



VERIFICATION

Final BEE Verification Report

Rhodes Food Group Holdings Ltd

Including Rhodes Food Group (Pty) Ltd & Pakco (Pty) Ltd

21 December 2018

1. Details of Measured Entity:

Company Name	Rhodes Food Group Holdings Ltd
Trade Name	Rhodes Food Group Holdings Ltd
Address	1 Pniel Street Groot Drakenstein, 7680
Registration Number	2012/074392/06
Vat Number	470 026 7158

2. Scorecard Overview:

Equity Ownership	4.24
Management Control	8.69
Skills Development	6.54
Enterprise & Supplier Development	21.52
Socio Economic Development	15.00
TOTAL SCORE	55.99

3. BB BEE Status:

BEE Recognition Level	10%
BEE Status	LEVEL 8
Black Ownership Voting	20.66%
Black Female Ownership Voting	2.58%
Black Ownership Economic Interest	0.73%
Black Female Economic Interest	0.34%
Empowering Supplier	YES
Designated Group Supplier	NO
Applicable Scorecard	Agricultural Sector - Generic (Revised Codes)
Applicable BEE Codes	Amended AGRIBEE Sector Code 08 December 2017
Certificate Number	9418

4. Scorecard Summary:

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%	20.66%	3.30
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	2.58%	0.52
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	0.73%	0.12
	Economic Interest of black Women in the Enterprise	2	10.00%	0.34%	0.07
	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	4.00%	0.00%	0.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	0.00%	0.00
Realisation Points	Net Equity Value	8	25.00%	0.23	0.23
					4.24

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%	44.44%	1.78
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	22.22%	0.89
	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%	36.36%	1.21
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	18.18%	0.61
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	11.16%	0.37
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	3.20%	0.11
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	24.29%	0.65
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	12.09%	0.32
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	49.83%	0.57
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	21.40%	0.49
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.71%	1.71
					8.69

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 Leivable Amount	8	6.00%	1.53%	0.73
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people with disabilities as a percentage of Leivable Amount	4	0.30%	0.51%	0.01
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	0.91%	1.45
	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	2.50%	4.00
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	7.07%	0.35
					6.54

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%	39.07%	2.44
	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%	1.91%	0.38
	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%	6.92%	1.85
	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	9	40.00%	7.22%	1.63
	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%	3.01%	1.00
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%	0.87%	0.87
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	1.47%	7.35
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.50%	4.34%	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
					21.52

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	15	1.50%	1.55%	15.00
					15.00
TOTAL BEE SCORE				55.99 Points	