



Transport Sector Code - Forward & Clearing

CFR Freight South Africa (Pty) Ltd

Address 41 Yaldwyn Road,  
Corner of Yaldwyn and Tudor Road,  
Jet Park  
1469

Att: Charmaine

## Broad-Based Black Economic Empowerment Verification Certificate

### CFR Freight South Africa (Pty) Ltd

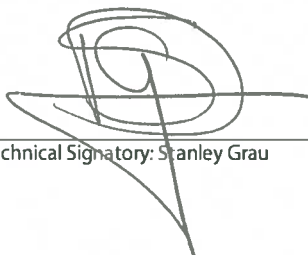
Certificate Number: GEN/S01/28/11/2017  
 Version No: 1  
 Registration No: 1991/002064/07  
 VAT No: 4070124047  
 Address: 41 Yaldwyn Road,  
 Corner of Yaldwyn and Tudor Road,  
 Jet Park  
 1469

Verification Standard Applied: Codes of Good Practice (Government Gazette 29617)  
 Scorecard Applied: Transport Sector Code - Forward & Clearing  
 Size of enterprise: Large Enterprise (More than R35M)

BEE Procurement recognition level: 80%  
 Black Ownership: 26,00%  
 Black Women Ownership: 0,00%  
 Value Adding Supplier: No  
 Evaluation Period: 29 February 2016  
 Enterprise Development Beneficiary Status: Yes

#### A Level 5 Contributor to B-BBEE

Description	Score	Weighting
Ownership	15,00	20
Management Control	2,00	10
Employment Equity	4,98	10
Skills Development	15,89	20
Preferential Procurement	7,36	20
Enterprise Development	5,51	15
Socio Economic Development	5,00	5
<b>Overall Score</b>	<b>55,74</b>	<b>100</b>



Technical Signatory: Stanley Grau

Date of Issue: 28-Nov-17  
 Expiry Date: 27-Nov-18  
 Period of validity: 12 Months

This Certificate and the verification report are based on information provided to Moore Stephens Cape Town BEE Services (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Moore Stephens Cape Town BEE Services (Pty) Ltd. The calculation of the scores has been determined in accordance with the Integrated Transport Sector Code as Gazetted on 21 August 2009.

Moore Stephens Cape Town BEE Services (Pty) Ltd Reg. 2011/109066/07  
 Directors: R Clark, S Grau, L Reddy



# MOORE STEPHENS

Registered Name CFR Freight South Africa (Pty) Ltd  
 Trading Name CFR Freight South Africa (Pty) Ltd  
 Registration Number 1991/002064/07  
 VAT Registration Number 4070124047  
 Physical Address 41 Yaldwyn Road, Corner of Yaldwyn and Tudor Road, Jet Park 1469  
 Scorecard Transport Sector Code: Forwarding & Clearing  
 Entity Size Generic  
 Level Level Five Contributor  
 Total Points 55,74  
 Black Ownership 26,00%  
 Black Female Ownership 0,00%  
 Value Added Supplier No  
 Assigned Analyst Aneldia Naudé & Kimone Mudaly

Ownership Scorecard	Weighting Points	Compliance Target	Actual	Score	
<b>Voting Rights:</b>					
Exercisable Voting Rights in the Enterprise in the hands of black people	3	26,00%	26,00%	3,00	15,00 Points
Exercisable Voting Rights in the Enterprise in the hands of black women	2	10,00%	0,00%	0,00	
<b>Economic Interest:</b>					
Economic Interest of black people in the Enterprise	4	25,00%	26,00%	4,00	
Economic Interest of black women in the Enterprise	2	10,00%	0,00%	0,00	
Economic Interest of the following black natural people in the Enterprise	1	3,00%	0,00%	0,00	
1. Black designated groups;					
2. Black participants in Employee Ownership Schemes;					
3. Black beneficiaries of Broad based Ownership Schemes; or Black participants in co-ops					
<b>Realization Points:</b>					
Ownership Fulfillment	1	-	Yes	1,00	
	7	25% Graduated over 10 years as per the Codes (year 5 at 60%)	0,00%	7,00	
<b>Net Equity Interest</b>					
<b>Bonus points:</b>					
Involvement in the ownership of the Enterprise of black new entrants	1	10,00%	0,00%	0,00	
Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes; Broad-Based Ownership Schemes or Co-ops	1	10,00%	0,00%	0,00	
Economic Interest in the hands of black disabled people	2	2,00%	0,00%	0,00	

Management Control Scorecard	Weighting Points	Compliance Target	Actual	Score	
<b>Board Participation:</b>					2,00 Points
Percentage of exercisable Voting Rights in the hands of Black board members	1,5	50,00%	33,33%	1,00	
Percentage of exercisable Voting Rights in the hands of Black-Women board members	1,5	25,00%	0,00%	0,00	
Percentage Black Persons who are Executive Directors	1	50,00%	0,00%	0,00	
Percentage Black Women who are Executive Directors	1	25,00%	0,00%	0,00	
<b>Top Management:</b>					
Percentage of Black people that hold Senior Top Management positions	1,5	40,00%	0,00%	0,00	
Percentage of Black Women that hold Senior Top Management positions	1,5	20,00%	0,00%	0,00	
Percentage of Black people that hold Other Top Management positions	1	40,00%	0,00%	0,00	
Percentage of Black Women that hold Other Top Management positions	1	20,00%	0,00%	0,00	
STM/OTM Combined *(If no differentiation)					
Percentage of Black People that hold Senior/Other Top Management positions	2,5	40,00%	0,00%	0,00	
Percentage of Black Women that hold Senior/Other Top Management positions	2,5	20,00%	0,00%	0,00	
<b>Bonus points:</b>					
Black independent non executive board members	1	40,00%	100,00%	1,00	

Employment Equity Scorecard	Weighting Points	Compliance Target	Actual	Score	
Black people living with disabilities as a percentage all employees	0,5	3,00%	0,00%	0,00	4,98 Points
Black women living with disabilities as a percentage all employees	0,5	1,50%	0,00%	0,00	
Percentage of Black People in Senior Management	2	60,00%	18,18%	0,00	
Percentage of Black Women in Senior Management	1	30,00%	0,00%	0,00	
Percentage of Black People in Middle Management	2	75,00%	60,00%	1,60	
Percentage of Black Women in Middle Management	1	38,00%	60,00%	1,00	
Percentage of Black People in Junior Management	2	80,00%	58,00%	1,45	
Percentage of Black Women in Junior Management	1	40,00%	37,33%	0,93	
Bonus point for meeting or exceeding the EAP targets in each category	3	0,00%	0,00%	0,00	

Skills Development Scorecard	Weighting Points	Compliance Target	Actual %	Score	
Skills development expenditure on learning programmes specified in the learning programme matrix for Black employees as a % of leviabale amount	5	3,00%	2,93%	4,89	15,89 Points
Skills development expenditure on learning programmes specified in the learning programme matrix for Black Women employees as a % of leviabale amount	5	1,50%	2,08%	5,00	
Skills development expenditure on learning programmes specified in the learning programme matrix for Black disabled employees as a % of leviabale amount	2	0,30%	0,00%	0,00	
Skills development expenditure on learning programmes specified in the learning programme matrix for Black Women disabled employees as a % of leviabale amount	2	0,15%	0,00%	0,00	
Number of black employees participating in learnerships or category B,C & D programmes as a percentage of total employees	4	5,00%	7,65%	4,00	
Number of black women employees participating in learnerships or category B,C & D programmes as a percentage of total employees	2	2,50%	5,46%	2,00	

Preferential Procurement Scorecard	Weighting Points	Compliance Target	Actual %	Score	
B-BBEE Spend on all Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Procurement Spend	12	70,00%	22,68%	3,89	7,36 Points
B-BBEE Procurement Spend from BEE compliant QSE's & EME's based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15,00%	16,03%	3,00	
B-BBEE Procurement Spend from Black Owned Suppliers as a percentage of Total Measured Procurement Spend:					
1. Suppliers that are 50% black owned	3	12,00%	1,56%	0,39	
2. Suppliers that are 30% black women owned	2	8,00%	0,34%	0,08	

Enterprise Development Scorecard	Weighting Points	Compliance Target	Actual %	Score	
Investment in the Black Owned Enterprises	10	3,00%	1,65%	5,51	5,51
Investment in the Black Women Owned Enterprises	5	1,50%	0,00%	0,00	

Socio-Economic Development Scorecard	Weighting Points	Compliance Target	Actual %	Score	
Expenditure on Social development programmes as a % of NPAT	5	1,00%	1,04%	5,00	5,00

Total Score: 55,74