

# EMPOWERDEX



Economic Empowerment Rating Agency

Johannesburg

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

## Broll Property Group (Pty) Ltd

Registration Number: 2008/027519/07

### an EMPOWERDEX Generic Scorecard Verification Report

**AA**

Level Three Contributor					
Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	B	15.20	20.00	Procurement Recognition Level	110.00%
Management & Control	A	8.04	10.00	Black Ownership	20.00%
Employment Equity	B	9.95	15.00	Black Women Ownership	20.00%
Skills Development	C	8.71	15.00	VAT Number	4320527092
Preferential Procurement	A	17.34	20.00	Value Adding Enterprise	Yes
Enterprise Development	A	15.00	15.00	Issue Date	07 July 2011
Socio-Economic Development	A	5.00	5.00	Expiry Date	06 July 2012
Overall Score	AA	79.24	100.00	Operational Capacity	Unconstrained

**PRELIMINARY REPORT FOR DISCUSSION PURPOSES ONLY**

For EMPOWERDEX (Pty) Ltd

07 July 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: Broll Property Group (Pty) Ltd**

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Ownership	B	<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	A		
Employment Equity	B		
Skills Development	C		
Preferential Procurement	A		
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:				28 February 2011
Voting rights of black people:	25.10%	3.00	20.00%	2.40
Voting rights of black women:	10.00%	2.00	20.00%	2.00
Economic interest of black people:	25.00%	4.00	20.00%	3.20
Economic interest of black women:	10.00%	2.00	20.00%	2.00
Economic interest of designated groups:	2.50%	1.00	0.00%	0.00
Black participants in employee ownership schemes:			0.00%	
Black beneficiaries of broad based ownership schemes:			0.00%	
Black participants in co-operatives:			0.00%	
Ownership fulfillment:	Yes	1.00	No	0.00
Net value:	25.00%	7.00	20.00%	5.60
Bonus: black new entrant	10.00%	2.00	0.00%	0.00
Bonus: black participants in schemes of ownership	10.00%	1.00	0.00%	0.00
<b>TOTAL SCORE: OWNERSHIP</b>	<b>20.00</b>		<b>15.20</b>	
<b>Management &amp; Control:</b>				
Verification date:				February 2011
Black representation at board: (adjusted for gender)	50.00%	3.00	30.00%	1.80
Black representation of the executive directors: (adjusted for gender)	50.00%	2.00	21.44%	0.86
Black representation at top management: (adjusted for gender)	40.00%	5.00	35.00%	4.38
Bonus points: black independent non-executive directors	40.00%	1.00	100.00%	1.00
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>	<b>10.00</b>		<b>8.04</b>	
<b>Employment Equity:</b>				
Verification date:				28 February 2011
Total permanent workforce analyzed:				522
Total permanent black employees:				257
Total permanent black female employees:				121
Black disabled representation : (adjusted for gender)	2.00%	2.00	1.34%	1.34
Black representation at senior management : (adjusted for gender)	43.00%	5.00	22.92%	2.66
Black representation at middle management: (adjusted for gender)	63.00%	4.00	39.26%	2.49
Black representation at junior management : (adjusted for gender)	68.00%	4.00	58.85%	3.46
Bonus Points: meeting or exceeding EAP targets, senior management	87.50%	1.00	29.17%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	87.50%	1.00	39.60%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	87.50%	1.00	49.69%	0.00
<b>TOTAL SCORE: EMPLOYMENT EQUITY</b>	<b>15.00</b>		<b>9.95</b>	



**Executive Summary: Broll Property Group (Pty) Ltd**

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
<b>Skills Development:</b>				
Latest Skills Development Plan submitted to:			SERVICES SETA	
Skills development review period:			01 January 2010 – 28 February 2011	
Skills development spend on black staff:			R3,819,275	
Skills development spend on black female staff:			R1,752,784	
Skills spend on black staff as a percentage of leviabale amount: (adjusted for gender)	3.00%	6.00	1.71%	3.42
Skills spend on black disabled staff as a percentage of leviabale 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	4.40%	5.29
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>	<b>15.00</b>		<b>8.71</b>	
<b>Preferential Procurement:</b>				
Preferential procurement policy:			Yes	
Financial period verified:			01 January 2010 – 28 February 2011	
Total expenditure:			R284,771,017	
Procurement exclusions:			R214,561,512	
Total measured procurement spend:			R70,209,506	
Total BEE procurement as a percentage of total measured procurement spend:	50.00%	12.00	67.63%	12.00
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10.00%	3.00	27.41%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9.00%	3.00	1.02%	0.34
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6.00%	2.00	6.31%	2.00
<b>TOTAL SCORE: PREFERENTIAL PROCUREMENT</b>	<b>20.00</b>		<b>17.34</b>	
<b>Enterprise Development:</b>				
Enterprise development initiatives:			Yes	
Cumulative recognition period:			01 January 2007 – 28 February 2011	
Enterprise development as a percentage of NPAT:	3.00%	15.00	4.61%	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 January 2007 – 28 February 2011	
Socio-economic development as a percentage of NPAT:	1.00%	5.00	1.92%	5.00
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>	<b>5.00</b>		<b>5.00</b>	
<b>TOTAL SCORE:</b>	<b>100.00</b>		<b>79.24</b>	

**Analyst:**

**Anshen Kishun**

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