



## An EMPOWERDEX Specialised Generic Scorecard

### MINTEK

Registration Number: N/A

# C

### LEVEL EIGHT CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	N/A	N/A	N/A	Black Ownership Percentage	N/A
Management & Control	B	15.40	20.00	Black Women Ownership Percentage	N/A
Skills Development	D	7.69	25.00	51% Black Owned Designated Group Supplier	N/A
Enterprise & Supplier Development	B	36.02	50.00	Black Disabled Percentage	N/A
Socio-Economic development	B	3.49	5.00	Black Youth Percentage	N/A
<b>Overall Score</b>	<b>C</b>	<b>62.60</b>	<b>100.00</b>	Black Unemployed Percentage	N/A
				Black People Living in Rural Areas	N/A
				Black Military Veterans	N/A
Empowering Supplier	Yes		Modified Flow-Through Principle Applied	N/A	
Recognised Procurement Recognition Level	50.00%		Exclusion Principal Applied	N/A	
Discounting Principle Applicable	Yes		Financial Year	31 March 2023	
<b>Recorded Procurement Recognition Level</b>	<b>10.00%</b>		VAT Number	4610116065	
Participated in Y.E.S Initiative	No		Effective Date	11 September 2023	
Achieved Y.E.S Target & 2.5% Absorption	No		Expiry Date	10 September 2024	
Achieved 1.5 x Y.E.S Target & 5% Absorption	No		Re-Issue Date	N/A	
Achieved 2 x Y.E.S Target & 5% Absorption	No				

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 06 May 2015). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – J Brebnor

11 September 2023

Date



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### EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
<b>MANAGEMENT AND CONTROL</b>				
Verification Date				<b>15 August 2023</b>
Black representation at board:	50.00%	2.00	88.89%	2.00
Black Female representation at board:	25.00%	1.00	22.22%	0.89
Black representation of the executive directors:	50.00%	2.00	100.00%	2.00
Black female representation of the executive directors:	25.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	2.00	75.00%	2.00
Black Female Executive Management:	30.00%	1.00	0.00%	0.00
Black Senior Management as % of all Senior Management	60.00%	2.00	35.67%	1.19
Black Female Senior Management as % of all Senior	30.00%	1.00	17.43%	0.58
Black Middle Management as % of all Middle Management	75.00%	2.00	68.58%	1.83
Black Female Middle Management as % of all Middle	38.00%	1.00	35.02%	0.92
Black Junior Management as % of all Junior Management	88.00%	2.00	79.90%	1.82
Black Female Junior Management as % of all Junior	44.00%	1.00	44.00%	1.00
Black Employees with Disabilities as % of all Employees	2.00%	2.00	1.17%	1.17
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>		<b>20.00</b>		<b>15.40</b>
<b>SKILLS DEVELOPMENT</b>				
Latest Skills Development Plan submitted to:				<b>MQA SETA</b>
Skills development review period:				<b>01 April 2022 - 31 March 2023</b>
Skills spend on black people as a percentage of leviabile amount:	6.00%	9.00	1.15%	1.72
Skills spend on black disabled staff as a percentage of leviabile amount:	0.30%	4.00	0.03%	0.37
Learnerships and category B, C and D programmes for black employees as a percentage of total employees:	2.50%	6.00	0.00%	0.00
Learnerships and category B, C and D programmes for black unemployed people as a percentage of total employees:	2.50%	6.00	2.33%	5.60
<b>Bonus Points:</b> Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	0.00%	0.00
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>		<b>25.00 + 5.00</b>		<b>7.69</b>
<b>Sub minimum achieved</b>		<b>10.00</b>		<b>NO</b>
<b>ENTERPRISE AND SUPPLIER DEVELOPMENT</b>				
<b>Preferential Procurement</b>				
Financial period verified:				<b>01 April 2022 - 31 March 2023</b>
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	53.46%	3.34
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	4.00	5.01%	1.34
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	5.00	5.45%	1.82
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	11.00	41.11%	11.00
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	5.00	10.45%	4.00
<b>Bonus Points:</b> Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	4.97%	2.00
<b>TOTAL SCORE: Preferential Procurement</b>		<b>30.00 + 2.00</b>		<b>23.50</b>
<b>Sub minimum achieved</b>		<b>12.00</b>		<b>YES</b>

June 2023

COR-04/AR27

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**Directors: J Brebnor, V Jack, L Ratsoma, C Wu**

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<b>Supplier Development:</b>				
Financial period verified:			01 April 2022 - 31 March 2023	
Supplier development contributions as a percentage of NPAT/Annual Revenue:	2.00%/0.2%	15.00	1.00%	7.52
<b>TOTAL SCORE: Supplier Development</b>	<b>15.00</b>		<b>7.52</b>	
<b>Sub minimum achieved</b>	<b>6.00</b>		<b>YES</b>	
<b>Enterprise Development:</b>				
Financial period verified:			01 April 2022 - 31 March 2023	
Enterprise development contributions as a percentage of NPAT/Annual Revenue:	1.00%/0.1%	5.00	4.49%	5.00
<b>Bonus Points</b> - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	No	0.00
<b>Bonus Points</b> - For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	No	0.00
<b>TOTAL SCORE: Enterprise Development</b>	<b>5.00 + 2.00</b>		<b>5.00</b>	
<b>Sub minimum achieved</b>	<b>2.00</b>		<b>YES</b>	
<b>TOTAL SCORE: ENTERPRISE &amp; SUPPLIER DEVELOPMENT</b>	<b>40.00 + 4.00</b>		<b>36.02</b>	
<b>SOCIO-ECONOMIC DEVELOPMENT</b>				
Financial period verified:			01 April 2022 - 31 March 2023	
Socio-economic development contributions as a percentage of NPAT:	1.00%/0.1%	5.00	0.70%	3.49
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>	<b>5.00</b>		<b>3.49</b>	
<b>TOTAL SCORE:</b>	<b>100.00 + 9.00</b>		<b>62.60</b>	

### ANALYST: C. Saayman

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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