0.96%	0.48
TOTAL SCORE: MANAGEMENT & CONTROL		20.00		18.30
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:				FASSET
Skills development review period:				01 APRIL 2020-31 MARCH 2021
Skills spend on black senior and executive management as a percentage of senior management leviable amount	2.00%	2.00	0.67%	0.67
Skills spend on black female senior and executive management as a percentage of senior management leviable amount	1.00%	1.00	0.25%	0.25
Skills spend on black middle management as a percentage of middle management leviable payroll	3.00%	2.00	1.31%	0.87
Skills spend on black female middle management as a percentage of middle management leviable amount	1.50%	1.00	0.59%	0.39
Skills spend on black junior management as a percentage of junior management leviable amount	5.00%	3.00	4.64%	2.78
Skills spend on black female junior management as a percentage of junior management leviable amount	2.50%	2.00	2.33%	1.86
Skills spend on black people and non-management as a percentage of non-management management leviable amount	8.00%	3.00	21.49%	3.00
Skills spend on black females and non-management as a percentage of non-management leviable amount	4.00%	1.00	13.06%	1.00
Skills spend on black disabled staff as a percentage of leviable amount	0.30%	2.00	0.02%	0.12
Number of black people (employed or unemployed) participating in learnerships, apprenticeships and internships as a % of total staff	5.00%	8.00	1.60%	2.55
Bonus Points: Number of previously unemployed black people absorbed by the measured entity at the end of the learnership, apprenticeship, internship	100.00%	3.00	0.00%	0.00
TOTAL SCORE: SKILLS DEVELOPMENT		25.00 + 3.00		13.50
Sub minimum achieved		10.00		YES
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				

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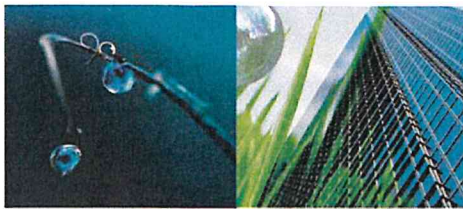
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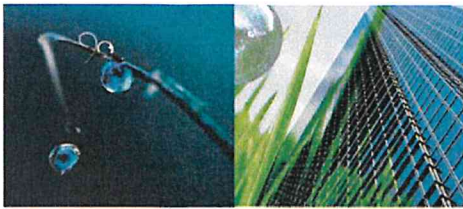
Financial period verified:			01 APRIL 2020-31 MARCH 2021	
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	7.00	82.33%	7.00
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	18.00%	5.00	11.07%	3.07
Total BEE procurement from EME's as a percentage of total measured procurement spend:	12.00%	4.00	18.69%	4.00
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	30.00%	9.00	38.13%	9.00
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	10.00%	5.00	20.47%	5.00
Bonus: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	4.77%	2.00
Bonus: Procurement spend from intermediated black professional service providers as % of all such spend or procurement spend from black stock brokers or fund managers as % of trade allocated	5.00%	2.00	37.55%	2.00
TOTAL SCORE: Preferential Procurement	30.00 + 4.00		32.07	
Sub minimum achieved	8.00		YES	
Supplier Development:				
Financial period verified:			01 APRIL 2020-31 MARCH 2021	
Supplier development contributions as a percentage of NPAT:	2.00%	13.00	1.14%	7.42
TOTAL SCORE: Supplier Development	13.00		7.42	
Sub minimum achieved	5.20		YES	
Enterprise Development:				
Financial period verified:			01 APRIL 2020-31 MARCH 2021	
Enterprise development contributions as a percentage of NPAT:	1.00%	7.00	7.28%	7.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	NO	0.00
Bonus Points– For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	NO	0.00
Bonus Points - Enterprise development support of black stockbrokers, fund managers or intermediaries	0.50% NPAT	2.00	0.00%	0.00
TOTAL SCORE: Enterprise Development	7.00 + 4.00		7.00	
Sub minimum achieved	2.80		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	50.00 + 8.00		46.50	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 APRIL 2020-31 MARCH 2021	
Socio-economic development contributions as a percentage of NPAT:	0.60%	3.00	19.31%	3.00
Qualifying Consumer Education contributions as a percentage of NPAT:	0.40%	2.00	0.71%	2.00
Bonus: Additional SED Contributions	0.20%	1.00	18.71%	1.00
Bonus: Additional Consumer Education Spend	0.10%	1.00	0.61%	1.00
Bonus: Contributions to the FUNDISA Retail Fund or similar	0.20%	2.00	0.88%	2.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00 + 4.00		9.00	
TOTAL SCORE:	100.00 + 15.00		87.30	

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ANALYST: M van den Berg

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	$\geq 100/109$	135.00%
AAA	Level Two Contributor	$\geq 95/109$ but $< 100/109$	125.00%
AA	Level Three Contributor	$\geq 90/109$ but $< 95/109$	110.00%
A	Level Four Contributor	$\geq 80/109$ but $< 90/109$	100.00%
BBB	Level Five Contributor	$\geq 75/109$ but $< 80/109$	80.00%
BB	Level Six Contributor	$\geq 70/109$ but $< 75/109$	60.00%
B	Level Seven Contributor	$\geq 55/109$ but $< 70/109$	50.00%
C	Level Eight Contributor	$\geq 40/109$ but $< 55/109$	10.00%
D	Non-Compliant Contributor	$< 40/109$	0.00%

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