



BBBEE VERIFICATION REPORT

GENERIC SCORECARD

Measured Enterprise	Robor Galvanizer	Physical Location	Germiston, Gauteng
Registration Number	2006/001412/07	Certificate Number	GEN 10539 REV 1

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%	23.1%	2.77	18.09
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	5.3%	1.05	
		Economic Interest of black people in the Enterprise	4	25%	23.1%	3.69	
		Economic Interest of black women in the Enterprise	2	10%	5.3%	1.05	
		Economic Interest of the following black natural people in the Enterprise: - black designated groups - black participants in Employee Ownership Schemes - black beneficiaries of Broad based Ownership Schemes - black participants in Co-operatives.	1	2.5%	7.3%	1.00	
		Ownership Fulfilment	1	Yes	No	0.00	
		Current Equity Interest	7	40% of Target (Yr. 3&4)		5.77	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of black new entrants	2	10%	14.5%	1.84	
		<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.	1	10%	12.9%	0.92	
Management Control	10	Exercisable Voting Rights of black Board members who are black adjusted using the Adjusted Recognition for Gender	3	50.0%	21.4%	1.29	6.57
		Black Executive Directors adjusted using the Adjusted Recognition for Gender	2	50.0%	7.1%	0.29	
		Black Senior Top Management adjusted using the Adjusted Recognition for Gender	6	40.0%	7.1%	1.00	
		Black Other Top Management adjusted using the Adjusted Recognition for Gender	4	40.0%	46.5%	4.00	
		<u>Bonus points</u> : Black Independent Non-Executive Board Members	1	40.0%	0.0%	0.00	
Employment Equity	15	Black disabled employees as a percentage of all employees using the Adjusted Recognition for Gender	2	2%	0.0%	0.00	7.90
		Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	0	43%	0.0%	0.00	
		Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	63%	75.0%	4.00	
		Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	68%	49.2%	2.90	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3	Exceed targets, Min 40% in categories		1.00	



BBBEE VERIFICATION REPORT

GENERIC SCORECARD

Measured Enterprise	Robor Galvanizer	Physical Location	Germiston, Gauteng
Registration Number	2006/001412/07	Certificate Number	GEN 10539 REV 1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	15	Skills Development for black employees as a percentage of Leviaible Amount using the Adjusted recognition for Gender.	6	3%	3.9%	6.00	11.14
		Skills Development for black employees with disabilities as a percentage of Leviaible Amount using the Adjusted Recognition for Gender.	3	0.3%	0.0%	0.00	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	4.3%	5.14	
Preferential Procurement	20	BB-BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	51.9%	12.00	18.57
		BB-BEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable BB-BEE Procurement cognition Levels as a percentage of Total Measured Procurement Spend	3	10%	19.5%	3.00	
		BB-BEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend: - Suppliers that are more than 50% black owned - Suppliers that are more than 30% black women owned	3 2	9% 6%	43.4% 1.7%	3.00 0.57	
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 after Tax or Turnover	15	3.00% of NPAT	5.99%	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 or Turnover	5	1.00% of NPAT	0.87%	4.35	4.35
Total							81.62

Measurement Options

FINAL SCORE	81.62
STATUS	Level Three Contributor

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