



An EMPOWERDEX Generic ICT Scorecard

**BROTHER INTERNATIONAL SA (PTY) LTD**

Registration Number: 1970/006803/07

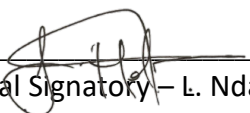
**BB**

**LEVEL SIX CONTRIBUTOR**

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	D	0.00	0.00	Black Ownership Percentage	0.00
Management & Control	D	4.87	23.00	Black Women Ownership Percentage	0.00
Skills Development	A	21.41	20.00	51% Black Owned Designated Group Supplier	No
Enterprise & Supplier Development	A	53.24	50.00	Black Disabled Percentage	0.00
Socio-Economic development	A	12.00	12.00	Black Youth Percentage	0.00
<b>Overall Score</b>	<b>B</b>	<b>91.52</b>	<b>130.00</b>	Black Unemployed Percentage	0.00
				Black People Living in Rural Areas	0.00
Empowering Supplier	Yes		Black Military Veterans	0.00	
Recognised Procurement Recognition Level	60.00%		Modified Flow-Through Principle Applied	No	
Discounting Principle Applicable	No		Exclusion Principal Applied	Yes/No	
<b>Recorded Procurement Recognition Level</b>	<b>60.00%</b>		Financial Year	28 February 2021	
Participated in Y.E.S Initiative	Yes		VAT Number	4870106285	
Achieved Y.E.S Target & 2.5% Absorption	Yes		Effective Date	09 February 2022	
Achieved 1.5 x Y.E.S Target & 5% Absorption	No		Expiry Date	08 February 2023	
Achieved 2 x Y.E.S Target & 5% Absorption	No		Re-Issue Date	N/A	

**Preliminary Report for discussion purposes only.**

This verification report is an independent opinion in terms of the Information and Communication Technology Sector Codes (gazetted 07 November 2016). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

  
Technical Signatory – L. Ndamase

09 February 2022  
Date



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### EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
<b>OWNERSHIP</b>				
Verification Date				
Voting rights of black people:	30.00%	4.00	0.00%	0.00
Voting rights of black women:	10.00%	2.00	0.00%	0.00
Economic interest of black people:	30.00%	4.00	0.00%	0.00
Economic interest of black women:	10.00%	2.00	0.00%	0.00
Economic interest of designated groups:			0.00%	0.00
Black participants in employee ownership schemes:	3.00%	3.00	0.00%	0.00
Black beneficiaries of broad-based ownership schemes:			0.00%	0.00
Black participants in co-operatives:			0.00%	0.00
Black new entrant:	2.00%	2.00	0.00%	0.00
Net Value:	30.00%	8.00	0.00%	0.00
<b>TOTAL SCORE: OWNERSHIP</b>		<b>25.00</b>		<b>0.00</b>
<b>Sub minimum achieved</b>		<b>3.20</b>		<b>NO</b>
<b>MANAGEMENT AND CONTROL</b>				
Verification Date			21 January 2022	
Black representation at board:	50.00%	3.00	0.00%	0.00
Black Female representation at board:	25.00%	2.00	0.00%	0.00
Black representation of the executive directors:	50.00%	2.00	0.00%	0.00
Black female representation of the executive directors:	25.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	3.00	50.00%	2.50
Black Female Executive Management:	30.00%	2.00	0.00%	0.00
Black Senior Management as % of all Senior Management	60.00%	2.00	0.66%	0.02
Black Female Senior Management as % of all Senior	30.00%	1.00	0.72%	0.02
Black Middle Management as % of all Middle Management	75.00%	2.00	16.67%	0.44
Black Female Middle Management as % of all Middle	38.00%	1.00	16.67%	0.44
Black Junior Management as % of all Junior Management	88.00%	1.00	50.74%	0.58
Black Female Junior Management as % of all Junior	44.00%	1.00	38.26%	0.87
Black Employees with Disabilities as % of all Employees	2.00%	2.00	0.00%	0.00
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>		<b>23.00</b>		<b>4.87</b>
<b>SKILLS DEVELOPMENT</b>				
Latest Skills Development Plan submitted to:			<b>TETA</b>	
Skills development review period:			<b>01 MARCH 2020 TO 28 FEBRUARY 2021</b>	
Skills spend on black people as a percentage of leviabile amount:	6.00%	8.00	5.37%	7.16
Skills spend on black disabled staff as a percentage of leviabile amount:	0.30%	4.00	0.36%	4.00
Learnerships and category B, C and D programmes for black employees as a percentage of total employees:	2.50%	4.00	2.16%	3.46
Learnerships and category B, C and D programmes for black unemployed people as a percentage of total employees:	2.50%	4.00	2.16%	3.46
<b>Bonus Points:</b> Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	66.67%	3.33
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>		<b>20.00 + 5.00</b>		<b>21.41</b>
<b>Sub minimum achieved</b>		<b>8.00</b>		<b>YES</b>
<b>ENTERPRISE AND SUPPLIER DEVELOPMENT</b>				
<b>Preferential Procurement</b>				
Financial period verified:			<b>01 MARCH 2020 TO 28 FEBRUARY 2021</b>	
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	119.35%	5.00

March 2021

COR-04/UR26

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Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	83.97%	3.00
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	16.48%	4.00
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	49.81%	9.00
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	49.06%	4.00
<b>Bonus Points:</b> Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	5.75%	2.00
<b>TOTAL SCORE: Preferential Procurement</b>	<b>25.00 + 2.00</b>		<b>27.00</b>	
<b>Sub minimum achieved</b>	<b>10.00</b>		<b>YES</b>	
<b>Supplier Development:</b>				
Financial period verified:				
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	2.00%	10.00
<b>TOTAL SCORE: Supplier Development</b>	<b>10.00</b>		<b>10.00</b>	
<b>Sub minimum achieved</b>	<b>4.00</b>		<b>YES</b>	
<b>Enterprise Development:</b>				
Financial period verified:	<b>01 MARCH 2020 TO 28 FEBRUARY 2021</b>			
Enterprise development contributions as a percentage of NPAT:	3.00%	15.00	2.85%	14.24
<b>Bonus Points</b> - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	NO	1.00
<b>Bonus:</b> For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	N/A	N/A
<b>Bonus:</b> For 11% or more jobs created as a direct result of Enterprise or Supplier Development	>11.00%	2.00	YES	2.00
<b>TOTAL SCORE: Enterprise Development</b>	<b>15.00 + 4.00</b>		<b>16.24</b>	
<b>Sub minimum achieved</b>	<b>6.00</b>		<b>YES</b>	
<b>TOTAL SCORE: ENTERPRISE &amp; SUPPLIER DEVELOPMENT</b>	<b>50.00 + 6.00</b>		<b>53.24</b>	
<b>SOCIO-ECONOMIC DEVELOPMENT</b>				
Financial period verified:	<b>01 MARCH 2020 TO 28 FEBRUARY 2021</b>			
Socio-economic development contributions as a percentage of NPAT:	1.50%	12.00	1.51%	12.00
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>	<b>12.00</b>		<b>12.00</b>	
<b>TOTAL SCORE:</b>	<b>130.00 + 11.00</b>		<b>91.52</b>	

**ANALYST:**

**C Teffo**

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 120 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 115 But < 120 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 110 But < 115 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 100 But < 110 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 95 But < 100 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 90 But < 95 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 75 But < 90 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 55 But < 75 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 55 points on the Scorecard	0.00%

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