

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	A		
Employment Equity	D		
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 2012	
Voting rights of black people:	25%	3.00	25.08%	2.29
Voting rights of black women:	10%	2.00	14.16%	2.00
Economic interest of black people:	25%	4.00	25.08%	3.06
Economic interest of black women:	10%	2.00	14.16%	2.00
Economic interest of designated groups:	2.5%	1.00	8.14%	1.00
Black participants in employee ownership schemes:			0.00%	
Black beneficiaries of broad based ownership schemes:			0.00%	
Black participants in co-operatives:			0.00%	
Ownership fulfillment:	Yes	1.00	No	0.00
Net value:	25%	7.00	19.18%	6.82
Bonus: black new entrant	10%	2.00	7.46%	0.40
Bonus: black participants in schemes of ownership	10%	1.00	6.81%	0.27
TOTAL SCORE: OWNERSHIP	20.00 ÷ 3.00		17.85	
Management & Control:				
Verification date:			30 June 2012	
Black representation at board: (adjusted for gender)	50%	3.00	36.36%	2.18
Black representation of the executive directors: (adjusted for gender)	50%	2.00	35.00%	1.40
Black representation at top management: (adjusted for gender)	40%	5.00	35.00%	4.38
Bonus points: black independent non-executive directors	40%	1.00	100.00%	1.00
TOTAL SCORE: MANAGEMENT & CONTROL	10.00 ÷ 1.00		8.96	
Employment Equity:				
Verification date:			30 June 2012	
Total permanent workforce analyzed:			2 068	
Total permanent black employees:			1 521	
Total permanent black female employees:			642	
Black disabled representation : (adjusted for gender)	3%	2.00	3.02%	2.00
Black representation at senior management : (below sub-minimum)	60%	5.00	10.42%	0.00
Black representation at middle management: (below sub-minimum)	75%	4.00	28.93%	0.00
Black representation at junior management : (adjusted for gender)	80%	4.00	64.55%	3.23
Bonus Points: meeting or exceeding EAP targets, senior management	88.76%	1.00	20.83%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	88.76%	1.00	33.57%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	88.76%	1.00	57.70%	0.00
TOTAL SCORE: EMPLOYMENT EQUITY	15.00 ÷ 3.00		5.23	