

B-BBEE VERIFICATION REPORT

TRANSPORT SECTOR GENERIC SCORECARD: FORWARDING & CLEARING SUB-SECTOR

Measured Entity	Röhlig-Grindrod (Pty) Ltd	Issue Date	09 June 2022
Registration Number	1998/025820/07	Certificate Number	RLG 01179 REV-11.1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 10)	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of Black People	3	25% + 1 vote	51.27%	3.00	20.58
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	24.76%	2.00	
		Economic Interest of Black People in the Enterprise	4	25%	51.27%	4.00	
		Economic Interest of Black Women in the Enterprise	2	10%	18.91%	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%	5.10%	1.00	
		Ownership Fulfilment	1	Yes	Yes	1.00	
		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%	1.18%	0.12	
		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%	4.61%	0.46	
Management Control	10	Exercisable Voting Rights of black Board members who are black	1.5	50%	60.00%	1.50	8.70
		Exercisable Voting Rights of black Board members who are black women	1.5	25%	20.00%	1.20	
		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%	60.00%	2.50	
		Black Senior Top Management who are women	2.5	20%	20.00%	2.50	
		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%	2.34%	0.50	6.17
		Black women disabled employees as a percentage of all employees	0.5	1.0%	1.75%	0.50	
		Black employees in Senior Management as a percentage of all such employees	2.0	60.0%	33.33%	1.11	
		Black women employees in Senior Management as a percentage of all such employees	1.0	30.0%	6.67%	0.00	
		Black employees in Middle Management as a percentage of all such employees	2.0	75.0%	46.15%	1.23	
		Black women employees in Middle Management as a percentage of all such employees	1.0	38.0%	15.38%	0.40	
		Black employees in Junior Management as a percentage of all such employees	2.0	80.0%	70.67%	1.77	
		Black women employees in Junior Management as a percentage of all such employee	1.0	40.0%	26.44%	0.66	
		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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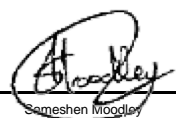
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Skills Development	20	Skills Development for black employees as a percentage of Leivable Amount	5	3.0%	2.87%	4.79	19.75
		Skills Development for black women employees as a percentage of Leivable Amount	5	1.5%	1.50%	4.99	
		Skills Development for black employees with disabilities as a percentage of Leivable Amount	2	0.3%	0.30%	1.97	
		Skills Development for black women employees with disabilities as a percentage of Leivable Amount	2	0.15%	0.29%	2.00	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	4	5.0%	6.82%	4.00	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	2	2.5%	4.09%	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	70.0%	96.16%	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	15.0%	25.27%	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	20.0%	64.97%	3.00	
		- Suppliers that are more than 30% black women owned	2	20.0%	45.28%	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	3.02%	10.00	15.00
		Investment in Black Women Owned Enterprises	5	1% of NPAT	2.62%	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	0.85%	4.27	4.27

SCORE BEFORE Y.E.S INITIATIVE CHECKED	94.47
FINAL SCORE AFTER Y.E.S INITIATIVE CHECKED	94.47
RECOGNITION LEVEL BEFORE Y.E.S INITIATIVE CHECKED	Level 2 Contributor
FINAL RECOGNITION LEVEL AFTER Y.E.S INITIATIVE CHECKED	Level 1 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


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