

**An EMPOWERDEX Generic Scorecard Final Report****AFRICAN OXYGEN LIMITED**

Consolidated Rating certificate Incorporating:
Afrox Properties (Pty) Limited, Afrox Safety (Pty) Limited and Isas Trust

Registration Number: 1927/000089/06

AA

LEVEL THREE CONTRIBUTOR					
ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	A	22.05	25.00	Black Ownership Percentage	64.95%
				Black Women Ownership Percentage	13.24%
Management & Control	C	10.42	19.00	Modified Flow-Through Principle Applied	No
Skills Development	A	20.98	20.00	Exclusion Principle Applied	No
Enterprise & Supplier Development	B	32.57	40.00		
Socio-Economic development	A	5.00	5.00	51% Black Owned Designated Group Supplier	No
Overall Score	AA	91.01	109.00		
Empowering Supplier		Yes		VAT Number	4120110541
				Financial Year End	31 December 2017
Recognised Procurement Recognition Level		110.00%		Issue Date	14 June 2018
Discounting Principle Applicable		No		Expiry Date	13 June 2019
Recorded Procurement Recognition Level		110.00%		Re-Issue Date	21 June 2018

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 11 October 2013).
The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – Patience Dozwa

21 June 2018

Date

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EXECUTIVE SUMMARY PER ELEMENT: AFROX (PTY) LTD

DETAILED INDICATORS		TARGET LEVEL	TARGET	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP					
Verification Date			24 April 2018		
Voting rights of black people:	25.10% + 1 vote	4.00	64.95%	4.00	
Voting rights of black women:	10.00%	2.00	13.24%	2.00	
Economic interest of black people:	25.00%	4.00	64.95%	4.00	
Economic interest of black women:	10.00%	2.00	13.24%	2.00	
Economic interest of designated groups:	3.00%	3.00	0.05%	0.05	
Black participants in employee ownership schemes:					
Black beneficiaries of broad based ownership schemes:					
Black participants in co-operatives:					
Black new entrant:	2.00%	2.00	5.15%	2.00	
Net Value:	25.10%	8.00	64.95%	8.00	
TOTAL SCORE: OWNERSHIP	25.00		22.05		
Sub minimum achieved	3.20		YES		
MANAGEMENT AND CONTROL					
Verification Date			31 May 2018		
Black representation at board:	50.00%	2.00	33.33%	1.33	
Black Female representation at board:	25.00%	1.00	22.22%	0.89	
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%	2.00	54.55%	1.82	
Black Female Executive Management:	30.00%	1.00	9.09%	0.30	
Black Senior Management as % of all Senior Management	60.00%	2.00	29,96%	1,00	
Black Female Senior Management as % of all Senior Management	30.00%	1.00	18,02%	0,60	
Black Middle Management as & of all Middle Management	75.00%	2.00	35,94%	0,96	
Black Female Middle Management as & of all Middle	38.00%	1.00	12,99%	0,34	
Black Junior Management as % of all Junior Management	88.00%	1.00	63,65%	0,72	
Black Female Junior Management as % of all Junior Management	44.00%	1.00	19,92%	0,45	
Black Employees with Disabilities as % of all Employees	2.00%	2.00	2.01%	2.00	
TOTAL SCORE: MANAGEMENT & CONTROL	19.00		10.42		
SKILLS DEVELOPMENT					
Latest Skills Development Plan submitted to:			CHIETA		
Skills development review period:			01 JANUARY 2017 – 31 DECEMBER 2017		
Skills spend on black people as a percentage of leviable amount:	6.00%	8.00	5.08%	6.77	
Skills spend on black disabled staff as a percentage of leviable amount:	0.30%	4.00	0.28%	3.75	
Learnerships and category B,C and D programmes for black employees as a percentage of total employees:	2.50%	4.00	1.53%	2.44	
Learnerships and category B,C and D programmes for black unemployed people as a percentage of total employees:	2.50%	4.00	2.50%	4.00	
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	80.28%	4.01	

COR-04/AI/R20

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Directors: V Jack, C Wu, J Brebnor, L Ratsoma



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TOTAL SCORE: SKILLS DEVELOPMENT	20.00+5.00	20.98
Sub minimum achieved	8.00	YES

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ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:			01 JANUARY 2017 – 31 DECEMBER 2017	
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	100,46%	5.00
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	5,90%	1.18
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	6,71%	1.79
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	21,77%	4.90
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	11,35%	3.78
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	0,38%	0.42
TOTAL SCORE: Preferential Procurement	25.00+2.00		17.04	
Sub minimum achieved	10.00		YES	
Supplier Development:				
Financial period verified:			01 JANUARY 2017 – 31 DECEMBER 2017	
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	1.85%	9.25
TOTAL SCORE: Supplier Development	10.00		9.25	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:			01 JANUARY 2017 – 31 DECEMBER 2017	
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	0.86%	4.28
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus Points– For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	YES	1.00
TOTAL SCORE: Enterprise Development	5.00		6.28	
Sub minimum achieved	2.00		NO	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	40.00 + 4.00		32.57	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 JANUARY 2017 – 31 DECEMBER 2017	
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.02%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	109.00		91.01	

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ANALYST:

ASHLEY CRAFT

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%

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COR-04/AI/R17

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