



RENAISSANCE
SA Rating
Making BEE our Business

Verification Report and Scorecard

Salungano Group Limited

(Including Subsidiaries in Annexure A)

11 March 2024

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.

1. Details of Measured Entity:

Company Name	Salungano Group Limited
Trade Name	Salungano Group Limited
Address	1st Floor Building 10 Woodmead Business Park 142 Western Service Road Woodmead Sandton
Registration Number	2005/006913/06
Vat Number	4660262058

2. Scorecard Overview:

Ownership Equity	25.00
Management Control	17.25
Skills Development	18.22
Enterprise Supplier Development	39.32
Socio Economic Development	5.00
TOTAL SCORE	104.79

3. B-BBEE Status:

BEE Recognition Level	135%
BEE Status	LEVEL 1
Subminimum discount applied (already discounted above if applicable)	No
Black Ownership	80.23%
Black Female Ownership	18.29%
Empowering Supplier Status	YES
Applicable BEE Codes	DTI Generic Code
Financial Period Measured	01 Apr 2022 - 31 Mar 2023
Verification Date	21 February 2024
Scorecard Number	16689

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	25.01%	80.23%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	18.29%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	80.23%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%	18.29%	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%	17.71%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	39.04%	2.00
Realisation Points	Net Equity Value	8	25.00%	25.67	8.00
					25.00

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%	100.02%	2.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	16.67%	0.67
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	100.00%	2.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	33.33%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%	100.00%	2.00
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	40.00%	1.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	56.15%	1.87
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	29.08%	0.97
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	68.80%	1.83
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	37.10%	0.98
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	81.16%	0.92
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	40.91%	0.93
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.08%	1.08
					17.25

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%	3.05%	5.23
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.50%	2.36%	3.77
	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%	0.49%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%	4.35%	5.22
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
					18.22

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%	83.91%	5.00
	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%	5.64%	1.13
	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%	4.48%	1.19
	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%	51.88%	11.00
	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%	23.16%	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%	6.04%	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%	2.51%	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%	1.37%	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	No	0.00
					39.32

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%	1.62%	5.00
					5.00

Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	104.79 Points
------------------------	----------------------

BROAD BASED CONTRIBUTION LEVEL

LEVEL 1

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	135%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Wendy Nkosi

VERIFICATION ANALYST