

Executive Summary of Luxury Hotels International South Africa (Pty) Ltd

B-BBEE Elements	Target	Target Score	Entity performance	Entity Score	Element score
Ownership: Information verified as at 21 February 2018					
Voting rights of black people:	30.00%	4.00	36.75%	4.00	16.32
Voting rights of black women:	15.00%	2.00	1.19%	0.16	
Economic interest of black people:	30.00%	4.00	36.75%	4.00	
Economic interest of black women:	15.00%	2.00	1.19%	0.16	
Economic interest of designated groups:	3.00%	3.00	0.00%	0.00	
Black participants in employee share ownership programmes:					
Black people in broad-based ownership schemes:					
Black participants in co-operatives:					
Black New Entrants:	10.00%	4.00	0.00	0.00	
Net value:	30.00%	8.00	36.75%	8.00	
Total points achieved is 16.32 but are limited to 40% of total target score due to Continued Recognition					10.80
Management & Control: Information verified as at 21 February 2018					
Voting rights of Black board members as percentage of all board members:	50.00%	2.00	0.00%	0.00	6.20
Voting rights of black female board members as a percentage of all board members:	30.00%	1.00	0.00%	0.00	
Black executive directors as a percentage of all executive directors:	50.00%	2.00	0.00%	0.00	
Black female executive directors as a percentage of all executive directors:	30.00%	1.00	0.00%	0.00	
Black executive management as a percentage of all executive management:	60.00%	2.00	30.00%	1.00	
Black female executive management as a percentage of all executive management:	30.00%	1.00	20.00%	0.67	
Black employees in senior management as a percentage of all senior management:	60.00%	2.00	18.79%	0.63	
Black female employees in senior management as a percentage of all senior management:	30.00%	1.00	7.54%	0.25	
Black employees in middle management as a percentage of all middle management:	75.00%	2.00	35.89%	0.96	
Black female employees in middle management as a percentage of all middle management:	38.00%	1.00	18.76%	0.49	
Black employees in junior management as a percentage of all junior management:	80.00%	1.00	50.89%	0.64	
Black female employees in junior management as a percentage of all junior management:	40.00%	1.00	30.22%	0.76	
Black employees with disabilities as a percentage of all employees	2.00%	2.00	0.80%	0.80	
Bonus Points: Black employees with disabilities above 2% target	2.00%	2.00	0.00%	0.00	
Skills development : Information verified as at 31 December 2017					
Latest Skills Development Plan submitted to:					CATHSETA
Skills development spend on African Male:					R 3,068,470
Skills development spend on African Female:					R 6,884,919
Skills development spend on Coloured Male:					R 2,361,424
Skills development spend on Coloured Female:					R 4, 883,681
Skills development spend on Indian Male:					R 332,023
Skills development spend on Indian Female:					R236, 011
Skills development spend on Black Disabled Staff:					R 1,453,268
Skills spend on black employees as a percentage of leviable amount:	6.00%	5.00	3.56%	2.97	
Skills spend on black disabled employees as a percentage of leviable amount:	0.30%	3.00	0.71%	3.00	
Learnerships and Category B,C and D Programmes for black employees as a percentage of total employees :	3.50%	8.00	2.38%	5.54	

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Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of total employees	3.00%	4.00	2.45%	3.27	19.42
Bonus points: Number of black people absorbed by the measured entity and Industry Entity at the end of the learnership/internship programme	100.00%	5.00	92.86%	4.64	
Enterprise and Supplier Development: Information verified as at 31 December 2017					
Verified Period: 01 January 2017 – 31 December 2017					
Total expenditure:					R 1,600,904,377
Total exclusions:					R 831,222,453
Total measured procurement spend:					R 769,681,924
B-BBEE procurement spend from all empowering suppliers as a percentage of total measured procurement spend:	80.00%	5.00	75.01%	4.69	38.75
B-BBEE procurement spend from empowering suppliers that are Qualifying Small Enterprise as a percentage of total measured procurement spend:	15.00%	3.00	8.59%	1.72	
B-BBEE procurement spend from all Exempted Micro Enterprises as a percentage of total measured procurement spend:	15.00%	4.00	12.84%	3.42	
B-BBEE procurement spend from empowering suppliers that are at least 51% Black owned as a percentage of total measured procurement spend:	40.00%	9.00	39.64%	8.92	
B-BBEE procurement spend from empowering suppliers that are 30% Black women owned as a percentage of total measured procurement spend:	12.00%	4.00	21.84%	4.00	
Annual value of all Supplier Development contributions made by the measured entity as a percentage of the target.	3.00% of NPAT	10.00	3.45%	10.00	
Annual value of all Enterprise Development contributions made by the measured entity as a percentage of the target.	0.50% of NPAT	5.00	0.57%	5.00	
Bonus point for graduation of one or more ED beneficiaries to Supplier Development level.	Yes/No	1.00	No	0.00	
Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development contributions by the measured entity.	Yes/No	1.00	Yes	1.00	
Socio Economic Development: Information verified as at 31 December 2017					
Verified Period: 01 January 2017 – 31 December 2017					
Annual value of all qualifying Socio-Economic Development contributions by the measured entity as a percentage of the target:	1% of NPAT	5.00	3.00%	5.00	8.00
Bonus Points: Status as TOMSA levy collector.	Yes/No	3.00	Yes	3.00	
Total Score					83.17/100.00

Recognition Levels

B-BBEE Status	Qualification	B-BBEE Recognition Level
Level One Contributor	≥ 100 points on the Scorecard	135.00%
Level Two Contributor	≥ 95 but < 100 points on Scorecard	125.00%
Level Three Contributor	≥ 90 but < 95 points on Scorecard	110.00%
Level Four Contributor	≥ 80 but < 90 points on Scorecard	100.00%
Level Five Contributor	≥ 75 but < 80 points on Scorecard	80.00%
Level Six Contributor	≥ 70 but < 75 points on Scorecard	60.00%
Level Seven Contributor	≥ 55 but < 70 points on Scorecard	50.00%
Level Eight Contributor	≥ 40 but < 55 points on Scorecard	10.00%
Non-Compliant Contributor	< 40 points on Scorecard	0.00%

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