

# B-BBEE VERIFICATION

**BEEScore**  
knowing what counts



## GENERIC SCORECARD

|                     |                             |                    |              |
|---------------------|-----------------------------|--------------------|--------------|
| Measured Enterprise | Marsing & Co Africa Pty Ltd | Physical Location  | Johannesburg |
| Registration Number | 1994/003721/07              | Certificate Number | BS G 121112  |

| 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% + 1 vote                                                                                                                                                                                     | 0%       | 0.00  | 0.00        |
|                    |           | Exercisable Voting Rights in the Enterprise in the hands of black women                                                                                                                                                                                  | 2                   | 10%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | Economic Interest of black people in the Enterprise                                                                                                                                                                                                      | 4                   | 25%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | Economic Interest of black women in the Enterprise                                                                                                                                                                                                       | 2                   | 10%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | Economic Interest of the following black natural people in the Enterprise:<br>- black designated groups<br>- black Participants in Employee Ownership Schemes<br>- black beneficiaries of Broad based Ownership<br>- black Participants in Co-operatives | 1                   | 2.5%                                                                                                                                                                                             | 0%       | 0.00  |             |
|                    |           | Ownership fulfilment                                                                                                                                                                                                                                     | 1                   | Shares fully paid for                                                                                                                                                                            |          | 0.00  |             |
|                    |           | Current Equity Interest                                                                                                                                                                                                                                  | 7                   | 25%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           |                                                                                                                                                                                                                                                          |                     | 10% of the Target in Yr 1<br>20% of the Target in Yr 2<br>40% of the Target in Yrs 3 & 4<br>60% of the Target in Yrs 5 & 6<br>80% of the Target in Yrs 7 & 8<br>100% of the Target in Yrs 9 & 10 |          |       |             |
|                    |           | <b>Bonus Points:</b> Involvement in the ownership of the Enterprise of black new entrants                                                                                                                                                                | 2                   | 10%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | <b>Bonus Points:</b> 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%       | 0.00  |             |
| Management Control | 10        | Exercisable Voting Rights of black Board members who are black, adjusted using the Adjusted Recognition for Gender                                                                                                                                       | 3                   | 50%                                                                                                                                                                                              | 0%       | 0.00  | 0.00        |
|                    |           | Black Executive Directors, adjusted using the Adjusted Recognition for Gender                                                                                                                                                                            | 2                   | 50%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | Black Senior Top Management adjusted using the Adjusted Recognition for Gender                                                                                                                                                                           | 5                   | 40%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | <b>Bonus Points:</b> Black Independent Non-Executive Board Members                                                                                                                                                                                       | 1                   | 40%                                                                                                                                                                                              | 0%       | 0.00  |             |
| Employment Equity  | 15        | Black Disabled Employees as a percentage of all employees using the Adjusted Recognition for Gender                                                                                                                                                      | 2                   | 3                                                                                                                                                                                                | 0%       | 0.00  | 3.50        |
|                    |           | Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender                                                                                                                                     | 5                   | 60%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender                                                                                                                                     | 4                   | 75%                                                                                                                                                                                              | 0%       | 0.00  |             |
|                    |           | Black employee in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender                                                                                                                                      | 4                   | 80%                                                                                                                                                                                              | 50%      | 2.50  |             |
|                    |           | Bonus points for meeting or exceeding the EAP targets for each of the above indicators                                                                                                                                                                   | 3                   | 87.50%                                                                                                                                                                                           | Yes      | 1.00  |             |
|                    |           |                                                                                                                                                                                                                                                          |                     |                                                                                                                                                                                                  |          |       |             |

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| Measured Enterprise | Marsing & Co Africa Pty Ltd | Physical Location  | Johannesburg |
| Registration Number | 1994/003721/07              | Certificate Number | BS G 121112  |

| BEE Elements               | Weighting | Indicators                                                                                                                                                                                                 | Indicator Weighting | Target (Years 0-5) | Actual % | Score | Total Score  |
|----------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|----------|-------|--------------|
| Skills Development         | 15        | Skills Development for black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender.                                                                                       | 6                   | 3%                 | 0%       | 0.00  | 0.00         |
|                            |           | Skills Development for black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender.                                                                     | 3                   | 0.3%               | 0%       | 0.00  |              |
|                            |           | Number of black employees participating in In-Service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender                                                     | 6                   | 5%                 | 0%       | 0.00  |              |
| Preferential Procurement   | 20        | B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend                                                         | 12                  | 70%                | 104.20%  | 12.00 | 15.31        |
|                            |           | B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 3                   | 15%                | 87.07%   | 3.00  |              |
|                            |           | B-BBEE Procurement Spend from any of the following Supplier as a percentage of Total Measured Procurement Spend:                                                                                           |                     |                    |          |       |              |
|                            |           | - Suppliers that are 50% black owned                                                                                                                                                                       | 3                   | 12%                | 1.23%    | 0.31  |              |
| Enterprise Development     | 15        | - Suppliers that are 30% black women owned                                                                                                                                                                 | 2                   | 8%                 | 0%       | 0.00  | 15.00        |
|                            |           | Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of Net Profit After Tax or Turnover                            | 15                  | 3% of NPAT         | 3.70%    | 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% of NPAT         | 1.11%    | 5.00  | 5.00         |
| <b>Total</b>               |           |                                                                                                                                                                                                            |                     |                    |          |       | <b>38.81</b> |

## FINAL SCORE

38.81

## STATUS

Level 8

| BEE Status    | BEE Points   | BEE Recognition |
|---------------|--------------|-----------------|
| Level One     | ≥100 points  | 135.00%         |
| Level Two     | ≥85 but <100 | 125.00%         |
| Level Three   | ≥75 but <85  | 110.00%         |
| Level Four    | ≥65 but <75  | 100.00%         |
| Level Five    | ≥55 but <65  | 80.00%          |
| Level Six     | ≥45 but <55  | 60.00%          |
| Level Seven   | ≥40 but <45  | 50.00%          |
| Level Eight   | ≥30 but <40  | 10.00%          |
| Non Compliant | <30          | 0.00%           |

