



EMPOWERDEX

Economic Empowerment Rating Agency

Johannesburg

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The Bidvest Group Limited

Registration Number: 1946/021180/06

an EMPOWERDEX Generic Scorecard

BBB

Level Five Contributor

Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	A	20.20	20.00	Procurement Recognition Level	80.00%
Control	D	3.44	10.00	Black Ownership	26.70%
Employment Equity	D	5.85	15.00	Black Women Ownership	13.70%
Skills Development	C	6.46	15.00	VAT Number	TBA
Preferential Procurement	D	6.24	20.00	Value Adding Enterprise	No
Enterprise Development	C	7.98	15.00	Issue Date	25 November 2008
Socio-Economic Development	A	5.00	5.00	Expiry Date	24 November 2009
Overall Score	BBB	55.17	100.00	Operational Capacity	Unconstrained

For EMPOWERDEX (Pty) Ltd

25 Nov 2008

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 (CEO), C Wu (D-CEO), L Ratsoma (MD), B Khoosal, D Nxumalo, J Stumbles.



Executive Summary: The Bidvest Group Limited

BEE Elements	Status	EMPOWERDEX Score	Rating Components
BEE Ownership	A	BBB Department of Trade and Industry's Codes of Good Practice (Released February 2007)	Unconstrained Operational Capacity
BEE Management	D		
Employment Equity	D		
Skills Development	C		
Preferential Procurement	D		
Enterprise Development	C		
Socio Economic Development	A		
Operational Capacity	A	Level Five Contributor	

Detailed Indicators	Verified Level	Score
BEE ownership:		20.20/20.00
Voting rights of black people:	26.70%	3.00
Voting rights of black women:	13.70%	2.00
Economic interest of black people:	26.70%	4.00
Economic interest of black women:	13.70%	2.00
Economic interest of designated groups:	7.80%	1.00
Black participants in employee ownership schemes:	0.00%	0.00
Black beneficiaries of broad based ownership schemes:	0.00%	0.00
Black participants in co-operatives:	0.00%	0.00
Ownership fulfillment:	No	0.00
Net value:	23.10%	7.00
Bonus points: black new entrant	5.80%	1.20
Bonus points: black participants in schemes of ownership	No	0.00
Management Control:		3.44/10.00
Black representation at board	27.27%	1.64
Black representation of the executive directors	5.56%	0.22
Black representation at top management	0.00%	0.00
Black representation at other top management	27.27%	1.27
Bonus points:	12.5%	0.31
Employment equity:		5.85/15.00
Total workforce analysed:	79 194	N/A
Black representation:	84.58%	N/A
Black female representation:	36.06%	N/A
Black disabled representation (below subminimum):	0.12%	0.00
Black representation at senior management (below subminimum):	16.97%	0.00
Black representation at middle management:	43.25%	2.75
Black representation at junior management:	52.66%	3.10
Employment equity report:	Yes	N/A



Executive Summary: The Bidvest Group Limited

Detailed Indicators	Verified Level	Score
Skills development:		6.46/15.00
Skills development spend on black people ('000):	R 181 842	N/A
Skills development spend on black females ('000):	R 127 930	N/A
Skills development plan submitted to:	N/A	N/A
Skills spend as a % of leviabale amount	2.62%	5.24
Skills spend on black disabled people as a % of leviabale amount	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees:	1.01%	1.22
Preferential procurement:		6.24/20.00
Preferential procurement policy:	Yes	N/A
Procurement exclusions ('000):	R 23 472 513	N/A
Total measured spend ('000):	R 35 805 673	N/A
Total BEE procurement:	23.35%	5.60
BEE procurement from QSE's and EME's:	1.43%	0.43
BEE procurement from black owned suppliers:	0.47%	0.16
BEE procurement from black women owned suppliers:	0.16%	0.05
Enterprise development:		7.98/15.00
Enterprise development initiatives:	Yes	N/A
Enterprise development	1.60%	7.98
Socio economic development:		5.00/5.00
Socio economic development initiatives:	Yes	N/A
Socio economic development:	1.55%	5.00
Total:		55.17/100.00

Analyst:

Anton Baumann

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