

Overall Scorecard - Brother International South Africa (Pty) Ltd	Verification Agency:	JS Bee Solutions
Client Ref:	Analyst Name:	Sidney Kabwe
File Version:	Date Completed:	06/12/2019
	Technical Signatory:	Joe Seretloe
	Date Signed Off:	06/12/2019

Brother International South Africa (Pty) Ltd qualifies and is measured as a Generic Entity under the ICT Sector Code

Element Weight	Element Criteria	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved?	
Ownership AICT 100									
25	Voting Rights	Exercisable Black Voting Rights	4.00	30.00%	0.00%	0.00	0.00	No	
		Exercisable Black Women Voting Rights	2.00	10.00%	0.00%	0.00			
	Economic Interest	Economic interest - black people	4.00	30.00%	0.00%	0.00			
		Economic interest - black women	2.00	10.00%	0.00%	0.00			
		Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3.00	3.00%	0.00%	0.00			
	New Entrants	Ownership by Black New Entrants	2.00	2.00%	0.00%	0.00			
Net Equity Value	Net Equity Value	8.00	formula	0.00	0.00				
Management Control AICT 200 based on RSA Overall Demographic Targets									
23	Board Participation	Exercisable Voting Rights of Black Board Members	3.00	50.00%	0.00%	0.00	8.00		
		Exercisable Voting Rights of Black Women Board Members	2.00	25.00%	0.00%	0.00			
	Executive Management	Black Exec. Directors as a % of all Exec. Directors	2.00	50.00%	0.00%	0.00			
		Black Women Exec. Directors as a % of all Exec. Directors	1.00	25.00%	0.00%	0.00			
		Black Exec. Management as a % of all Executive Management	5.00	60.00%	33.33%	2.78			
		Black Women Exec. Management as a % of all Executive Management	3.00	30.00%	16.67%	1.67			
	Senior Management	Black employees in Senior Management	0.00	0.00%	0.00%	0.00			
		Black Women employees in Senior Management	0.00	0.00%	0.00%	0.00			
	Middle Management	Black employees in Middle Management	2.00	75.00%	0.00%	0.00			
		Black Women employees in Middle Management	1.00	38.00%	0.00%	0.00			
	Junior Management	Black employees in Junior Management	1.00	88.00%	59.45%	0.68			
		Black Women employees in Junior Management	1.00	44.00%	38.26%	0.87			
	Disabled Employees	Black disabled employees	2.00	2.00%	5.56%	2.00			
Skills Development AICT 300 based on RSA Overall demographic targets									
20	Learning Program Expenditure	Expenditure on Learning Programmes for black people	8.00	6.00%	4.90%	6.40	20.68	Yes	
		Expenditure on Learning Programmes for disabled black people	4.00	0.30%	0.73%	4.00			
	Learnerships, Apprenticeships, Internships	Number of black people in Learnerships, Apprenticeships and Internships	4.00	2.50%	1.13%	1.81		Yes	
		Number of black Unemployed people in Learning programmes	4.00	2.50%	2.16%	3.46			
Learners Absorbed	Black people absorbed at the end of Learnerships, Apprenticeships and Internships	5.00	100.00%	100.00%	5.00				
Enterprise & Supplier Development AICT 400									
50	Preferential Procurement	BEE Procurement Spend with Empowering Suppliers	5.00	80.00%	152.38%	5.00	51.25	Yes	
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3.00	15.00%	137.89%	3.00			
		Procurement Spend with suppliers qualifying as EMEs	4.00	15.00%	4.84%	1.29			
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9.00	40.00%	43.77%	9.00			
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4.00	12.00%	43.20%	4.00			
		B-BBEE Procurement with Designated Group suppliers Min 51% black owned	2.00	2.00%	4.75%	2.00			
	Supplier Development	Supplier Development contributions	10.00	2.00%	4.34%	10.00			Yes
	Enterprise Development	Enterprise Development contributions and Sector specific Programmes	15.00	3.00%	2.99%	14.96			Yes
	Graduation	Graduation from Enterprise Development to Supplier Development beneficiary	1.00	Yes	No	0.00			
	Job Creation	Created new jobs up to 10% of workforce as a result of SD&ED initiatives OR	1.00	Yes	Yes	1.00			
Created new jobs 11%+ as a result of SD&ED initiatives - max 2 points across both		1.00	Yes	Yes	1.00				
Socio-Economic Development AICT 500									
12	Contributions	Annual value of SED contributions	12.00	1.50%	1.79%	12.00	12.00		
130.00			140.00				91.92		
	YES Initiative	1.5 x YES Target and 5% Absorption	3.00	Yes	No	0.00	0.00		
			143.00				91.92		

Note: Detailed BEE Scorecard

	Before discount	After discount
BEE Recognition Level	6	6
% Recognition	60%	60%
Black Ownership Economic Interest %	0.00%	0.00%
Black Women Ownership Econ. Interest %	0.00%	0.00%
Modified Flow Through used in Ownership	No	No
Black Ownership Status per Amended COGP Definitions		
- Measured Entity has not met the criteria for Black Ownership		
Empowering Supplier Status	Yes	Yes
Designated Group Suppliers	No	No

Comment:



BROAD-BASED BEE VERIFICATION CERTIFICATE

WE CERTIFY THAT

BROTHER INTERNATIONAL SA (PTY) LTD

Stone House, 96 Sovereign Drive, Route 21, Corporate Park, Irene

REG No: 1970/006803/07 | VAT No: 4870219328

Has been assessed and verified with the B-BBEE Amendment Act (No. 46 of 2013) and the Amended ICT Sector Codes, Gazette 40407 and has achieved the following:

B-BBEE STATUS LEVEL: 6

B-BBEE PROCUREMENT RECOGNITION LEVEL: 60%



ELEMENT	WEIGHTING	ACHIEVED		
OWNERSHIP	25.00	00.00	% BLACK OWNERSHIP	0%
MANAGEMENT CONTROL	23.00	08.00	% BLACK FEMALE OWNERSHIP	0%
SKILLS DEVELOPMENT	20.00	20.68	EMPOWERING SUPPLIER	YES
ENTERPRISE & SUPPLIER DEVELOPMENT	50.00	51.25	YES ENHANCEMENT APPLIED	YES
SOCIAL-ECONOMIC DEVELOPMENT	12.00	12.00	ALL PRIORITY ELEMENTS ACHIEVED	NO
TOTAL	130.00	91.93	CERTIFICATE NUMBER	G2019JS0059
			EFFECTIVE DATE	06/12/2019
			EXPIRY DATE	05/12/2020
			BEE CATEGORY	ICT-GENERIC

JOE SERETLOE
VERIFICATION MANAGER

