



CONFIDENTIAL

MOSELA AND SIZWENTSALUBAGOBODO RATING AGENCY (PTY)

**BROAD-BASED BLACK ECONOMIC EMPOWERMENT
AMENDED ICT SECTOR CODES**

GENERIC RATING REPORT

SYSTEMS APPLICATIONS PRODUCTS (SOUTH AFRICA) (PTY) LTD

REG. NO: 1999/020470/07

DATE OF ISSUE: 29 JUNE 2018

EXPIRY DATE: 28 JUNE 2019

MSG B-BBEE GENERIC SCORECARD & RATING DATA

Company Name: Systems Applications Products (South Africa) (Pty) Ltd

Measurement results:

(financial period: 01/01/2017 to 31/12/2018)

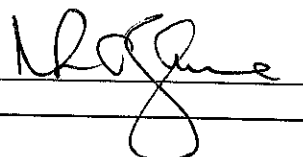
BEE category:	Element:	Target:	Achieved:
Direct empowerment:	Ownership	25	25.00
HR Development:	Management Control	23	11.34
	Skills Development	20	14.28
Indirect empowerment:	Enterprise and Supplier Development	50	45.34
	Socio-Economic Development	12	12.00
Total score:		130	107.94

"Measure Status"		"Narrow based" BEE Ownership: (30.00%) Black Female Ownership: (15.09%)
Level 4		
BEE Status Level: Overview:		Procurement recognition level:
BEE contributor level:	Qualifying score (results of the Score card):	Claim value as % of each Rand spend:
Level 1	≥120 points	135%
Level 2	≥115 - <120 points	125%
Level 3	≥110 - <115 points	110%
Level 4	≥100 - <110 points	100%
Level 5	≥95 - <100 points	80%
Level 6	≥90 - <95 points	60%
Level 7	≥75 - <90 points	50%
Level 8	≥55 - <75 points	10%
Non - Compliant Contributor	<40 points	0%

Verification Manager

I, Nokuthula Sharon Lozane, the undersigned, verification manager of Mosela and SizweNtsalubaGobodo Rating Agency, hereby confirm and declare that -:

All the information and data as reflected in this document are accurate, valid and up to date as per my review hereof.

Signature: 

Date: 29 / 06 / 2018

Position: Verification Manager

The ownership element verified as at June 2018 as follows;

Ownership:		Weighting points:	Target:	Input data:	Score:
1.1	Voting rights:				
1.1.1	Exercisable Voting Rights in the Enterprise in the hands of black people	4	30.00%	30.00%	4.00
1.1.2	Exercisable Voting Rights in the Enterprise in the hands of black women	2	10.00%	15.09%	2.00
1.2	Economic Interest:				
1.2.1	Economic Interest of black people in the Enterprise	4	30.00%	30.00%	4.00
1.2.2	Economic Interest of black women in the Enterprise	2	10.00%	15.09%	2.00
1.2.3	Economic Interest of the following black natural people in the Enterprise	3	3.00%	19.13%	3.00
1.2.3.1	black designated groups;				
1.2.3.2	black participants in Employee Ownership Schemes;				
1.2.3.3	black beneficiaries of Broad-Based Ownership Schemes; or				
1.2.3.4	black participants in Co-operatives				
1.2.4	New Entrants	2	2.00%	30.00%	2.00
1.3.	Realisation points:				
1.3.1.	Net Value	8	30.00%	30.00%	8.00
Element Score:					25.00

The management control element verified as at June 2018 as follows;

Management Control:		Weighting points:	Target:	Input data:	Score:
2.1	Board participation:				
2.1.1	Exercisable Voting Rights of black board members as a percentage of all board members	3	50.00%	72.00%	3.00
2.1.2	Exercisable Voting Rights of black female board members as a percentage of all board members	2	25.00%	47.50%	2.00
2.1.3	Black Executive directors as a percentage of all executive directors	2	50.00%	60.00%	2.00
2.1.4	Black female Executive directors as a percentage of all executive directors	1	25.00%	40.00%	1.00
2.2	Other Executive Management:				
2.2.1	Black Executive Management as a percentage of all executive directors	3	60.00%	0.00%	0.00
2.2.2	Black female Executive Management as a percentage of all executive directors	2	30.00%	0.00%	0.00
2.3	Senior Management				
2.3.1	Black employees in Senior Management as a percentage of all senior management	2	60%	16.92%	0.56
2.3.2	Black female employees in Senior Management as a percentage of all senior management	1	30%	4.85%	0.16
2.4	Middle Management				
2.4.1	Black employees in Middle Management as a percentage of all middle management	2	75%	25%	0.65
2.4.2	Black female employees in Middle Management as a percentage of all middle management	1	38%	11.4%	0.30
2.5	Junior Management				
2.5.1	Black employees in Junior Management as a percentage of all junior management	1	88%	55.3%	0.63
2.5.2	Black female employees in Junior Management as a percentage of all junior management	1	44%	35.1%	0.80
2.6	Employees with disabilities				
2.6.1	Black employees with disabilities as a percentage of all employees	2	2%	0.2%	0.23
Element Score:					11.34

The skills development element verified as at December 2017 as follows;

Skills Development:		Weighting points:	Target:	Input data:	Score:
3.1.1 Skills Development Expenditure on any program specified in the learning programmes Matrix for black people					
3.1.1.1	Skills Development Expenditure Learning Programmes specified in the learning Programmes Matrix for black people as a percentage of leviable Amount	8	6%	0.73%	0.98
3.1.1.2	Skills Development Expenditure Learning Programmes specified in the learning Programmes Matrix for black employees with disabilities as a percentage of leviable Amount	4	0.3%	0.30%	4.00
3.1.2 Learnerships, Apprenticeships, and Internships					
3.1.2.1	Number of black employees participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.5%	2.35%	3.76
3.1.2.2	Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of the number of employees	4	2.5%	2.35%	3.76
Bonus Points					
3.1.3	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnership programme	5	100%	35.48%	1.77
Element Score:					14.26

The enterprise and supplier development element verified as at December 2017 as follows;

Supplier & Enterprise Development		Weighting points:	Target:	Input data:	Score:
4.1 Preferential Procurement					
4.1.1	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	5	80%	87.51%	5.00
4.1.2	BEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprise based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	3	15%	26.21%	3.00
4.1.3	BEE Procurement Spend from all Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	4	15%	9.74%	2.60
4.1.4	B-BBEE Procurement Spend from Empowering Suppliers that are 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	9	40%	32.95%	7.41
4.1.5	B-BBEE Procurement Spend from Empowering Suppliers that are 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	4	12%	3.88%	1.29
Bonus Points					
4.1.6	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% black owned	2	2%	1.04%	1.04
4.2 Supplier Development					
4.2.1	Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2%	7.50%	10.00
4.3 Enterprise Development					
4.3.1	Annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	15	1%	9.73%	15.00
4.4 Bonus Points					

4.4.1	Bonus point for graduation of one or more Enterprise development beneficiaries to graduate to the Supplier Development level	1	Yes/No	No	0.00
4.4.2	Bonus point for creating new jobs up to 10% of the workforce directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes/No	No	0.00
4.4.3	Bonus point for creating new jobs 11% or more of the workforce directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	2	Yes/No	No	0.00

Element Score:

45.34

The socio-economic development verified as at December 2017 as follows;

Socio-Economic Development:		Weighting points:	Target:	Input data:	Score:
7.1	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target NPAT	12	1.5%	6.26%	12.00

Element Score:

12.00