

Broad Based Black Economic Empowerment Verification Certificate

Issued to

Much Asphalt (Pty) Ltd

Level 3 Contributor

Measured Entity

Company Name Much Asphalt (Pty) Ltd
Registration Number 1981/001112/07
VAT Number 4760129207
Address 3 Ryneveld Street
 Eerste River
 7103

BEE Status

BBBEE Status Level	Level 3
Element Levels	EO:Level 2; MC:Non-Compliant; EE:Level 3; SD:Level 6; PP:Level 3; ED:Level 1; SED:Level 1
Black Ownership	31.6% Black Ownership; 1.58% Black Women Ownership
Value Adding Vendor	No
BEE Procurement Recognition	110%

BEE Procurement Recognition Levels

Level	Qualification	%
1	≥ 100 Points	135%
2	≥ 85 but < 100	125%
3	≥ 75 but < 85	110%
4	≥ 65 but < 75	100%
5	≥ 55 but < 65	80%
6	≥ 45 but < 55	60%
7	≥ 40 but < 45	50%
8	≥ 30 but < 40	10%
Non-Compliant	<30	0%

Issue Date 01/11/2010
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Version Final
Applicable Scorecard Codes - Generic
Applicable BBBEE Codes Generic Codes Gazetted on 9 February 2007



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 BBBEE Verification Agency

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Table of Contents :

1	Introduction :	3
2	Broad Based BEE Balanced Scorecard :	5
3	Scorecard Summary:	6
4	Sections :	7
	4.1 Direct Empowerment :	7
	4.1.1 Equity Ownership :	7
	4.1.2 Management Control :	9
	4.2 HR Development & Employment Equity :	10
	4.2.1 Employment Equity :	10
	4.2.2 Skills Development :	12
	4.3 Indirect Empowerment :	15
	4.3.1 Preferential Procurement :	15
	4.3.2 Enterprise Development :	17
	4.4 Residual :	18
	4.4.1 Socio-Economic Development	18
5	Appendices :	
	A. Broad Based Black Economic Empowerment Profile	A
	B. Broad Based Black Economic Empowerment Scorecard	B

1. Introduction :

Much Asphalt (Pty) Ltd's Broad Based Black Economic Empowerment verification has been based on the Codes of Good Practice for Broad Based Black Economic Empowerment Gazetted on 9 February 2007.

All BEE statistics (especially Supplier information) was collated in a comprehensive information gathering initiative to allow accurate scoring on all objectives and themes. With the increased emphasis by Government on broad based BEE, such figures must remain accurate and easily available for future measurement and reporting initiatives. The measurement period used for all financial information is 1 July 2009 to 30 June 2010.

This report is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment. The objective of our verification is to verify the validity and accuracy of the BBBEE status represented by the measured entity. EmpowerLogic is not responsible for ensuring completeness of information provided to support the BBBEE status.

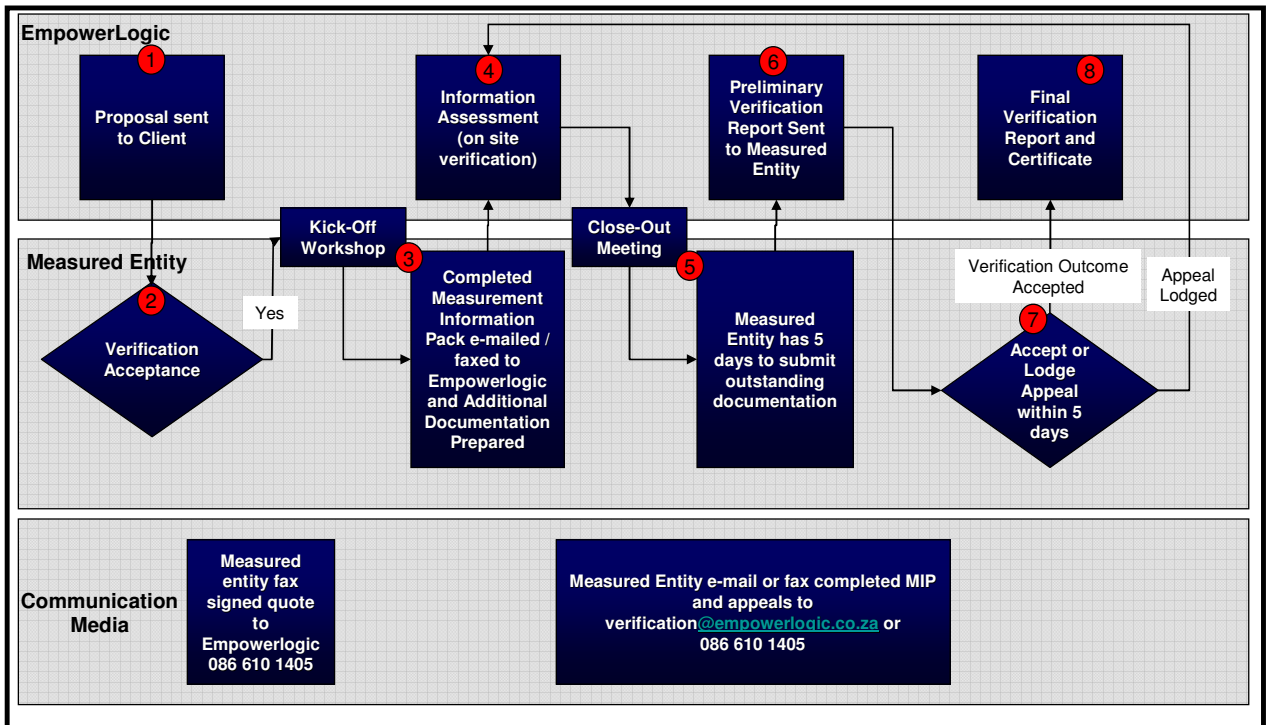
All the information contained in this document has been collected from sources within Much Asphalt (Pty) Ltd and believed to be accurate and reliable at the time of the measurement.

All referencing to Black individuals is based on the generic term used to refer to African (A), Indian (I), Coloured (C) and Chinese (C) South African citizens.

The verification for Much Asphalt was based on the following elements:

- *Equity Ownership – % flow of economic benefits and voting rights;*
- *Management Control – % black persons in executive management and/ or executive board and board committees;*
- *Employment Equity - Weighted employment equity analysis;*
- *Skills development - Skills development expenditure as a proportion of total payroll leviable amount;*
- *Preferential Procurement – Weighted Preferential Procurement spend based on the BEE Procurement Recognition Levels;*
- *Enterprise Development – Cumulative recoverable and non-recoverable contributions to Enterprise Development as a % of NPAT;*
- *Socio Economic Development - Cumulative non-recoverable contributions to Social Development as a % of NPAT.*

The following diagram illustrates the process that was followed, as well as the documentation involved in each part of the process :



- 1 Proposal
- 2 Signed Proposal
- 3 Measurement Information Pack
- 4 Verification Methodology and On-Site Schedule
- 5 Close Out Meeting Template
- 6 Provisional Verification report
- 7 Written Appeal
- 8 Final Verification Certificate and Report

The total score of a company will be used to rank them according to their progress in achieving broad-based black economic empowerment. The total points that a company earn are set out as follows by the Codes of Good Practice:

Level	Qualification	Procurement Recognition %
Level 1	≥ 100 Points	135%
Level 2	≥ 85 but < 100	125%
Level 3	≥ 75 but < 85	110%
Level 4	≥ 65 but < 75	100%
Level 5	≥ 55 but < 65	80%
Level 6	≥ 45 but < 55	60%
Level 7	≥ 40 but < 45	50%
Level 8	≥ 30 but < 40	10%
Non Compliant	<30	0%

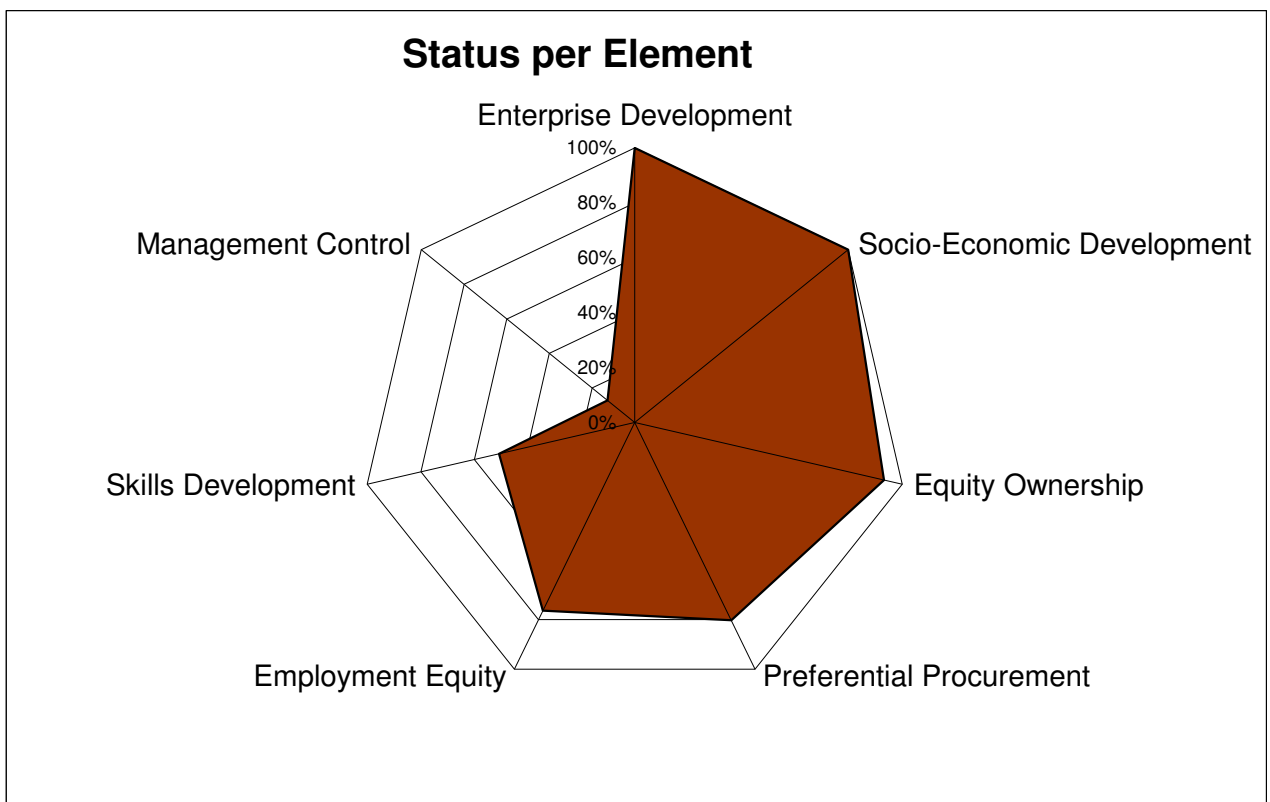
2. Codes - Generic Scorecard

Core Element	Element	Indicator	Weight	Target	
Direct Empowerment	Equity Ownership	Exercisable Voting Rights by Black People	3.00	25.0%	
		Exercisable Voting Rights by Black Women	2.00	10.0%	
		Economic Interest (EI) to which Black People are entitled	4.00	25.0%	
		EI to which Black Women are entitled	2.00	10.0%	
		EI to which BDG's, EOS, BBOS and Co-op's are entitled	1.00	2.5%	
		Ownership Fulfillment	1.00	Yes	
		Net Value	7.00	10.0%	
		Bonus Point			
	Involvement in the ownership by Black New Entrants	2.00	10.0%		
	Involvement in the ownership by: EOS, BBOS and Co-ops	1.00	10.0%		
	Management Control	Management Control	Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender (ARG)	3.00	50.0%
			Black Executive Directors using the ARG	2.00	50.0%
			Black Senior Top Management using the ARG	3.00	40.0%
			Black Other Top Management using the ARG	2.00	40.0%
Bonus Point					
Black Independent Non-Executive Board Members			1.00	40.0%	
Human Resource Development	Employment Equity	Black Disabled People using the ARG	2.00	2.0%	
		Black Senior Management using the ARG	5.00	43.0%	
		Black Middle Management using the ARG	4.00	63.0%	
		Black Junior Management using the ARG	4.00	68.0%	
		Bonus Point			
	Meeting or exceeding all EAP targets above	3.00	100.0%		
	Skills Development	Skills Development	Skills Development on Black Employees using the ARG as a % of Leivable Amount	6.00	3.0%
			Skills Development on Black Employees disabilities using the ARG as a % of Leivable Amount	3.00	0.3%
Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees			6.00	5.0%	
Indirect Empowerment	Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	12.00	50.0%	
		Weighted BEE Procurement Expenditure - Qualifying Small Enterprises & Exempted Micro Enterprises	3.00	10.0%	
		Procurement Expenditure - Black Owned > 50%	3.00	9.0%	
		Procurement Expenditure - Black Women Owned > 30%	2.00	6.0%	
	Enterprise Development	Average Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	0.0%	
Residual	Socio-Economic Development	Average Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	1.0%	

3. Scorecard Summary:

Much Asphalt is classified as a Level 3 contributor towards Broad Based Black Economic Empowerment.

Description	Weighting	% Score for Indicator	Points
Overall BEE Score	100.00	75.01%	75.01
Direct Empowerment	30.00	66.39%	19.92
Equity Ownership	20.00	93.16%	18.63
Management Control	10.00	12.86%	1.29
Human Resource Development	30.00	63.48%	19.04
Employment Equity	15.00	76.27%	11.44
Skills Development	15.00	50.68%	7.60
Indirect Empowerment	35.00	88.70%	31.05
Preferential Procurement	20.00	80.23%	16.05
Enterprise Development	15.00	100.00%	15.00
Residual	5.00	100.00%	5.00
Socio-Economic Development	5.00	100.00%	5.00



4. Sections :

4.1 Direct Empowerment :

Level 4

4.1.1 Equity Ownership :

Level 2

Necessary shareholding information that was found in the Measurement Information Pack, could be confirmed with the share certificate(s), share register(s) and/or other formal documentation.

Table 4.1.1.1: Much Asphalt (Pty) Ltd Shareholders:

Shareholder(s) Detail	% Share	% by Black People
Murray & Roberts Limited	100.00%	31.60%
Total	100.00%	31.60%

Much Asphalt (Pty) Ltd is a 100% subsidiary of Murray & Roberts Limited, which in turn is a 100% subsidiary of Murray & Roberts Holdings Limited. The shareholding of Murray & Roberts Holdings Limited is indicated in the table below.

Table 4.1.1.2: Murray & Roberts Holdings Limited Shareholders:

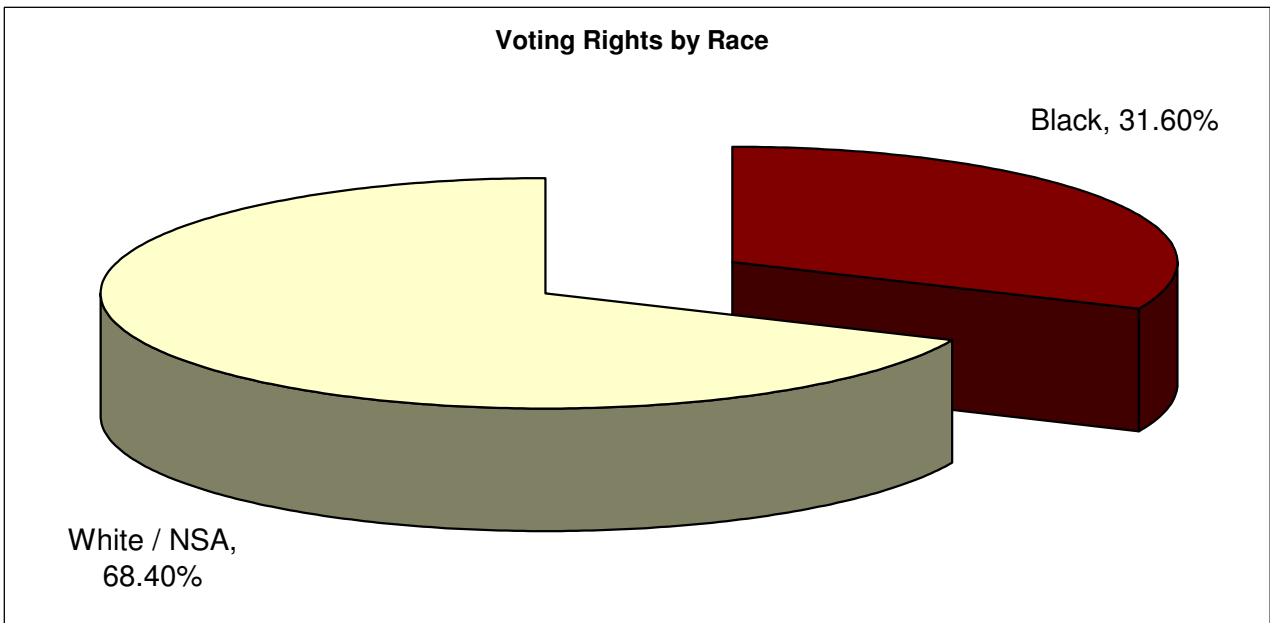
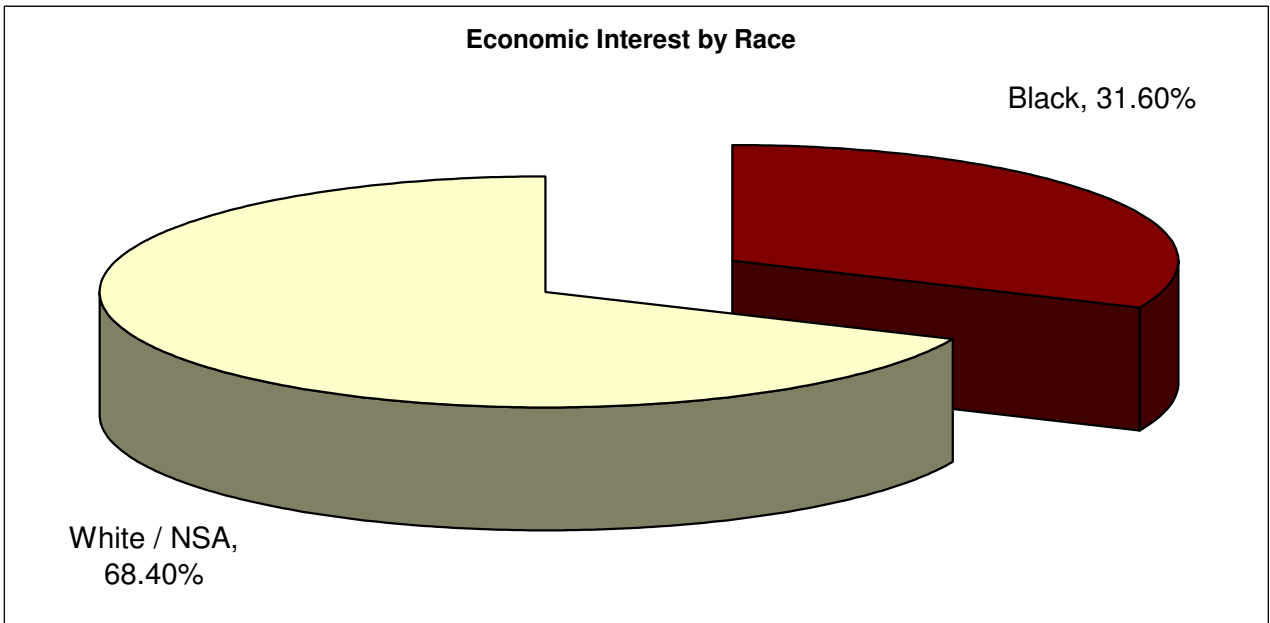
Shareholder(s) Detail	% Share	% by Black People
Letsema Bokamoso General Staff Trust	1.28%	0.66%
Letsema Vulindela Black Executives Trust	3.00%	3.00%
Murray & Roberts Letsema Khanyisa (Pty) Ltd	2.22%	2.22%
Murray & Roberts Letsema Sizwe (Pty) Ltd	3.50%	3.50%
Various Investors with Black Shareholding	4.94%	0.65%
Mandated Investments (Max 40%)	40.00%	0.00%
Government Entities	3.67%	0.00%
Other	41.40%	0.00%
Total	100.00%	10.03%

Table 4.1.1.3: Much Asphalt (Pty) Ltd Effective Black Shareholding

Description	%
Effective Black Ownership in Measured Entity using the Flow Through Principle	10.03%
Effective Black Ownership calculated using the Exclusion Principle	31.60%

Table 4.1.1.4: Equity Ownership Scorecard

Indicator	Weight	Actual	Target	Result	Points
Exercisable Voting Rights by Black People	3.00	31.60%	25.01%	100.00%	3.00
Exercisable Voting Rights by Black Women	2.00	1.58%	10%	15.78%	0.32
Economic Interest to which Black People are entitled	4.00	31.60%	25%	100.00%	4.00
Economic Interest to which Black Women are entitled	2.00	1.58%	10%	15.78%	0.32
Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	1.00	30.13%	2.5%	100.00%	1.00
Ownership Fulfillment	1.00	No	Yes	0.00%	-
A - Net Value	7.00	20.20%	10%	100.00%	7.00
B - EI using Normal Flow Through		31.60%	25%	100.00%	
Bonus Points:					
Involvement in the ownership by Black New Entrants	2.00	29.58%	10%	100.00%	2.00
Involvement in the ownership by: EOS, BBOS and Co-ops	1.00	30.13%	10%	100.00%	1.00
Total	20.00				18.63



Much Asphalt meets the definition of a Level 2 contributor towards broad based black economic empowerment in terms of the equity ownership of the company.

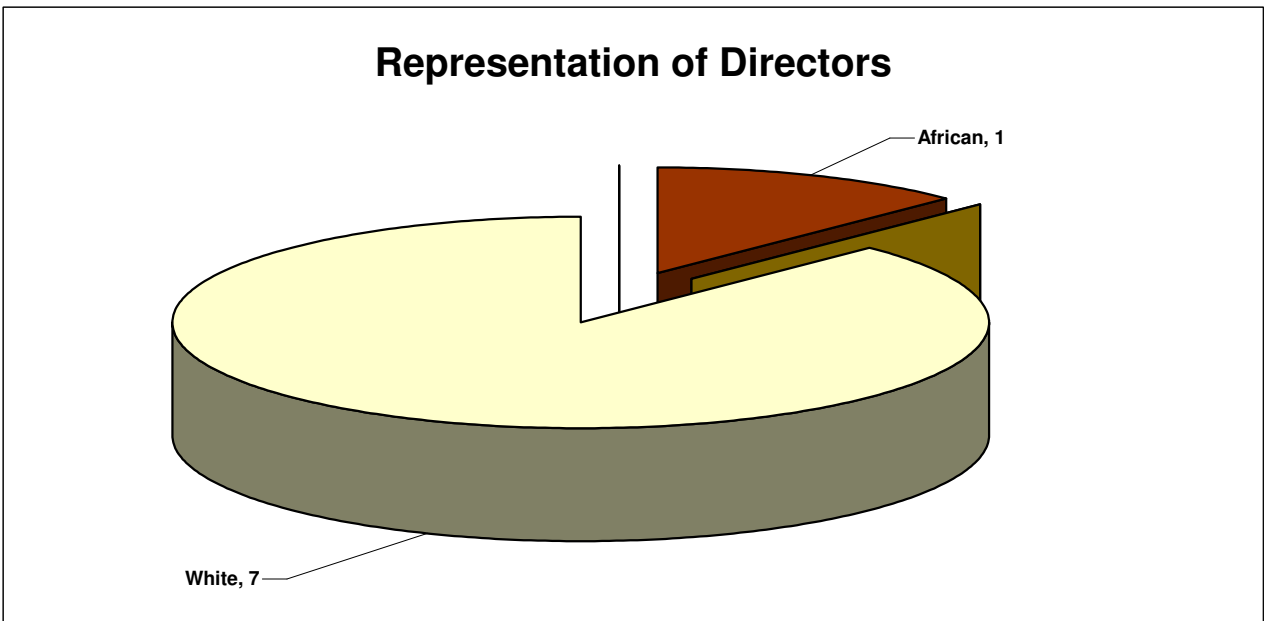
4.1.2 Management Control :

Non-Compliant

Table 4.1.2.1: Listing of Directors and Executives

Designation	Name	Race (A/I/C W/NSA)	Gender (M/F)	% Votes
Senior Top Management				
MD	P Hechter	W	M	13%
COO	B Greyling	W	M	13%
FD	S van Eden	W	M	13%
Other Top Management				
Other Executive Directors	H Marais	W	M	13%
	B Mchunu	A	M	13%
	J Onraet	W	M	13%
	A Volbrecht	W	M	13%
Non-Directors (with Executive decision making capability)	C Brooks	W	M	0%
	B Neville	W	M	0%
	G Miller	C	M	0%
	L Alberts	W	M	0%
	E Jansen van Vurren	W	M	0%
	R Rajcoomar	I	M	0%
	W Maher	W	M	0%
	F van der Spuy	W	M	0%
Non-Executive Board members				
Non-Executive Chairman	O Fenn	W	M	13%

A = African, I = Indian, C = Coloured, W = White, NSA = Non-South African



The indicators for Management Control uses the Adjusted Recognition for Gender (ARG) principle being:

$$A = (B/F) + C$$

B = black employees in measurement category

F = ARG Factor (see table below)

C = black women employees in measurement category (limited to 50% of the target), therefore the lower of C1 and C2 in table 4.1.2.2 below

Table 4.1.2.2: Adjusted Recognition for Gender

Measurement Category	Total in Cat	Target	Black People (B)	ARG Factor (F)	Black Women (C1)	50% of Target (C2)	ARG (A)
Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	100%	50%	13%	2	0%	25%	6%
Black Executive Directors using the Adjusted Recognition for Gender	7	0.50	1	2	-	1.75	0.50
Black Senior Top Management using the Adjusted Recognition for Gender	3	0.40	-	2	-	0.60	-
Black Other Top Management using the Adjusted Recognition for Gender	12	0.40	3	2	-	2.40	1.50

Table 4.1.2.3: Management Control Scorecard

Measurement Category	Weight	Actual with ARG	Total in Cat	Target	Result	Points
Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	3.00	6.25%	100.00%	50%	13%	0.38
Black Executive Directors using the Adjusted Recognition for Gender	2.00	0.50	7	50%	14%	0.29
Black Senior Top Management using the Adjusted Recognition for Gender	3.00	-	3	40%	0%	-
Black Other Top Management using the Adjusted Recognition for Gender	2.00	1.50	12	40%	31%	0.63
Bonus Points:						
Black Independent Non-Executive Board Members	1.00	-	-	40%	0%	-
Total	10.00					1.29

Much Asphalt meets the definition of a Non-Compliant contributor towards broad based black economic empowerment in terms of the management control of the company.

4.2 HR Development & Employment Equity :

Level 5

4.2.1 Employment Equity:

Level 3

Table 4.2.1.1: Employment Equity

Occupational Level	Males					Females					Total
	African	Coloured	Indian	Non Black	Sub-Total	African	Coloured	Indian	Non Black	Sub-Total	
Top Management	1	1	1	12	15	-	-	-	-	-	15
Senior Management	-	-	-	3	3	-	1	-	-	1	4
Professionals, Specialists & Mid-Management	4	5	2	14	25	4	-	1	1	6	31
Skilled Workers, Supervisors & Junior Management	19	12	6	18	55	3	6	3	9	21	76
Semi-skilled & Discretionary Decision Making	107	20	4	3	134	10	17	3	6	36	170
Unskilled	71	8	1	-	80	7	3	1	-	11	91
Total Employees	202	46	14	50	312	24	27	8	16	75	387
Disabled	9	8	2	6	25	3	7	3	5	18	43

The indicators for Employment Equity uses the Adjusted Recognition for Gender (ARG) principle being:

$$A = (B/F) + C$$

B = black employees in measurement category

F = ARG Factor (see table below)

C = black women employees in measurement category (limited to 50% of the target), therefore the lower of C1 and C2 in table 4.2.1.2 below

Table 4.2.1.2: Adjusted Recognition for Gender

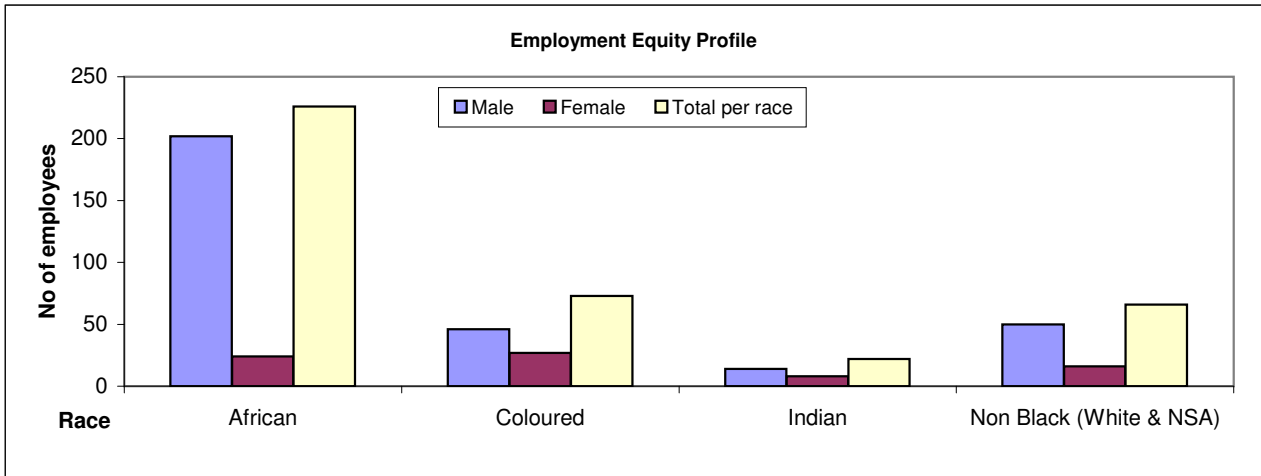
Measurement Category	Total in Cat	Target	Black People (B)	ARG Factor (F)	Black Women (C1)	50% of Target (C2)	ARG (A)
Disabled People (measured vs. total employees)	387	2%	32	2	13	3.87	19.87
Senior Management	4	43%	1	2	1	0.86	1.36
Professionals, Specialists & Mid-Management	31	63%	16	2	5	9.77	13.00
Skilled Workers, Supervisors & Junior Management	76	68%	49	2	12	25.84	36.50

The sub-minimum of 40% of target is applied, therefore the indicators that do not achieve 40% of target after applying ARG are not awarded any points.

Table 4.2.1.3: Employment Equity Scorecard

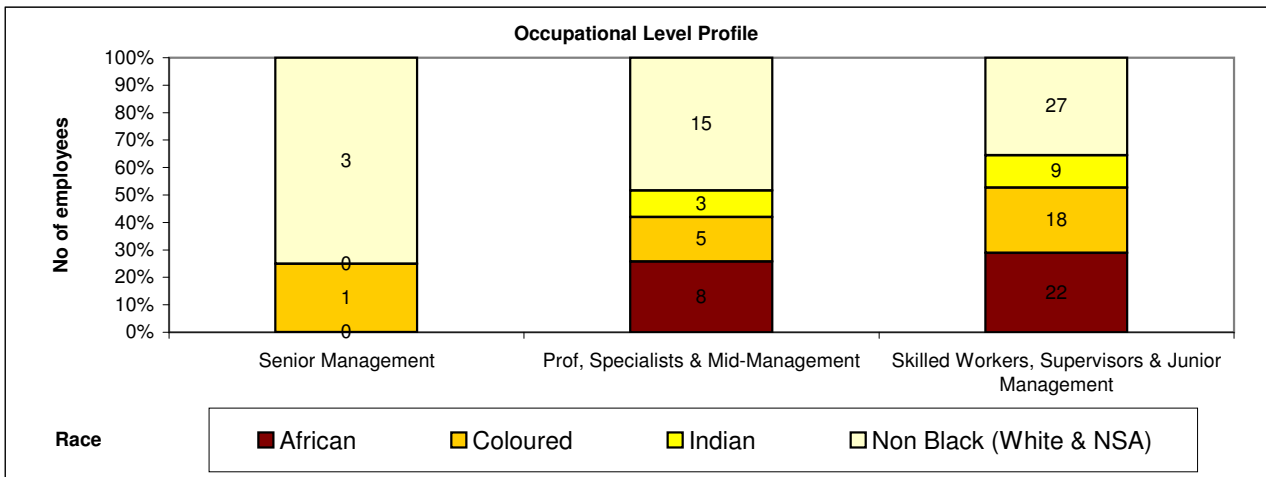
Measurement Category	Weight	Actual with ARG	Total in Cat	Target	Result	Sub min Applied	Points
Disabled People (measured vs. total employees)	2.00	19.87	387	2%	100%	No	2.00
Senior Management	5.00	1.36	4	43%	79%	No	3.95
Professionals, Specialists & Mid-Management	4.00	13.00	31	63%	67%	No	2.66
Skilled Workers, Supervisors & Junior Management	4.00	36.50	76	68%	71%	No	2.83
Total	15.00						11.44

The allocation of the male and female employees in the various race groups are as follows:

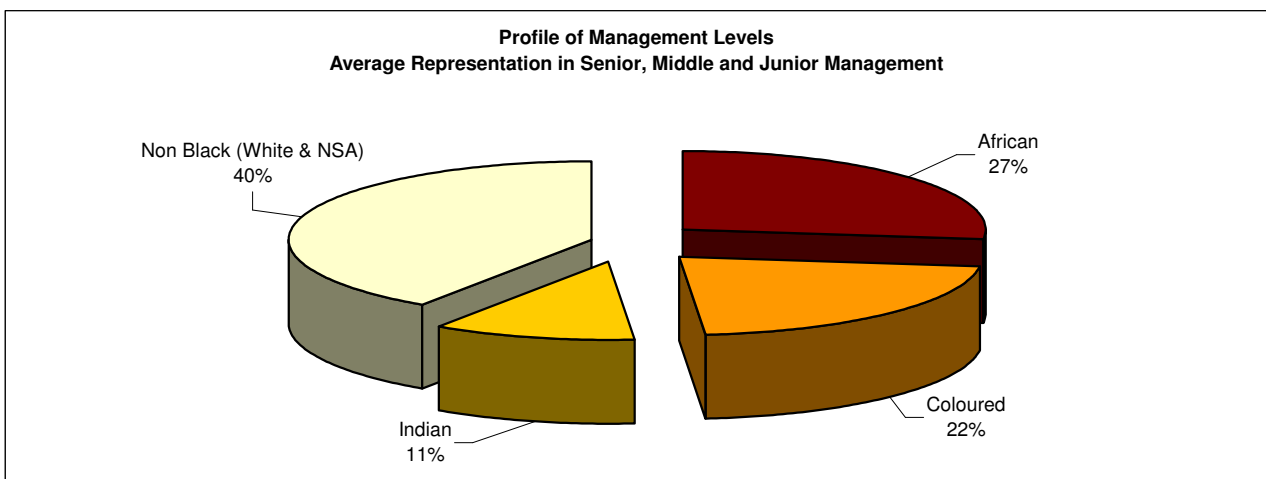


In terms of broad based black economic empowerment, the contribution of the various race groups to total employment is 58% African, 19% Coloured, 6% Indian and 17% White.

The effective average representation of black people in the senior-, middle- and junior management levels of the company is 59%. The contribution of black people per race group in these three levels is summarised as follows:



The representation of the various race groups in senior, middle and junior management is 27% African, 22% Coloured, 11% Indian and 41% White.



Much Asphalt meets the definition of a Level 3 contributor towards broad based black economic empowerment in terms of the employment equity of the company.

4.2.2 Skills Development :

Level 6

Skills Development Expenditure is classified in the categories listed in table 4.2.2.1 below. All categories are included for skills development expenditure in Rands but category G is limited to 15% of overall spend. Categories B, C and D are included in the second section of the skills development scorecard measuring the number of learners in those categories.

Table 4.2.2.1: Learning Programme Matrix

Category	Qualifying Contribution Type	Delivery Mode	Learning Site	Learning Achievement
A	Institution-based theoretical instruction alone - formally assessed by the institution	Institutional Instruction	Universities and colleges, schools, ABET providers	Recognised theoretical knowledge resulting in the achievement of a degree, diploma or certificate issued by an accredited or registered formal institution of learning
B	Institution-based theoretical instruction as well as some practical learning with an employer or in a simulated work environment - formally assessed by the institution	Mixed mode delivery with institutional instruction as well as supervised learning in an appropriate workplace or simulated work environment	Universities and colleges, schools, ABET providers and workplace	Theoretical knowledge and workplace experience with set requirements resulting in the achievement of a degree, diploma or certificate issued by an accredited or registered formal institution of learning
C	Recognised or registered structured experiential learning in the workplace that is required after the achievement of a qualification - formally assessed by a statutory occupational or professional body	Structured learning in the workplace with mentoring or coaching	Workplace	Occupational or professional knowledge and experience formally recognised through registration or licensing
D	Occupationally-directed instructional and work based learning programme that requires a formal contract - formally assessed by an accredited body	Institutional instruction together with structured, supervised experiential learning in the workplace	Institution and workplace	Theoretical knowledge and workplace learning, resulting in the achievement of a SAQUA registered qualification, a certificate or similar occupational or professional qualification issued by an accredited or registered formal institution of learning
E	Occupationally-directed instructional and work based learning programme that does not require a formal contract - formally assessed by an accredited body	Structured, supervised experiential learning in the workplace which may include some institutional instruction	Workplace and some institutional as well as ABET providers	Credits awarded for registered unit standards
F	Occupationally-directed informal instructional programmes	Structured information sharing or direct instruction involving workshops, seminars, conferences and short courses	Institutions, conferences and meetings	Continuing professional development, attendance certificates and credits against registered unit standards (in some instances)
G	Work-based informal programmes	Informal training	Workplace	Increased understanding of job or work context or improved performance and skills

Quantifiable skills development expenditure could be identified for black employees for the period under review at the time of the measurement. The total cost of skills development for black people, adjusted using the gender recognition, (R1762117) represents 2.41% of the total leviab amount out of a target of 3%.

The indicators for Skills Development uses the Adjusted Recognition for Gender (ARG) principle being:

$$A = (B/F) + C$$

B = skills development expenditure on black employees in measurement category

F = ARG Factor (see table below)

C = skills development on black women employees in measurement category (limited to 50% of the target), therefore the lower of C1 and C2 in table 4.2.2.2 below

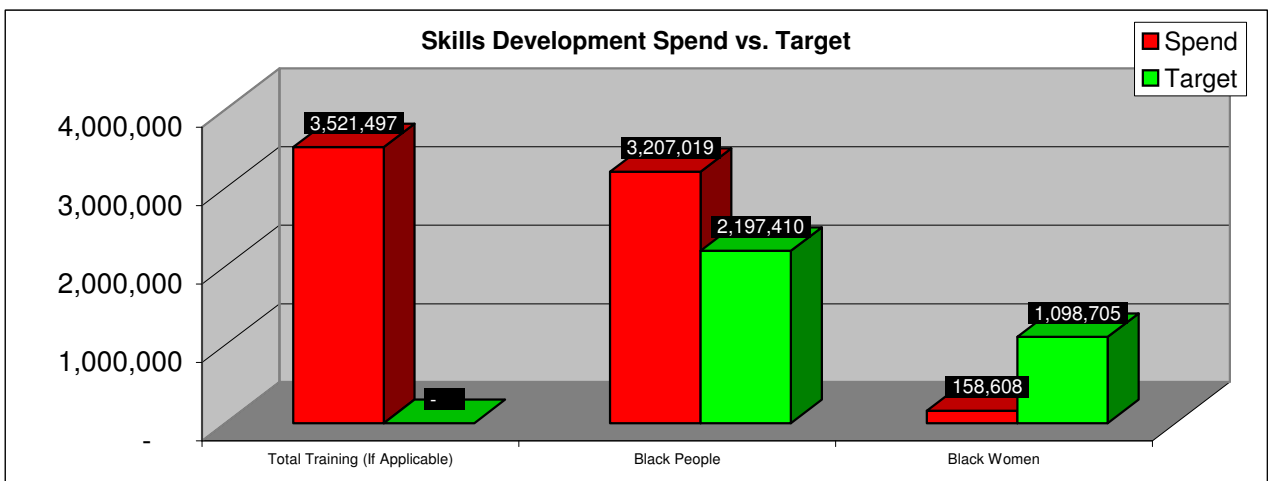
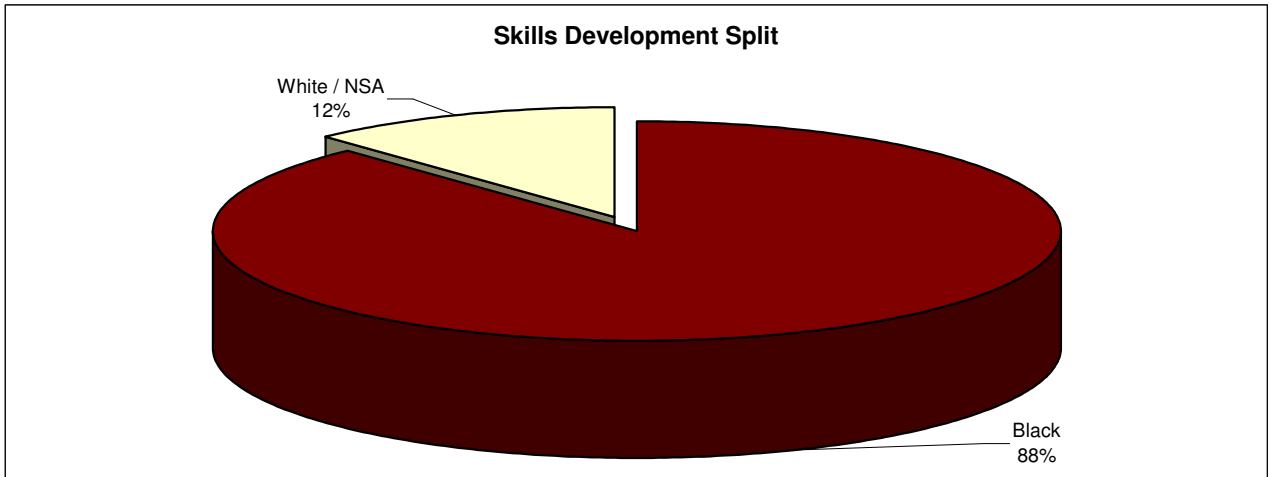
Table 4.2.2.2: Adjusted Recognition for Gender

Measurement Category	Denominator	Target	Black People (B)	ARG Factor (F)	Black Women (C1)	50% of Target (C2)	ARG (A)
Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leviab Amount	73,247,016	3.00%	3,207,019	2	158,608	1,098,705	1,762,117
Skills Development on Black Employees with disabilities using the ARG as a % of Leviab Amount	73,247,016	0.30%	-	2	-	109,871	-
Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees	387	5.00%	18	2	-	10	9

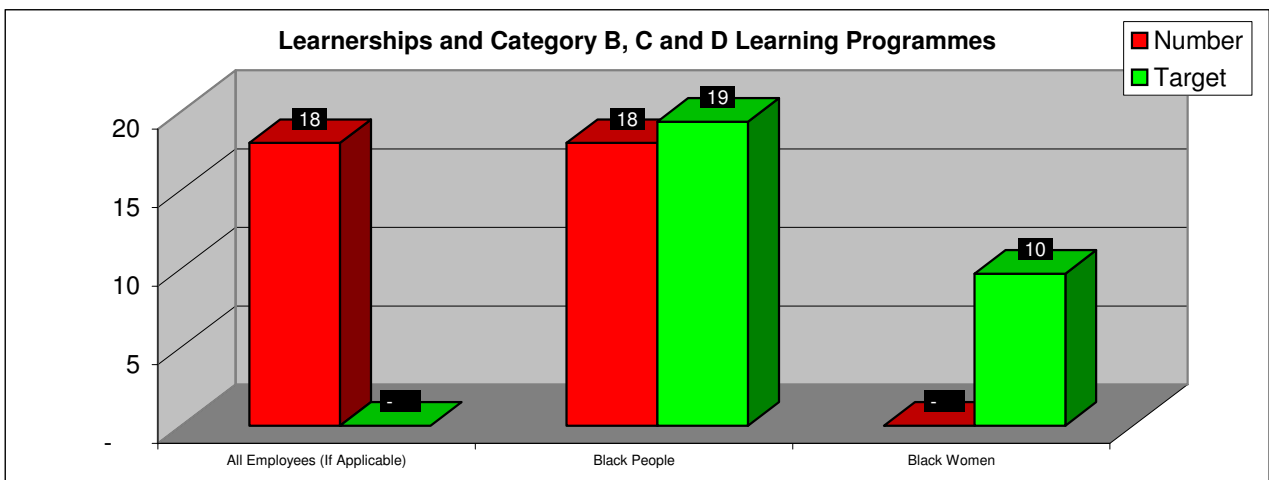
Table 4.2.2.3: Skills Development Scorecard

Measurement Category	Weight	Actual with ARG	Denominator	Target	Result	Points
Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leviab Amount	6.00	1,762,117	73,247,016	3.00%	80.19%	4.81
Skills Development on Black Employees with disabilities using the ARG as a % of Leviab Amount	3.00	-	73,247,016	0.30%	0.00%	-
Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees	6.00	9.00	387.00	5.00%	46.51%	2.79
Total	15.00					7.60

The allocation of skills development expenditure incurred on all employees is represented by the following graph:



Of the total staff compliment of 387, which forms the baseline, 18 black learners on category B, C and D learning programmes were identified for the period under review.



Much Asphalt meets the definition of a Level 6 contributor towards broad based black economic empowerment in terms of the skills development of the company.

4.3 Indirect Empowerment

Level 2

4.3.1 Preferential Procurement :

Level 3

All goods and services procured by the measured entity, other than any portion specifically excluded is measurable in calculating the Total Measured Procurement Spend (TMPS). Table 4.3.1.1 lists the items included in TMPS and table 4.3.1.2 lists permissible exclusions.

The following procurement is measurable within Total Measured Procurement Spend:

Table 4.3.1.1: Total Measured Procurement Spend

Description
Cost of Sales
Operational Expenditure
Capital Expenditure
Public Sector Procurement: all goods and services procured from organs of state and public entities listed in schedules 2 and 3 to the Public Finance Management Act of 1998
Monopolistic Procurement: all goods and services procured from suppliers that enjoy a monopolistic position are included in TMPS. Only procurement for organs of state or public entities that enjoy a statutory or regulated monopoly as listed in table 4.3.1.2 may be excluded
Third Party Procurement: all procurement for a third party where the cost of that procurement is recorded as an expense in the measured entity's annual financial statements
Labour Brokers and independent contractors
Pension and medical aid contributions, excluding any portions of such payments which are a contribution to a capital investment of the employee
Trade Commissions
Imports other than those excluded under permissible exclusions in table 4.3.1.2
Intra-group procurement: except where the procuring entity and the supplying entity form part of the same verification certificate

The following lists the permissible exclusions from Total Measured Procurement Spend.

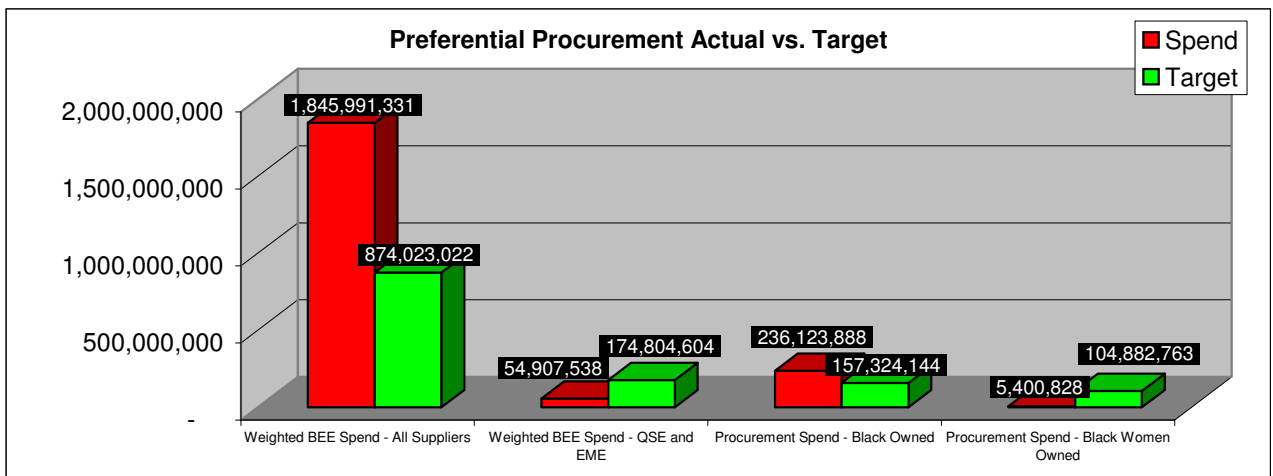
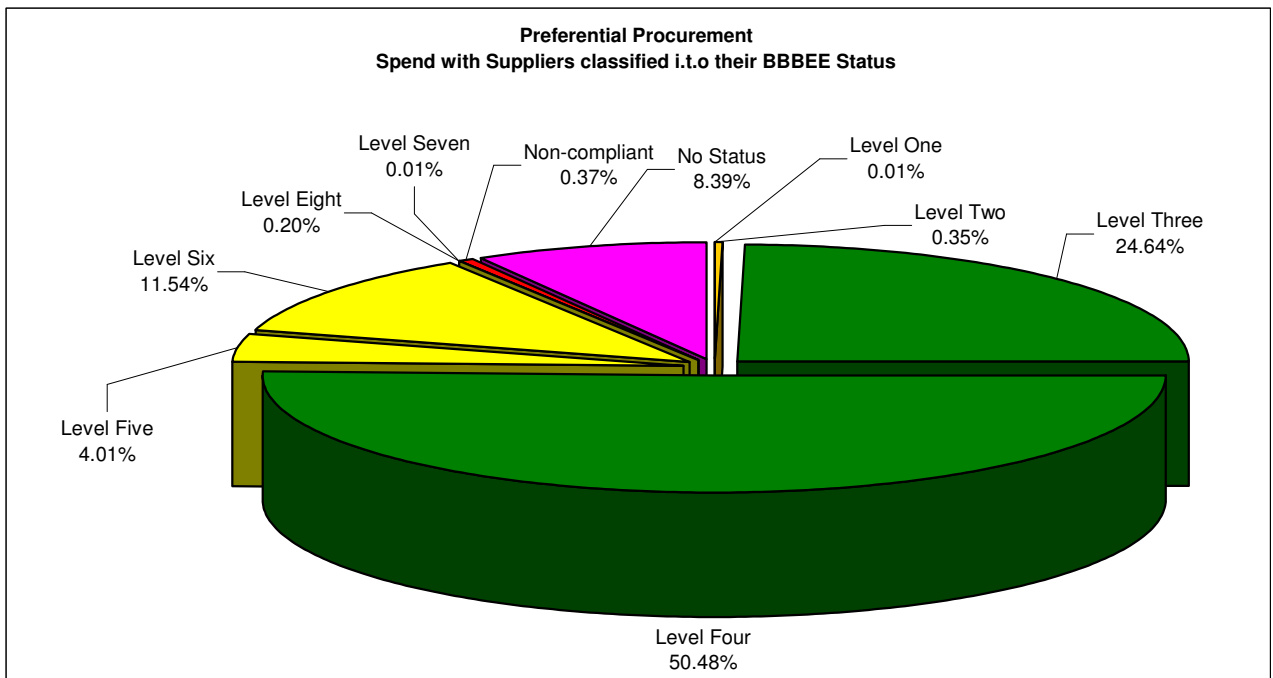
Table 4.3.1.2: Permissible Exclusions

Category	Description
A	Taxation
Public Sector Procurement	
B	All goods and services procured from organs of state and public entities listed in Schedule 1 of the PFMA Act of 1999
	All goods and services from any organ of state or public entity that enjoys a statutory or regulated monopoly
C	Salaries, wages, remunerations, and emoluments
D	Pass Through Third Party Procurement where such procurement is not recorded as an expense in the measured entity's annual financial statements
Empowerment Related Procurement	
E	Investments in or loans to an associated enterprise
	Investments, loans or donations qualifying for recognition under Enterprise Development or Socio-Economic Development
Imports	
F	Imported capital goods or components for value-added production in SA provided that there is no local production and that importing promotes further value-added production in SA
G	Imported goods and services which carry a different brand to the locally produced goods or services
H	Imported goods and services that have different technical specifications to the locally produced goods or services.

The weighted BEE procurement spend constituted 105.6% of total measured procurement spend. The spend with suppliers in the different BBBEE status levels are listed below:

Table 4.3.1.3: Weighted BEE Procurement per Level

BBBEE Level	R Value	Recognition %	Weighted BEE Procurement	%
Level One	223,888	135%	318,658	0.0%
Level Two	6,063,457	125%	8,142,310	0.3%
Level Three	430,713,884	110%	558,573,626	24.6%
Level Four	882,447,434	100%	1,097,319,442	50.5%
Level Five	70,022,176	80%	59,685,258	4.0%
Level Six	201,717,531	60%	121,313,540	11.5%
Level Seven	228,978	50%	140,807	0.0%
Level Eight	3,545,116	10%	430,453	0.2%
Non-compliant	6,413,580	0%	-	0.4%
No Status	146,670,001	0%	-	8.4%
Total	1,748,046,045		1,845,924,093	100.0%



Much Asphalt meets the definition of a Level 3 contributor towards broad based black economic empowerment in terms of the preferential procurement of the company.

4.3.2 Enterprise Development

Level 1

Enterprise Development means monetary or non-monetary contributions made to beneficiary entities, with the objective of contributing to the development, sustainability and financial and operational independence of those beneficiaries. Beneficiaries are classified in table 4.3.2.1 and Enterprise Development type contributions in table 4.3.2.2.

Table 4.3.2.1: Beneficiary Categories

Category	Description	Benefit Factor
A	EME or QSE with 50+ Black Ownership	125%
B	Other Entities with 50%+ Black Ownership OR 25% Black Ownership and Level 6 or better	100%

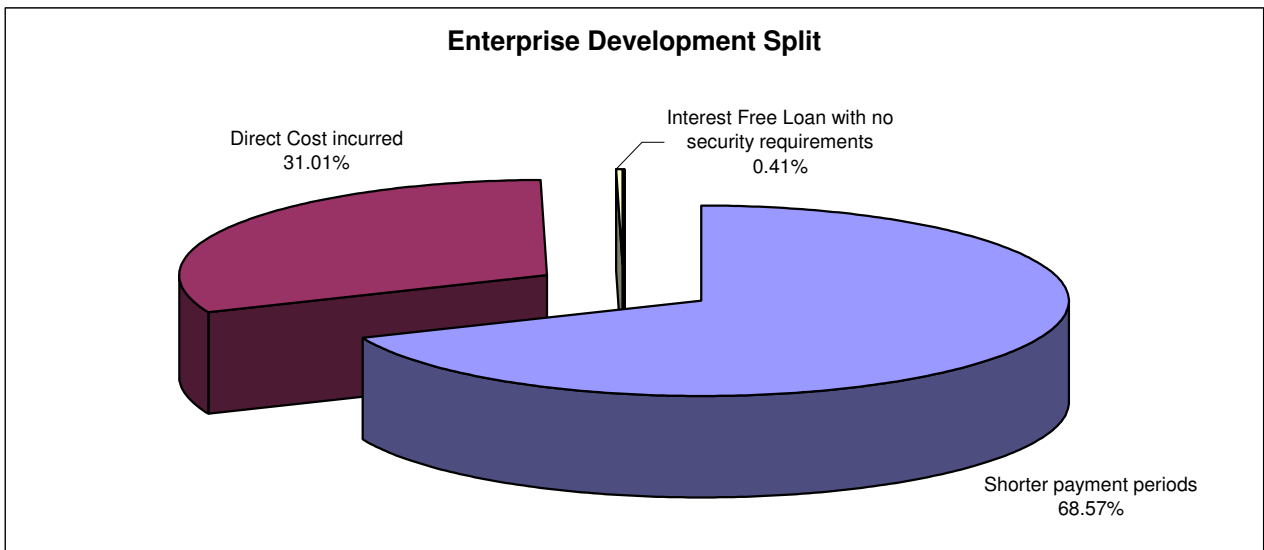
Table 4.3.2.2: Qualifying Contribution Types

Grant and Related Contributions	Equity Investments and Related Contributions
Grant Contribution	Minority Investment in Black Owned EME and QSE's
Direct Cost incurred	Minority Investment in other Enterprises
Discounts in addition to normal business practice	Enterprise Development Investment with lower dividend to Financier
Overhead Costs incurred	Contributions made in the form of Human Resource Capacity
Loans and Related Contributions	Professional Services Rendered at no cost
Interest Free Loan with no security requirements	Professional Services Rendered at a discount
Standard Loan to Black Owned EME and QSE's	Time of employees deployed in assisting beneficiaries
Standard Loan to other Beneficiaries	Other Contributions
Guarantees	Shorter payment periods
Lower Interest Rate	

Enterprise development initiatives (monetary investments or quantifiable non-monetary support) were identified for the period under review at the time of the measurement.

Table 4.3.2.3: Enterprise Development Contributions

Qualifying Contribution Type	Contribution
Prior Year(s) Contributions	29,139,109
Shorter payment periods	20,674,069
Direct Cost incurred	9,349,620
Interest Free Loan with no security requirements	125,000
Total	59,287,798



Much Asphalt meets the definition of a Level 1 contributor towards broad based black economic empowerment in terms of the enterprise development of the company.

4.4 Residual

Level 1

4.4.1 Socio-Economic Development:

Level 1

Socio-Economic Development means monetary or non-monetary contributions actually initiated and implemented in favor of beneficiaries with the specific objective of facilitating access to the economy for those beneficiaries.

The full value of the contribution is recognisable if at least 75% of the value directly benefits black people, if it is less than 75% the % that benefits black people is recognisable. Programmes are classified in table 4.4.1.1 and Contributions Types in table 4.4.1.2.

Table 4.4.1.1: Socio-Economic Development Programmes

Category	Description
A	Development Programmes for women, youth, people with disabilities, people living in rural areas
B	Support of healthcare and HIV/AIDS programmes
C	support for education programmes, resources and materials at primary, secondary and tertiary education level as well as bursaries and scholarships
D	Community training, skills development for unemployed people and adult basic education and training
E	Support of arts, cultural or sporting development programmes

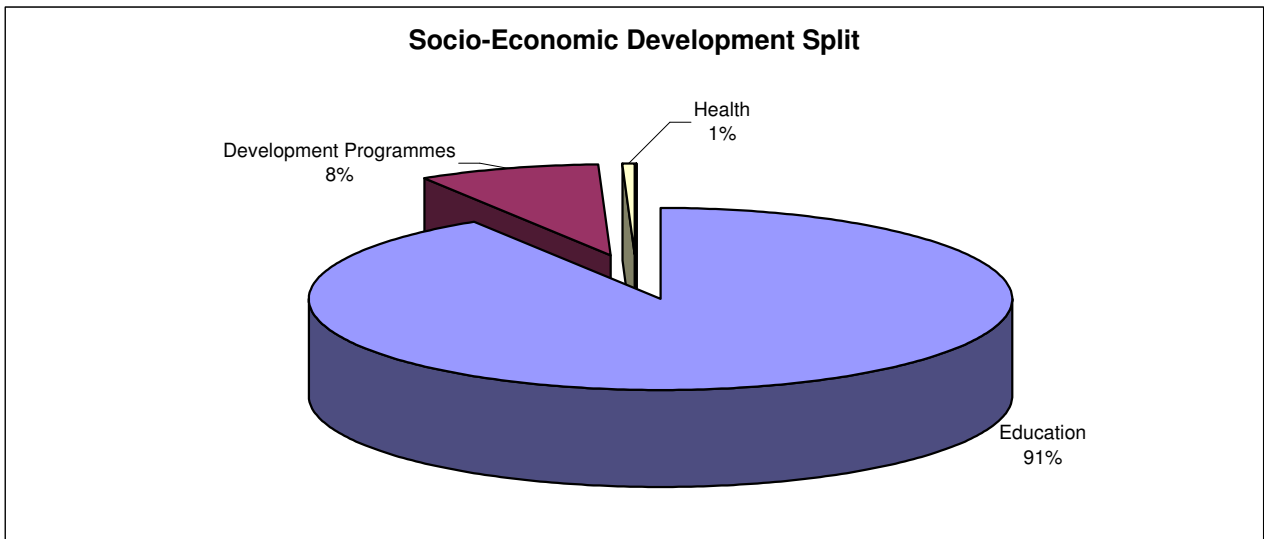
Table 4.4.1.2: Qualifying Contribution Types

Grant and Related Contributions	Contributions made in the form of Human Resource Capacity
Grant Contribution	Professional Services Rendered at no cost
Direct Cost incurred	Professional Services Rendered at a discount
Discounts in addition to normal business practice	Time of employees deployed in assisting beneficiaries
Overhead Costs incurred	

The following Socio-Economic Development initiatives were identified for the period under review.

Table 4.4.1.3: Socio-Economic Development Contributions

Initiative / Project	Contribution
Prior Year(s) Contributions	3,366,373
Grant Contribution	3,150,456
Direct Cost incurred	158,065
Total	6,674,894



Much Asphalt meets the definition of a Level 1 contributor towards broad based black economic empowerment in terms of the Socio-Economic Development of the company.

Codes - Generic BBBEE Profile

Broad Based Black Economic Empowerment Score
Level 3 - 75.01%

Direct Empowerment
66.39%

Human Resource Development
63.48%

Indirect Empowerment
88.7%

Residual
100%

Ownership
93.16%

Employment Equity
76.27%

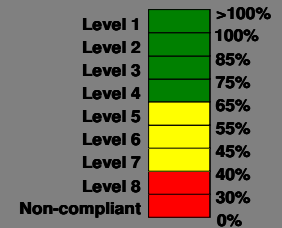
Preferential Procurement
80.23%

Socio-Economic Development
100%

Management Control
12.86%

Skills Development
50.68%

Enterprise Development
100%



Codes - Generic Scorecard

Objective	Indicator	Weight	Actual Value	Actual Base	Target	Result	Points	
Broad Based Black Economic Empowerment Contribution		100.0				75.01%	75.01	
Objective : Ownership		20.00				93.16%	18.63	
Equity Ownership	Exercisable Voting Rights by Black People	3.00	31.60%	100.00%	25.01%	100.00%	3.00	
	Exercisable Voting Rights by Black Women	2.00	1.58%	100.00%	10.00%	15.78%	0.32	
	Economic Interest to which Black People are entitled	4.00	31.60%	100.00%	25.00%	100.00%	4.00	
	Economic Interest to which Black Women are entitled	2.00	1.58%	100.00%	10.00%	15.78%	0.32	
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	1.00	30.13%	100.00%	2.50%	100.00%	1.00	
	Ownership Fulfillment	1.00	No	Yes	Yes	0.00%	-	
	A - Net Value	7.00	20.20%	100.00%	10.00%	100.00%	7.00	
	B - EI using Normal Flow Through		31.60%	100.00%	25.00%	100.00%		
	Bonus Points:							
		Involvement in the ownership by Black New Entrants	2.00	29.58%	100.00%	10.00%	100.00%	2.00
	Involvement in the ownership by: EOS, BBOS and Co-ops	1.00	30.13%	100.00%	10.00%	100.00%	1.00	
Objective : Management Control		10.00				12.86%	1.29	
Management Control	Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	3.00	6.25%	100.00%	50.00%	12.50%	0.38	
	Black Executive Directors using the Adjusted Recognition for Gender	2.00	0.50	7	50.00%	14.29%	0.29	
	Black Senior Top Management using the Adjusted Recognition for Gender	3.00	-	3	40.00%	0.00%	-	
	Black Other Top Management using the Adjusted Recognition for Gender	2.00	1.50	12	40.00%	31.25%	0.63	
	Bonus Points:							
	Black Independent Non-Executive Board Members	1.00	-	-	40.00%	0.00%	-	
Objective : Employment Equity		15.00				76.27%	11.44	
Employment Equity	Black Disabled People using the Adjusted Recognition for Gender	2.00	19.87	387	2.00%	100.00%	2.00	
	Black Senior Management using the Adjusted Recognition for Gender	5.00	1.36	4	43.00%	79.07%	3.95	
	Black Middle Management using the Adjusted Recognition for Gender	4.00	13.00	31	63.00%	66.56%	2.66	
	Black Junior Management using the Adjusted Recognition for Gender	4.00	36.50	76	68.00%	70.63%	2.83	
	Bonus Points:							
	Meeting or exceeding all EAP targets above	3.00	-	3	100.00%	0.00%	-	
Objective : Skills Development		15.00				50.68%	7.60	
Skills Development	Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leivable Amount	6.00	1,762,117	73,247,016	3.00%	80.19%	4.81	
	Skills Development on Black Employees with disabilities using the ARG as a % of Leivable Amount	3.00	-	73,247,016	0.30%	0.00%	-	
	Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees	6.00	9	387	5.00%	46.51%	2.79	
Objective : Preferential Procurement		20.00				80.23%	16.05	
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	12.00	1,845,991,331	1,748,046,045	50.00%	100.00%	12.00	
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises & Exempted Micro Enterprises	3.00	54,907,538	1,748,046,045	10.00%	31.41%	0.94	
	Procurement Expenditure - Suppliers that are >50% Black Owned	3.00	236,123,888	1,748,046,045	9.00%	100.00%	3.00	
	Procurement Expenditure - Suppliers that are >30% Black Women Owned	2.00	5,400,828	1,748,046,045	6.00%	5.15%	0.10	
Objective : Enterprise Development		15.00				100.00%	15.00	
Enterprise Development	Average Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	59,287,798	438,847,979	3.00%	100.00%	15.00	
Objective : Socio Economic Development		5.00				100.00%	5.00	
Socio-Economic Development	Average Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	6,674,894	438,847,979	1.00%	100.00%	5.00	