

EMPOWERDEX

Economic Empowerment Rating Agency



Durban

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Waltons (Pty) Ltd

Registration Number: 1927/000485/07

an EMPOWERDEX Generic Scorecard Verification Report

AAA

Level Two Contributor

Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	A	21.47	20.00	Procurement Recognition Level	125.00%
Management & Control	B	7.16	10.00	Black Ownership	*25.77%
Employment Equity	C	7.53	15.00	Black Women Ownership	15.10%
Skills Development	A	14.74	15.00	VAT Number	4010107623
Preferential Procurement	A	18.72	20.00	Value Adding Enterprise	No
Enterprise Development	A	15.00	15.00	Issue Date	13 September 2012
Socio-Economic Development	A	5.00	5.00	Expiry Date	12 September 2013
Overall Score	AAA	89.62	100.00	Re-Issue Date	31 January 2013
				Operational Capacity	Unconstrained

*Black Ownership includes continuing benefits


For EMPOWERDEX KZN

31 January 2013
Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 09 February 2007)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

EMPOWERDEX	Contribution Level	Qualification	Procurement Recognition Level
AAA+	Level One Contributor	> 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	> 85 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	> 75 But < 85 points on the Scorecard	110.00%
A	Level Four Contributor	> 65 But < 75 points on the Scorecard	100.00%
BBB	Level Five Contributor	> 55 But < 65 points on the Scorecard	80.00%
BB	Level Six Contributor	> 45 But < 55 points on the Scorecard	60.00%
B	Level Seven Contributor	> 40 But < 45 points on the Scorecard	50.00%
C	Level Eight Contributor	> 30 But < 40 points on the Scorecard	10.00%
D	Non Compliant Contributor	< 30 points on the Scorecard	0.00%

Empowerdex Verification Services KwaZulu Natal (Pty) Ltd. Reg. 2006/019138/07
Directors: M Zungu, C Wu, T Pillay, L Ratsoma, A Mathura

Waltons (Pty) Ltd

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Ownership	A	AAA Department of Trade and Industry's Codes of Good Practice (Released February 2007) Level Two Contributor	Unconstrained Operational Capacity
Management & Control	B		
Employment Equity	C		
Skills Development	A		
Preferential Procurement	A		
Enterprise Development	A		
Socio Economic Development	A		
Operational Capacity	A		

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Ownership:				
Verification date:			30 June 2011	
Voting rights of black people:	25%	3.00	25.77%	3.00
Voting rights of black women:	10%	2.00	15.10%	2.00
Economic interest of black people:	25%	4.00	25.77%	4.00
Economic interest of black women:	10%	2.00	15.10%	2.00
Economic interest of designated groups:	2.5%	1.00	8.59%	1.00
Black participants in employee ownership schemes:				
Black beneficiaries of broad based ownership schemes:				
Black participants in co-operatives:				
Ownership fulfillment:	Yes	1.00	No	0.00
Net value:	20%	7.00	20.62%	7.00
Bonus: black new entrant	10%	2.00	8.49%	1.70
Bonus: black participants in schemes of ownership	10%	1.00	7.75%	0.77
TOTAL SCORE: OWNERSHIP	20.00 + 3.00		21.47	
Management & Control:				
Verification date:			31 June 2011	
Black representation at board: (adjusted for gender)	50%	3.00	31.82%	1.91
Black representation of the executive directors: (adjusted for gender)	50%	2.00	31.82%	1.27
Black representation at senior top management: (adjusted for gender)	40%	5.00	31.82%	3.98
Black representation at other top management: (adjusted for gender)	N/A	N/A	N/A	N/A
Bonus points: black independent non-executive directors	40%	1.00	0.00%	0.00
TOTAL SCORE: MANAGEMENT & CONTROL	10.00 + 1.00		7.16	
Employment Equity:				
Verification date:			30 June 2011	
Total permanent workforce analyzed:			2,068	
Total permanent black employees:			1,521	
Total permanent black female employees:			642	
Black disabled representation : (adjusted for gender)	2%	2.00	3.30%	2.00
Black representation at senior management : (adjusted for gender)	43%	5.00	10.42%	0.00
Black representation at middle management: (adjusted for gender)	63%	4.00	28.93%	1.84
Black representation at junior management : (adjusted for gender)	68%	4.00	62.85%	3.70
Bonus Points: meeting or exceeding EAP targets, senior management	88.43%	1.00	20.83%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	88.43%	1.00	33.57%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	88.43%	1.00	57.70%	0.00
TOTAL SCORE: EMPLOYMENT EQUITY	15.00 + 3.00		7.53	



Waltons (Pty) Ltd

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Skills Development:				
Latest Skills Development Plan submitted to:			W & R SETA	
Skills development review period:			1 July 2010 – 30 June 2011	
Skills development spend on black staff:			R 11,173,621.30	
Skills development spend on black female staff:			R 5,005,586.28	
Skills spend on black staff as a percentage of leviabile amount: (adjusted for gender)	3%	6.00	3.74%	6.00
Skills spend on black disabled staff as a percentage of leviabile amount: (adjusted for gender)	0.3%	3.00	0.27%	2.74
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5%	6.00	7.00%	6.00
TOTAL SCORE: SKILLS DEVELOPMENT	15.00		14.74	
Preferential Procurement:				
Preferential procurement policy:			Yes	
Financial period verified:			1 July 2010 – 30 June 2011	
Total expenditure:			R 1,758,872,213.00	
Procurement exclusions:			R 448,794,185.28	
Total measured procurement spend:			R 1,310,078,027.72	
Total BEE procurement as a percentage of total measured procurement spend:	50%	12.00	116.56%	12.00
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10%	3.00	10.85%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9%	3.00	6.04%	2.01
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6%	2.00	5.12%	1.71
TOTAL SCORE: PREFERENTIAL PROCUREMENT	20.00		18.72	
Enterprise Development:				
Enterprise development initiatives:			Yes	
Annual/Cumulative recognition period:			30 June 2011	
Enterprise development as a percentage of NPAT:	3%	15.00	3.14%	15.00
TOTAL SCORE: ENTERPRISE DEVELOPMENT	15.00		15.00	
Socio-Economic Development:				
Socio-economic development initiatives:			yes	
Annual/Cumulative recognition period:			30 June 2011	
Socio-economic development as a percentage of NPAT:	1%	5.00	2.13%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	100.00 + 7.00		89.62	

Analyst:

Tommy Pillay

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