



AQRate
VERIFICATION SERVICES

www.aqrate.co.za

B-BBEE VERIFICATION REPORT

TRANSPORT SECTOR GENERIC SCORECARD: FORWARDING & CLEARING SUB-SECTOR

Measured Enterprise	Röhlig-Grindrod (Pty) Ltd	Issue Date	13 February 2018
Registration Number	1998/025820/07	Certificate Number	RLG 01179 REV-7.2

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	20	Skills Development for black employees as a percentage of Leviable Amount	5	3.0%	2.86%	4.77	15.91
		Skills Development for black women employees as a percentage of Leviable Amount	5	1.5%	1.20%	3.99	
		Skills Development for black employees with disabilities as a percentage of Leviable Amount	2	0.3%	0.09%	0.58	
		Skills Development for black women employees with disabilities as a percentage of Leviable Amount	2	0.5%	0.04%	0.58	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	4	5.0%	15.28%	4.00	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	2	2.5%	8.12%	2.00	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50.0%	51.05%	12.00	20.00
		B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10.0%	17.48%	3.00	
		B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:					
		- Suppliers that are more than 50% black owned	3	9.0%	18.82%	3.00	
		- Suppliers that are more than 30% black women owned	2	6.0%	11.49%	2.00	
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	10	3% of NPAT	2.42%	8.06	13.06
		Investment in Black Women Owned Enterprises	5	1% of NPAT	2.42%	5.00	
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 with enhanced recognition for contributions to specific causes.	5	1% of NPAT	0.91%	4.55	4.55
Total							87.90

FINAL SCORE

87.90

STATUS

Level Two 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 <75 points	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

Vivesha Annoop

Analyst

Nosipho Mchunu
Technical Signatory



AQRate
VERIFICATION SERVICES

www.aqrate.co.za

B-BBEE VERIFICATION REPORT

TRANSPORT SECTOR GENERIC SCORECARD: FORWARDING & CLEARING SUB-SECTOR

Measured Enterprise	Röhlig-Grindrod (Pty) Ltd	Issue Date	13 February 2018
Registration Number	1998/025820/07	Certificate Number	RLG 01179 REV-7.2

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%	57.50%	4.00	19.81
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	21.05%	2.00	
		Economic Interest of black people in the Enterprise	4	25% + 1 vote	57.50%	3.00	
		Economic Interest of black women in the Enterprise	2	10%	16.54%	2.00	
		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	3%	2.48%	0.83	
		Ownership Fulfilment	1	Yes	No	0.00	
		Current Equity Interest	7	As defined		7.00	
		Bonus points: Involvement in the ownership of the Enterprise of black people with disabilities	2	2%	0.00%	0.00	
		Bonus points: Involvement in the ownership of the Enterprise of black new entrants	1	10%	7.33%	0.73	
		Bonus point: 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%	2.48%	0.25	
Management Control	10	Exercisable Voting Rights of black Board members who are black	1.50	50%	57.14%	1.50	8.58
		Exercisable Voting Rights of black Board members who are black women	1.50	25%	28.57%	1.50	
		Black Executive Directors	1.00	50%	100.00%	1.00	
		Black Executive Directors who are women	1.00	25%	0.00%	0.00	
		Black Senior Top Management	2.50	40%	50.00%	2.50	
		Black Senior Top Management	2.50	20%	16.67%	2.08	
		Black Other Top Management	0.00	40%	0.00%	0.00	
		Black Other Top Management who are women	0.00	20%	0.00%	0.00	
		Bonus points: Black Independent Non-Executive Board Members	1.00	40%	0.00%	0.00	
Employment Equity	10	Black disabled employees as a percentage of all employees	0.50	2.0%	1.76%	0.44	5.99
		Black women disabled employees as a percentage of all employees	0.50	1.0%	0.98%	0.49	
		Black employees in Senior Management as a percentage of all such employees	2.00	45.0%	30.77%	1.37	
		Black women employees in Senior Management as a percentage of all such employees	1.00	23.0%	0.00%	0.00	
		Black employees in Middle Management as a percentage of all such employees	2.00	63.0%	37.04%	1.18	
		Black women employees in Middle Management as a percentage of all such employees	1.00	32.0%	11.11%	0.00	
		Black employees in Junior Management as a percentage of all such employees	2.00	68.0%	59.45%	1.75	
		Black women employees in Junior Management as a percentage of all such employee	1.00	34.0%	26.27%	0.77	
		Bonus points for meeting or exceeding the EAP targets in each category.	3.00	Exceed targets, Min 40% in categories	0.00%	0.00	