



# Final BEE Verification Report

RCL Foods Limited

26 September 2025

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Technical Signatory: Joanna Govender

1. Details of Measured Entity:

Company Name	RCL Foods Limited
Trade Name	RCL Foods Limited
Address	10 The Boulevard Westway Office Park Westville Kwa-Zulu Natal
Registration Number	1966/004972/06
Vat Number	4360106530

2. Scorecard Overview:

Ownership Equity	21.28
Management Control	9.29
Skills Development	11.74
Enterprise Supplier Development	33.13
Socio Economic Development	15.00
TOTAL SCORE	90.44

3. B-BBEE Status:

BEE Recognition Level	110%
BEE Status	LEVEL 3
Subminimum discount applied (already discounted above if applicable)	
Black Ownership	21.99%
Black Female Ownership	11.45%
Qualifying Enterprise Supplier Development Beneficiary	NO
Empowering Supplier Status	YES
Applicable BEE Codes	Amended Agricultural Sector Code
Financial Period Measured	
Verification Date	26 August 2025
Issue Date	25 September 2025
Expiry Date	24 September 2026
Certificate Number	B-BBEE:9090/25/09/2025/AGRI

## 4. Scorecard Summary:

### Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4	25.01%	23.29%	3.73
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	11.79%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	21.99%	3.52
	Economic Interest of black Women in the Enterprise	2	10.00%	11.45%	2.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives; - Farm workers	3	4.00%	6.85%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	0.00%	0.00
Realisation Points	Net Equity Value	8	25.00%	7.04	7.04
					<b>21.28</b>

### Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	2	50.00%	45.45%	1.82
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	27.27%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%	43.48%	1.45
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	17.39%	0.58
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	18.24%	0.61
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	8.96%	0.30
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	36.92%	0.98
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	13.68%	0.36
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	68.52%	0.78
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	24.18%	0.55
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.86%	0.86
					<b>9.29</b>

## Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	8	6.00%	2.39%	3.19
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people with disabilities as a percentage of Leviable Amount	4	0.30%	0.18%	2.42
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	2.39%	3.82
Unemployed Learners	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	1.15%	1.84
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	9.52%	0.48
					<b>11.74</b>

## Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	5	80.00%	60.38%	3.77
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	4.46%	0.89
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	10.34%	2.76
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	9	40.00%	22.97%	5.17
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	14.05%	4.00
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%	8.50%	2.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	1.91%	9.54
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.50%	2.95%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	No	0.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	No	0.00
					<b>33.13</b>

## Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	15	1.50%	1.50%	15.00
					<b>15.00</b>

## Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

<b>TOTAL BEE SCORE</b>	<b>90.44 Points</b>
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 3

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	110%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

## B-BBEE Status and Procurement Recognition Levels

B-BBEE Status	Qualification	B-BBEE Recognition Level
Level One Contributor	≥100 points	135%
Level Two Contributor	≥100 and <95 points	125%
Level Three Contributor	≥95 and <90 points	110%
Level Four Contributor	≥90 and <80 points	100%
Level Five Contributor	≥80 and <75 points	80%
Level Six Contributor	≥75 and <70 points	60%
Level Seven Contributor	≥70 and <55 points	50%
Level Eight Contributor	≥55 and <40 points	10%
Non-Compliant Contributor	<40 points	0%