

Verification Report and Scorecard

Apex Industrial Holdings (Pty) Ltd

17 November 2021

Verification:

This Report is the result of a verification carried out by the analyst who compiled this report. The Verification was done in terms of the Broad-Based Black Economic Empowerment Act 53 of 2003 and the Codes of Good Practice. This report is a factual finding report by the Analyst and provides a reflection of the initiatives undertaken by the Measured Entity.

Decision:

The Verification Manager evaluates all the findings and submissions of the analyst.
If the results are found to be true and accurate the Verification Manager will issue the certificate.

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Document Number:	CORE003 F01	Revision Number:	000
Title:	Report and Scorecard Generic	Date:	04 May 2020
Compiler:	Greg Wood	Approved:	Leandra Arnold

1. Details of Measured Entity:

Company Name	Apex Industrial Holdings (Pty) Ltd
Trade Name	Apex Industrial Holdings
Address	Building 4 Commerce Square, 39 Rivonia Road, Sandhurst, Sandton, 2191
Registration Number	2018/546188/07
Vat Number	N/A

2. Scorecard Overview:

Ownership Equity	25.00
Management Control	8.11
Skills Development	11.89
Enterprise Supplier Development	34.10
Socio Economic Development	5.00
TOTAL SCORE	84.10

3. B-BBEE Status:

BEE Recognition Level	125%
BEE Status	Level 2
Subminimum discount applied (already discounted above if applicable)	No
Black Ownership	26.00%
Black Female Ownership	17.16%
Qualifying Enterprise Supplier Development Beneficiary	No
Empowering Supplier Status	Yes
Applicable BEE Codes	Amended Codes of Good Practice
Financial Period Measured	01 July 2020 – 30 June 2021
Verification Date	17 November 2021
Issue Date	19 November 2021
Expiry Date	18 November 2022
Certificate Number	7239

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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	25.37%	26.00%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	17.16%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	26.00%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%	17.16%	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%	26.00%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	26.00%	2.00
Realisation Points	Net Equity Value	8	25.00%	8.32	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%	50.00%	2.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	50.00%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	50.00%	2.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	50.00%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%	0.00%	0.00
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	0.00%	0.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	9.09%	0.30
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	0.00%	0.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	26.18%	0.70
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	0.00%	0.00
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	58.20%	0.66
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	10.00%	0.23
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.22%	0.22
					8.11

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	6	3.50%	2.05%	3.52
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.50%	0.00%	0.00
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.19%	2.56
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%	4.85%	5.82
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	0.00%	0.00
					11.89

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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%	50.19%	3.14
	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%	16.35%	3.00
	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%	3.30%	0.88
	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%	23.11%	5.08
	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%	19.25%	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%	13.40%	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%	27.72%	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%	9.89%	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
					34.10

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%	2.71%	5.00
					5.00

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Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Point	Achieved 2 x Y.E.S Employment Target		2.50%	10.00%	0.00
					0.00

TOTAL BEE SCORE	84.10 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 2

<--Enhanced by 2 Levels

YOUTH EMPLOYMENT SERVICE	YES
PROCUREMENT LEVEL	125%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO



VERIFICATION ANALYST

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