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## Broad-Based Black Economic Empowerment Scorecard of

# RFG Holdings Limited

Registration Number: 2012/074392/06 | VAT Number: 4700267158 | 1 Pniel Road, Groot Drakenstein, Paarl, 7680

Generic Enterprise

B-BBEE Status: Level 3

B-BBEE Recognition Level: 110%

Effective Date : 01 December 2021  
 Re-Issue Date : N/A  
 Expiry Date : 30 November 2021  
 B-BBEE Scorecard Applied : Amended Agri B-BBEE Sector  
 Certificate Reference : GEN/RHOD001/21  
 Financial Period under review : Period ending 27 September 2021  
 Verification Analyst : Sandica Balrishie & Nwabisa Funani

### 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	25.00%	25% + 1 Vote	24.56%	3.93
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%		9.44%	1.89
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%		19.66%	3.15
	Economic Interest of black Women in the Enterprise	2	10.00%		8.76%	1.75
	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; - Farm workers	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%	As per Net Equity Calculations (Formula A or B)	6.29	6.29
						<b>17.01</b>

## 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%	40.00%	1.60
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	30.00%	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%	50.00%	1.67
	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%	18.37%	0.61
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	9.27%	0.31
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	23.71%	0.63
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	10.03%	0.26
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	47.37%	0.54
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	20.37%	0.46
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.94%	1.94
					<b>10.02</b>

## 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%	(provided 85% is on core and critical skills) 2.44%	3.26
	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%	(provided 85% is on core and critical skills) 0.51%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	(provided 85% is on core and critical skills) 2.50%	4.00
Unemployed Learners	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	(provided 85% is on core and critical skills) 2.28%	3.65
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	7.14%	0.36
					<b>15.27</b>

## 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%		68.23%	4.26
	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%		3.61%	0.72
	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%		13.00%	3.47
	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%	Year 4 (30%) provided the ME achieves at least 3% for Supplier Development	28.52%	6.42
	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%	Phase in: Year 1-4 (6%), provided the ME achieves at least 3% for Supplier Development	22.30%	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%		0.90%	0.90
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%		1.98%	9.90
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%	of NPAT	2.44%	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
						<b>35.67</b>

## 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%	of NPAT	1.61%	15.00
						<b>15.00</b>

## 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%	
						<b>0.00</b>

<b>TOTAL BEE SCORE</b>	<b>92.97 Points</b>
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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: Agricultural Sector - Generic (Revised Codes)

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Technical signatory – Mohamed Khan  
Date: 1 December 2021