

B-BBEE VERIFICATION REPORT

TRANSPORT SECTOR GENERIC SCORECARD: FORWARDING & CLEARING SUB-SECTOR

Measured Entity	Röhlig-Grindrod (Pty) Ltd	Issue Date	07 February 2020
Registration Number	1998/025820/07	Certificate Number	RLG 01179 REV-9

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% + 1 vote	57.50%	3.00	20.77
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	36.85%	2.00	
		Economic Interest of Black People in the Enterprise	4	25%	57.50%	4.00	
		Economic Interest of Black Women in the Enterprise	2	10%	31.32%	2.00	
		Economic Interest of the following black natural people in the Enterprise: - Black Designated Groups - black participants in Employee Share Ownership Programs (ESOP) - black beneficiaries of Broad-Based Ownership Schemes (BBOS) - black participants in Co-operatives.	1	3%	9.81%	1.00	
		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%	9.99%	1.00	
		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%	7.73%	0.77	
Management Control	10	Exercisable Voting Rights of black Board members who are black	1.5	50%	57.14%	1.50	7.94
		Exercisable Voting Rights of black Board members who are black women	1.5	25%	14.29%	0.86	
		Black Executive Directors	1.0	50%	100.00%	1.00	
		Black Executive Directors who are women	1.0	25%	0.00%	0.00	
		Black Senior Top Management	2.5	40%	50.00%	2.50	
		Black Senior Top Management	2.5	20%	16.67%	2.08	
		Black Other Top Management	0.0	40%	0.00%	0.00	
		Black Other Top Management who are women	0.0	20%	0.00%	0.00	
		Bonus points: Black Independent Non-Executive Board Members	1.0	40%	0.00%	0.00	
Employment Equity	10	Black disabled employees as a percentage of all employees	0.5	2.0%	2.44%	0.50	7.05
		Black women disabled employees as a percentage of all employees	0.5	1.0%	1.74%	0.50	
		Black employees in Senior Management as a percentage of all such employees	2.0	45.0%	44.44%	1.98	
		Black women employees in Senior Management as a percentage of all such employees	1.0	23.0%	5.56%	0.00	
		Black employees in Middle Management as a percentage of all such employees	2.0	63.0%	44.44%	1.41	
		Black women employees in Middle Management as a percentage of all such employees	1.0	32.0%	7.41%	0.00	
		Black employees in Junior Management as a percentage of all such employees	2.0	68.0%	63.56%	1.87	
		Black women employees in Junior Management as a percentage of all such employee	1.0	34.0%	26.69%	0.79	
		Bonus points for meeting or exceeding the EAP targets in each category.	3.0	Exceed targets, Min 40% in categories	0.00%	0.00	

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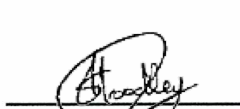
BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	20	Skills Development for black employees as a percentage of Leivable Amount	5	3.0%	2.51%	4.18	17.30
		Skills Development for black women employees as a percentage of Leivable Amount	5	1.5%	0.94%	3.12	
		Skills Development for black employees with disabilities as a percentage of Leivable Amount	2	0.3%	0.42%	2.00	
		Skills Development for black women employees with disabilities as a percentage of Leivable Amount	2	0.5%	0.26%	2.00	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	4	5.0%	7.67%	4.00	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	2	2.5%	3.83%	2.00	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50.0%	64.24%	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%	23.01%	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%	34.31%	3.00	
		- Suppliers that are more than 30% black women owned	2	6.0%	13.67%	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 NPAT	10	3% of NPAT	2.06%	6.87	11.87
		Investment in Black Women Owned Enterprises	5	1% of NPAT	2.06%	5.00	
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of NPAT with enhanced recognition for contributions to specific causes.	5	1% of NPAT	1.21%	5.00	5.00
Total							89.93

FINAL SCORE 89.93

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


Jameshen Moodley
Analyst


Linda Ngcobo
Technical Signatory