



An EMPOWERDEX Generic Scorecard Final Report

HUDACO TRADING (PTY) LTD

Registration Number: 1984/005432/07

Including Business Units Listed in Annexure "A"

AA

LEVEL 3 CONTRIBUTOR					
ELEMENT	EMPOWERDEX SCORE	TARGET SCORE	B-BBEE ANALYSIS		RESULTS
Ownership	A	23.31	25.00	≥ 51% Black Ownership	No
Management Control	D	6.32	19.00	Black Ownership Percentage	26.67%
Skills Development	B	17.02	20.00	≥ 30% Black Women Ownership	No
Enterprise & Supplier Development	A	39.07	40.00	Black Women Ownership Percentage	14.82%
Socio-Economic development	A	5.00	5.00	Modified Flow-Through Principle Applied	No
Overall Score	AA	90.72	109.00	51% Black Owned Designated Group Supplier	No
Empowering Supplier		Yes		VAT Number	4740230513
Recognised Procurement Recognition Level		110.00%		Issue Date	15 August 2017
Discounting Principle Applicable		Yes		Expiry Date	14 August 2018
Recorded Procurement Recognition Level		110.00%		Re-Issue Date	N/A

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 11 October 2013). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

For EMPOWERDEX (Pty) Ltd

15 August 2017
Date



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EXECUTIVE SUMMARY PER ELEMENT: HUDACO TRADING (PTY) LTD

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP				
Verification Date				18 April 2017
Voting rights of black people:	25.10% + 1 vote	4.00	27.82%	4.00
Voting rights of black women:	10.00%	2.00	15.23%	2.00
Economic interest of black people:	25.00%	4.00	26.67%	4.00
Economic interest of black women:	10.00%	2.00	14.82%	2.00
Economic interest of designated groups:				
Black participants in employee ownership schemes:	3.00%	3.00	25.25%	3.00
Black beneficiaries of broad based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	2.00%	2.00	25.00%	2.00
Net Value:	25.10%	8.00	19.72%	6.31
TOTAL SCORE: OWNERSHIP		25.00		23.31
Sub minimum achieved		3.20		YES
MANAGEMENT AND CONTROL				
Verification Date				04 August 2017
Black representation at board:	50.00%	2.00	50.00%	2.00
Black Female representation at board:	25.00%	1.00	50.00%	1.00
Black representation of the executive directors:	50.00%	2.00	0.00%	0.00
Black female representation of the executive directors:	25.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	2.00	28.57%	0.95
Black Female Executive Management:	30.00%	1.00	0.00%	0.00
Black Senior Management as % of all Senior Management	60.00%	2.00	16.75%	0.56
Black Female Senior Management as % of all Senior	30.00%	1.00	7.12%	0.24
Black Middle Management as % of all Middle Management	75.00%	2.00	14.72%	0.39
Black Female Middle Management as % of all Middle	38.00%	1.00	3.83%	0.10
Black Junior Management as % of all Junior Management	88.00%	1.00	42.08%	0.48
Black Female Junior Management as % of all Junior	44.00%	1.00	9.87%	0.22
Black Employees with Disabilities as % of all Employees	2.00%	2.00	0.38%	0.38
TOTAL SCORE: MANAGEMENT & CONTROL		19.00		6.32
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:				
Skills development review period:				01 December 2015 to 30 November 2016
Skills spend on black people as a percentage of leviabale amount:	6.00%	8.00	4.59%	6.12
Skills spend on black disabled staff as a percentage of leviabale amount:	0.30%	4.00	0.06%	0.82
Learnerships and category B,C and D programmes for black employees as a percentage of total employees:	2.50%	4.00	2.50%	4.00
Learnerships and category B,C and D programmes for black unemployed people as a percentage of total employees:	2.50%	4.00	1.89%	3.02
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	61.11%	3.06
TOTAL SCORE: SKILLS DEVELOPMENT		20.00+5.00		17.02
Sub minimum achieved		8.00		YES
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:				01 December 2015 to 30 November 2016

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Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	90.57%	5.00
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	21.71%	3.00
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	14.33%	3.82
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	29.50%	6.64
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	9.97%	3.32
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	0.29%	0.29
TOTAL SCORE: Preferential Procurement	25.00+2.00		22.07	
Sub minimum achieved	10.00		YES	
Supplier Development:				
Financial period verified:				01 December 2015 to 30 November 2016
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	10.31%	10.00
TOTAL SCORE: Supplier Development	10.00		10.00	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:				01 December 2015 to 30 November 2016
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	5.91%	5.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus Points - For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	YES	1.00
TOTAL SCORE: Enterprise Development	5.00		7.00	
Sub minimum achieved	2.00		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	40.00 + 4.00		39.07	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:				01 December 2015 to 30 November 2016
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	2.14%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	109.00		90.72	

ANALYST:

MARKO VAN DEN BERG

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%

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