

MEASURED ENTERPRISE

Company Name	Reeflite (Pty) Ltd
Trade Name	
Physical Location	36 Fransen Steet, Chamdor, Krugersdorp, 1740
Registration Number	2005/022251/07
Vat Number	4300240894
Certificate Number	CNR 009774 - REV 0

B-BBEE SCORE PER ELEMENT

Equity Ownership	0.00
Management Control	0.00
Employment Equity	0.00
Skills Development	0.00
Preferential Procurement	12.04
Enterprise Development	15.00
Socio Economic Development	4.20
TOTAL SCORE	31.24

B-BBEE STATUS

BEE Procurement Recognition Level	10% Recognition
BEE Status	Level Eight Contributor
Black Ownership	0 %
Black Female Ownership	0 %
Value-Adding Supplier	No
Enterprise Development Beneficiary	No
Beneficiary Category	N/A
Applicable Scorecard	Generic
Applicable BEE Code	Gazetted Codes 29617
On Site Date	28 November 2012
Effective Date	17 January 2013
Analyst	Vaneshan Naidoo

OWNERSHIP

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score	
Voting Rights:						
Exercisable Voting Rights in the Enterprise in the hands of black people	3	25% + 1 vote	0.00%	0.00	0.00	
Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	0.00%	0.00		
Economic Interest:						
Economic Interest of black people in the Enterprise	4	25%	0.00%	0.00		
Economic Interest of black women in the Enterprise	2	10%	0.00%	0.00		
Economic Interest of the following black natural people in the Enterprise 1. Black designated groups; 2. Black participants in Employee Ownership Schemes; 3. Black beneficiaries of Broad based Ownership Schemes; or 4. Black Participants in Co-operatives.	1	2.5%	0.00%	0.00		
Realization Points:						
Ownership Fulfillment	1	Refer to par. 10.1	0.00%	0.00		
Net Equity Interest	7	Refer to Annex C par. 4	0.00%	0.00		
Bonus points:						
Involvement in the ownership of the Enterprise of black new entrants	2	10%	0.00%	0.00		
Involvement in the ownership of the Enterprise of black Participants: 1. in Employee Ownership Schemes; 2. of Broad-Based Ownership Schemes; or 3. Co-operatives.	1	10%	0.00%	0.00		

MANAGEMENT CONTROL

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score	
Board Participation:						
Exercisable voting rights of black Board members who are black adjusted using the adjusted recognition for gender	3	50%	0.00%	0.00	0.00	
Black executive directors adjusted using the adjusted recognition for gender	2	50%	0.00%	0.00		
Top Management:						
Black senior top management adjusted using the adjusted recognition for gender	3	40%	0.00%	0.00		
Black other top management adjusted using the adjusted recognition for gender	2	40%	0.00%	0.00		
Bonus points:						
Black independent non executive board members	1	40%	0.00%	0.00		

EMPLOYMENT EQUITY

Measurement Category and Criteria	Weighting Points	Compliance Target		Actual %	Score	Total Score
		0-5 Yrs	6-10 Yrs			
Black disabled employees as a percentage of all employees	2	2%	3%	0.00%	0.00	0.00
Black employees in Senior Management as a percentage of all such employees using the adjusted recognition for gender	5	43%	60%	0.00%	0.00	
Black employees in Middle Management as a percentage of all such employees using the adjusted recognition for gender	4	63%	75%	0.00%	0.00	
Black employees in Junior Management as a percentage of all such employees using the adjusted recognition for gender	4	68%	80%	0.00%	0.00	
Bonus point for meeting or exceeding the EAP targets in each category	3				0.00	

SKILLS DEVELOPMENT

Category	Weighting Points	Compliance Target	Actual %	Score	Total Score
Skills Development Expenditure on any program specified in the Learning Programmes Matrix (Code 400, P57): Skills development Expenditure on the Learning Programmes for black employees as a percentage of Leivable Amount Using the Adjusted Recognition for Gender	6	3%	0.00%	0.00	0.00
Skills Development Expenditure on Learning Programmes for black employees with disabilities as a percentage of Leivable Amount Adjusted Using the Adjusted Recognition For Gender	3	0.3%	0.00%	0.00	
Learnerships: Number of Learners participating in Learnerships or Category B, C and D programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	0.00%	0.00	

PREFERENTIAL PROCUREMENT

Criteria	Weighting Points	Compliance Target		Actual %	Score	Total Score
		0-5 Years	6-10 Years			
B-BBEE Procurement Spend: B-BBEE Spend on all Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Procurement Spend	12	50%	70%	50.97%	8.74	12.04
B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	15%	31.04%	3.00	
B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:	3	9%	12%	1.22%	0.31	
1. Suppliers that are 50% black owned 2. Suppliers that are 30% black women owned	2	6%	8%	0.00		

ENTERPRISE DEVELOPMENT

Criteria	Weighting Points	Compliance Target	Actual %	Score	Total Score
Average annual value of all qualifying ED Contributions made by the measured Entity as a percentage of the target	15	3 % of NPAT	0.00%	15.00	15.00

SOCIO-ECONOMIC DEVELOPMENT

Criteria	Weighting Points	Compliance Target	Actual %	Score	Total Score
Average annual value of all qualifying SED contributions made by the Measured Entity as a percentage of the target	5	1 % of NPAT	0.84%	4.20	4.20

BROAD-BASED BEE STATUS CATEGORIES		
B-BBEE Status	Qualification	B-BBEE Recognition Level
Level One Contributor	≥ 100 points	135% Recognition
Level Two Contributor	≥ 85 but < 100 points	125% Recognition
Level Three Contributor	≥ 75 but < 85 points	110% Recognition
Level Four Contributor	≥ 65 but < 75 points	100% Recognition
Level Five Contributor	≥ 55 but < 65 points	80% Recognition
Level Six Contributor	≥ 45 but < 55 points	60% Recognition
Level Seven Contributor	≥ 40 but < 45 points	50% Recognition
Level Eight Contributor	≥ 30 but < 40 points	10% Recognition
Non Compliant Contributor	< 30 points	0% Recognition