

# EMPOWERDEX

Economic Empowerment Rating Agency



Johannesburg

Contact Marketing at EMPOWERDEX: (+27) 11 883 8548

## Execuflora (Pty) Ltd

Registration Number: 1999/001577/07

### an EMPOWERDEX Generic Scorecard Verification Report

**AA**

### Level Three Contributor

Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	A	19.13	20.00	Procurement Recognition Level	110.00%
Management & Control	B	8.00	10.00	Black Ownership	14.49%
Employment Equity	C	7.37	15.00	Black Women Ownership	8.58%
Skills Development	C	8.01	15.00	VAT Number	4880213022
Preferential Procurement	B	15.46	20.00	Value Adding Enterprise	Yes
Enterprise Development	A	15.00	15.00	Issue Date	05 December 2011
Socio-Economic Development	A	4.50	5.00	Expiry Date	04 December 2012
<b>Overall Score</b>	<b>AA</b>	<b>77.47</b>	<b>100.00</b>	Operational Capacity	Unconstrained

For EMPOWERDEX (Pty) Ltd

05 December 2011

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) and interpreted using the Interpretive Guide (released 29 June 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 (Pty) Ltd. Reg. 2001/027963/07  
Directors: V Jack, C Wu, J Stumbles, L Ratsoma



**Executive Summary: Execufloira (Pty) Ltd**

BEE Elements	Status	EMPOWERDEX Score		Rating Components	
Ownership	A	<b>AA</b> Department of Trade and Industry's Codes of Good Practice (Released February 2007) <b>Level Three Contributor</b>		<b>Unconstrained Operational Capacity</b>	
Management & Control	B				
Employment Equity	C				
Skills Development	C				
Preferential Procurement	B				
Enterprise Development	A				
Socio Economic Development	A				
Operational Capacity	A				
Detailed Indicators		Target Level	Target Score	Verified Level	Verified Score
<b>Ownership:</b>					
Verification date:				31 June 2011	
Voting rights of black people:	25.10%	3.00	14.49%	1.74	
Voting rights of black women:	10.00%	2.00	8.58%	1.72	
Economic interest of black people:	25.00%	4.00	14.49%	2.32	
Economic interest of black women:	10.00%	2.00	8.58%	1.72	
Economic interest of designated groups:	2.50%	1.00	0.00%	1.00	
Black participants in employee ownership schemes:			0.00%		
Black beneficiaries of broad based ownership schemes:			4.81%		
Black participants in co-operatives:			0.00%		
Ownership fulfillment:	Yes	1.00	No	0.00	
Net value:	25.00%	7.00	14.49%	4.06	
Bonus: black new entrant	10.00%	2.00	5.27%	0.61	
Bonus: black participants in schemes of ownership	10.00%	1.00	4.81%	0.41	
Continuing benefits				5.55	
<b>TOTAL SCORE: OWNERSHIP</b>		<b>20.00</b>		<b>19.13</b>	
<b>Management &amp; Control:</b>					
Verification date:				31 June 2011	
Black representation at board: (adjusted for gender)	50.00%	3.00	50.00%	3.00	
Black representation of the executive directors: (adjusted for gender)	50.00%	2.00	50.00%	2.00	
Black representation at senior top management: (adjusted for gender)	40.00%	3.00	45.00%	3.00	
Black representation at other top management (adjusted for gender)	40.00%	2.00	0.00%	0.00	
Bonus points: black independent non-executive directors	40.00%	2.00	0.00%	0.00	
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>		<b>10.00</b>		<b>8.00</b>	
<b>Employment Equity:</b>					
Verification date:				31 June 2011	
Total permanent workforce analyzed:				224	
Total permanent black employees:				186	
Total permanent black female employees:				60	
Black disabled representation : (adjusted for gender)	2.00%	2.00	0.23%	0.00	
Black representation at senior management : (adjusted for gender)	43.00%	5.00	0.00%	0.00	
Black representation at middle management: (adjusted for gender)	63.00%	4.00	62.27%	3.95	
Black representation at junior management : (adjusted for gender)	68.00%	4.00	58.07%	3.42	
Bonus Points: meeting or exceeding EAP targets, senior management	87.50%	1.00	0.00%	0.00	
Bonus Points: meeting or exceeding EAP targets, middle management	87.50%	1.00	61.54%	0.00	
Bonus Points: meeting or exceeding EAP targets, Junior management	87.50%	1.00	79.57%	0.00	
<b>TOTAL SCORE: EMPLOYMENT EQUITY</b>		<b>15.00</b>		<b>7.37</b>	



**Executive Summary: Execuflora (Pty) Ltd**

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
<b>Skills Development:</b>				
Latest Skills Development Plan submitted to:			AGRISETA	
Skills development review period:			01 July 2010 – 31 June 2011	
Skills development spend on black staff:			286,085.09	
Skills development spend on black female staff:			189,703.61	
Skills spend on black staff as a percentage of leviabile amount: (adjusted for gender)	3.00%	6.00	1.99%	3.99
Skills spend on black disabled staff as a percentage of leviabile amount: (adjusted for gender)	0.30%	3.00	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5.00%	6.00	3.35%	4.02
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>	<b>15.00</b>		<b>8.01</b>	
<b>Preferential Procurement:</b>				
Preferential procurement policy:			Yes	
Financial period verified:			01 July 2010 – 31 June 2011	
Total expenditure:			47,970,788	
Procurement exclusions:			17,940,532	
Total measured procurement spend:			30,030,256	
Total BEE procurement as a percentage of total measured procurement spend:	50.00%	12.00	51.55%	12.00
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10.00%	3.00	28.38%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9.00%	3.00	0.79%	0.26
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6.00%	2.00	0.60%	0.20
<b>TOTAL SCORE: PREFERENTIAL PROCUREMENT</b>	<b>20.00</b>		<b>15.46</b>	
<b>Enterprise Development:</b>				
Enterprise development initiatives:			Yes	
Cumulative recognition period:			01 July 2010 – 31 June 2011	
Enterprise development as a percentage of NPAT:	3.00%	15.00	3.18%	15.00
<b>TOTAL SCORE: ENTERPRISE DEVELOPMENT</b>	<b>15.00</b>		<b>15.00</b>	
<b>Socio-Economic Development:</b>				
Socio-economic development initiatives:			Yes	
Cumulative recognition period:			01 July 2010 – 31 June 2011	
Socio-economic development as a percentage of NPAT:	1.00%	5.00	0.90%	4.50
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>	<b>5.00</b>		<b>4.50</b>	
<b>TOTAL SCORE:</b>	<b>100.00</b>		<b>77.47</b>	

**Analyst:**

**Kristen Reddy**

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