

BBBEE VERIFICATION REPORT

GENERIC SCORECARD

Measured Enterprise	Gea Nilenca	Physical Location	Roodekop, Gauteng
Registration Number	2004/013359/07	Certificate Number	GEA 100912G - REV 1

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%	45.0%	3.00	17.00
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	0.0%	0.00	
		Economic Interest of black people in the Enterprise	4	25%	45.0%	4.00	
		Economic Interest of black women in the Enterprise	2	10%	0.0%	0.00	
		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	2.5%	0.0%	0.00	
		Ownership Fulfilment	1	Yes	Yes	1.00	
		Current Equity Interest	7	40% of Target (Yr. 3&4)		7.00	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of black new entrants	2	10%	45.0%	2.00	
		<u>Bonus point</u> : 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%	0.0%	0.00	
Management Control	10	Exercisable Voting Rights of black Board members who are black adjusted using the Adjusted Recognition for Gender	3	50.0%	16.7%	1.00	5.13
		Black Executive Directors adjusted using the Adjusted Recognition for Gender	2	50.0%	25.0%	1.00	
		Black Senior Top Management adjusted using the Adjusted Recognition for Gender	5	40.0%	25.0%	3.13	
		Black Other Top Management adjusted using the Adjusted Recognition for Gender	0	40.0%	0.0%	0.00	
		<u>Bonus points</u> : Black Independent Non-Executive Board Members	1	40.0%	0.0%	0.00	
Employment Equity	15	Black disabled employees as a percentage of all employees using the Adjusted Recognition for Gender	2	2%	1.9%	1.92	16.07
		Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	8	43%	50.0%	8.00	
		Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	0	63%	0.0%	0.00	
		Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	6	68%	58.3%	5.15	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3	Exceed targets, Min 40% in categories		1.00	

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Skills Development	15	Skills Development for black employees as a percentage of Leviaible Amount using the Adjusted recognition for Gender.	6	3%	2.7%	5.35	14.35
		Skills Development for black employees with disabilities as a percentage of Leviaible Amount using the Adjusted Recognition for Gender.	3	0.3%	0.9%	3.00	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	5.8%	6.00	
Preferential Procurement	20	BB-BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	49.4%	11.85	15.64
		BB-BEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable BB-BEE Procurement cognition Levels as a percentage of Total Measured Procurement Spend	3	10%	18.8%	3.00	
		BB-BEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend: - Suppliers that are more than 50% black owned - Suppliers that are more than 30% black women owned	3	9%	1.9%	0.64	
			2	6%	0.4%	0.15	
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	15	3.00% of NPAT	5.58%	15.00	15.00
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	5	1.00% of NPAT	0.98%	4.88	4.88
Total							88.07

Measurement Options

FINAL SCORE	88.07
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 <75points	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