

B-BEE SCORECARD – DETAILED ANALYSIS

Measured Entity	HUDACO TRADING PROPRIETARY LIMITED Including its Business Units in Annexure “A” of the Certificate	Certificate # Moore8916 – 220429 – 01
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Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4	25.01%	25% + 1 Vote	37.18%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%		11.26%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%		36.15%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%		10.74%	2.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	3.00%		6.67%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%		28.60%	2.00
Realisation Points	Net Equity Value	8	25.00%	As per Net Equity Calculations (Formula A or B)	11.57	8.00
25.00						

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Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	2	50.00%		28.56%	1.14
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%		28.56%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%		0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	25.00%		0.00%	0.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%		33.33%	1.11
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%		33.33%	1.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%		15.15%	0.50
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%		4.79%	0.16
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%		19.18%	0.51
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%		5.57%	0.15
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%		46.39%	0.53
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%		13.55%	0.31
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%		3.98%	2.00
8.41						

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Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	6	3.50%	Excluding Bursaries	2.26%	3.87
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.50%	Only Bursaries	0.34%	0.54
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount	4	0.30%		0.60%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%		5.00%	6.00
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	of Learnership Target above	8.07%	0.40
14.81						

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Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Preferential Procurement	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	80.00%		64.65%	4.04
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%		12.82%	2.56
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%		11.61%	3.10
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	11	50.00%		32.44%	7.14
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%		22.81%	4.00
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%		4.52%	2.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	of NPAT	2.10%	10.00
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	of NPAT	1.17%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes		No	0.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes		Yes	1.00
38.84						

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	5	1.00%	of NPAT	1.15%	5.00
5.00						

Technical Signatory: **Neil van Rooyen**; For **Moore BEE Johannesburg ER Proprietary Limited**: 
 Verification Analyst: **Jesse Cloete / Thabang Makobe**

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Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%		0.00%	0.00
	Achieved 2 x Y.E.S Absorption Target		2.50%		0.00%	
						0.00

TOTAL BEE SCORE	92.06 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 3

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	110%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Applied Scorecard: General - Generic (Revised Codes) - R2
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