



Overall Scorecard - RCL Foods Limited - BEE Level Before Discount: 3, After Discount: 3, Verification Agency:
 Client Ref: RCLFOODS2024
 File Version: FINAL

Analyst Name:
 Completion Date:
 Technical Signatory:
 Date Signed Off:

GLP B-BBEE (PTY) LTD
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 27/08/2024-29/08/2023
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 27 September 2024

RCL Foods Limited qualifies and is measured as a Generic Entity under the AgriBEE Sector Code 2017

Element Weight	Element Criteria	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved
Ownership 100								
25	Voting Rights	Exercisable Black Voting Rights	4.00	25%+1 Vote	24.79%	3.97	21.88	Yes
		Exercisable Black Women Voting Rights	2.00	10.00%	13.00%	2.00		
	Economic Interest	Economic interest - black people	4.00	25.00%	22.92%	3.67		
		Economic interest - black women	2.00	10.00%	11.77%	2.00		
		Economic interest - Black Designated Groups & ESCPs, Broad-based Schemes / Co-ops	3.00	4.00%	6.73%	3.00		
	New Entrants	Ownership by Black New Entrants	2.00	2.00%	0.00%	0.00		
	Net Equity Value	Net Equity Value	8.00	formula	0.23	7.34		
Management Control 300								
19	Board Participation	Exercisable Voting Rights of Black Board Members	2.00	50.00%	41.67%	1.67	7.79	
		Exercisable Voting Rights of Black Women Board Members	1.00	25.00%	16.67%	0.67		
	Executive Management	Black Exec. Directors as a % of all Exec. Directors	2.00	50.00%	0.00%	0.00		
		Black Women Exec. Directors as a % of all Exec. Directors	1.00	25.00%	0.00%	0.00		
		Black Exec. Management as a % of Other Executive Management	2.00	60.00%	36.67%	1.22		
		Black Women Exec. Management as a % of Other Executive Management	1.00	30.00%	10.00%	0.33		
	Senior Management	Black employees in Senior Management	2.00	60.00%	14.89%	0.50		
		Black Women employees in Senior Management	1.00	30.00%	6.70%	0.22		
	Middle Management	Black employees in Middle Management	2.00	75.00%	34.74%	0.93		
		Black Women employees in Middle Management	1.00	38.00%	12.67%	0.33		
	Junior Management	Black employees in Junior Management	1.00	88.00%	70.24%	0.80		
		Black Women employees in Junior Management	1.00	44.00%	23.47%	0.53		
	Disabled Employees	Black disabled employees	2.00	2.00%	0.59%	0.59		
	Skills Development 300							
20	Learning Program Expenditure	Expenditure on Learning Programmes for black people	8.00	6.00%	3.57%	4.77	13.44	Yes
		Expenditure on Learning Programmes for disabled black employees	4.00	0.30%	0.16%	2.14		
	Learnerships, Apprenticeships, Internships	Number of black people participating in learnerships	4.00	2.50%	2.42%	3.87		
		Number of black unemployed learnerships	4.00	2.50%	1.59%	2.55		
	Learners Absorbed	Number of black learners absorbed based on 18(2) target	5.00	100.00%	2.29%	0.11		
Enterprise & Supplier Development 400								
40	Preferential Procurement	BEE Procurement Spend with Empowering Suppliers	5.00	80.00%	52.22%	3.25	34.73	Yes
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3.00	15.00%	3.17%	0.63		
		Procurement Spend with suppliers qualifying as EMEs	4.00	15.00%	6.54%	1.74		
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9.00	40.00%	37.68%	8.48		
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4.00	12.00%	33.06%	4.00		
		B-BBEE Procurement with Designated Group suppliers Min 51% black owned	2.00	2.00%	1.62%	1.62		
	Supplier Development	Supplier Development contributions	10.00	2.00%	7.81%	10.00		
	Enterprise Development	Enterprise Development contributions and Sector specific Programmes	5.00	1.50%	4.88%	5.00		
	Graduation	Graduation from Enterprise Development to Supplier Development beneficiary	1.00	Yes	No	0.00		
		Created one or more jobs as a result of SD&ED initiatives	1.00	Yes	No	0.00		
Socio-Economic Development 500								
15	Contributions	Total Annual value of Socio-economic Development contributions	15.00	1.50%	1.67%	15.00	15.00	
119			128.00				92.94	
119	YES Initiative	1.5 x YES Target and 5% Absorption	3.00	Yes	No	0.00	0.00	
			131.00				92.94	

Comment:

	Before discount	After discount & YES
BEE Recognition Level	3	3
% Recognition	110%	110%
Black Ownership Economic Interest %		22.92%
Black Women Ownership Econ. Interest %		11.77%
Modified Flow-through used in Ownership		No
Black Ownership Status per Amended COOP definitions		No
- Measured Entity has not met the criteria for Black Ownership		No
Empowering Supplier Status		Yes
Designated Group Supplier		No

