

Overall Scorecard - Brother International South Africa (Pty) Ltd	Verification Agency:	JS Bee Solutions
Client Ref: BISA	Analyst Name:	France Masipa
File Version: FINAL	Date Completed:	15/12/2020
	Technical Signatory:	Joe Seretloe
	Date Signed Off:	15/12/2020

Brother International South Africa (Pty) Ltd qualifies and is measured as a Generic Entity under the ICT Sector Code

Element Weight	Element Criteria	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved?
Ownership AICT 100								
25	Voting Rights	Exercisable Black Voting Rights	4,00	30,00%	0,00%	0,00	0,00	No
		Exercisable Black Women Voting Rights	2,00	10,00%	0,00%	0,00		
	Economic Interest	Economic interest - black people	4,00	30,00%	0,00%	0,00		
		Economic interest - black women	2,00	10,00%	0,00%	0,00		
		Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3,00	3,00%	0,00%	0,00		
		Ownership by Black New Entrants	2,00	2,00%	0,00%	0,00		
	Net Equity Value	Net Equity Value	8,00	formula	0,00	0,00		
Management Control AICT 200 based on RSA Overall Demographic Targets								
23	Board Participation	Exercisable Voting Rights of Black Board Members	3,00	50,00%	0,00%	0,00	4,10	
		Exercisable Voting Rights of Black Women Board Members	2,00	25,00%	0,00%	0,00		
		Black Exec. Directors as a % of all Exec. Directors	2,00	50,00%	0,00%	0,00		
		Black Women Exec. Directors as a % of all Exec. Directors	1,00	25,00%	0,00%	0,00		
	Executive Management	Black Exec. Management as a % of all Executive Management	3,00	60,00%	50,00%	2,50		
		Black Women Exec. Management as a % of all Executive Management	2,00	30,00%	0,00%	0,00		
	Senior Management	Black employees in Senior Management	2,00	60,00%	0,66%	0,02		
		Black Women employees in Senior Management	1,00	30,00%	0,72%	0,02		
	Middle Management	Black employees in Middle Management	2,00	75,00%	1,40%	0,04		
		Black Women employees in Middle Management	1,00	38,00%	0,00%	0,00		
	Junior Management	Black employees in Junior Management	1,00	88,00%	56,77%	0,65		
		Black Women employees in Junior Management	1,00	44,00%	38,29%	0,87		
	Disabled Employees	Black disabled employees	2,00	2,00%	0,00%	0,00		
Skills Development AICT 300 based on RSA Overall demographic targets								
20	Learning Program Expenditure	Expenditure on Learning Programmes for Black People	8,00	6,00%	5,25%	7,00	17,48	Yes
		Expenditure on Learning Programmes for Disabled Black People	4,00	0,30%	0,26%	3,46		
	Learnerships, Apprenticeships, Internships	Number of Black People in Learning Programmes	4,00	2,50%	0,99%	1,59		Yes
		Number of Black Unemployed People in Learning programmes	4,00	2,50%	2,16%	3,46		
	Learners Absorbed	Black people absorbed at the end of Learnerships, Apprenticeships and Internships	5,00	100,00%	39,60%	1,98		
Enterprise & Supplier Development AICT 400								
50	Preferential Procurement	BEE Procurement Spend with Empowering Suppliers	5,00	80,00%	241,77%	5,00	52,93	Yes
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3,00	15,00%	207,27%	3,00		
		Procurement Spend with suppliers qualifying as EMEs	4,00	15,00%	11,00%	2,93		
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9,00	40,00%	56,15%	9,00		
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4,00	12,00%	55,76%	4,00		
		B-BEE Procurement with Designated Group suppliers Min 51% black owned	2,00	2,00%	8,11%	2,00		
	Supplier Development	Supplier Development contributions	10,00	2,00%	2,21%	10,00		Yes
	Enterprise Development	Enterprise Development contributions and Sector specific Programmes	15,00	3,00%	3,07%	15,00		Yes
	Graduation	Graduation from Enterprise Development to Supplier Development beneficiary	1,00	Yes	No	0,00		
	Job Creation	Created new jobs up to 10% of workforce as a result of SD&ED initiatives OR	1,00	Yes	Yes	1,00		
		Created new jobs 11%+ as a result of SD&ED initiatives - max 2 points across both	1,00	Yes	Yes	1,00		
Socio-Economic Development AICT 500								
12	Contributions	Annual value of SED contributions	12,00	1,50%	1,50%	12,00	12,00	
			140,00			86,51		
130,00	YES Initiative	1.5 x YES Target and 5% Absorption	3,00	Yes	No	0,00	0,00	
			143,00			86,51		

Note: Detailed BEE Scorecard

Comment:

	Before discount	After discount
BEE Recognition Level	7	7
% Recognition	50%	50%
Black Ownership Economic Interest %	0,00%	0,00%
Black Women Ownership Econ. Interest %	0,00%	0,00%
Modified Flow Through used in Ownership	No	No
Black Ownership Status per Amended COGP Definitions		
- Measured Entity has not met the criteria for Black Ownership		
Empowering Supplier Status	Yes	Yes
Designated Group Suppliers	No	No



BROAD-BASED BEE VERIFICATION CERTIFICATE

WE CERTIFY THAT

BROTHER INTERNATIONAL SA (PTY) LTD

Brother House, 96 Sovereign Drive, Route 21, Corporate Park, Irene, 0157

REG No: 1970/006803/07 | VAT No: 4870106285

Has been assessed and verified with the B-BBEE Amendment Act (No. 46 of 2013) and the Amended ICT Sector Codes, Gazette 40407 and has achieved the following:

B-BBEE STATUS LEVEL: 7

B-BBEE PROCUREMENT RECOGNITION LEVEL: 50%



ELEMENT	WEIGHTING	ACHIEVED
OWNERSHIP	25.00	0.00
MANAGEMENT CONTROL	23.00	04.10
SKILLS DEVELOPMENT	20.00	17.48
ENTERPRISE & SUPPLIER DEV	50.00	52.93
SOCIO-ECONOMIC DEV	12.00	12.00
TOTAL	130.00	86.51
PARTICIPATED IN Y.E.S. INITIATIVE		YES
ACHIEVED Y.E.S. TARGET & 2.5% ABSORPTION		YES
ACHIEVED 1.5 X Y.E.S. TARGET & 5% ABSORPTION		NO
ACHIEVED DOUBLE Y.E.S TARGET & 5% ABSORPTION		NO

CERTIFICATE NUMBER	G2020JS0124
BLACK OWNERSHIP %	0.00%
BLACK FEMALE OWNERSHIP %	0.00%
BLACK DESIGNATED GROUP %	0.00%
MODIFIED FLOW THROUGH PRINCIPLE	NO
EXCLUSION PRINCIPLE USED	NO
EMPOWERING SUPPLIER	YES
DISCOUNTING PRINCIPLE USED	NO
ALL PRIORITY ELEMENTS ACHIEVED	NO
EFFECTIVE DATE	18 DEC 2020
EXPIRY DATE	17 DEC 2021
BEE CATEGORY	ICT-GENERIC
MEASUREMENT PERIOD	01 APR 2019 – 31 MAR 2020


JOE SERETLOE
VERIFICATION MANAGER

