



B-BBEE VERIFICATION REPORT

TEMBO HEAVY LIFT AND TRANSPORT (PTY) LTD

1965/006475/07

27 May 2024

Technical Signatory: Jesse James
Verification Analyst: Domenique Mcarthur

Details of Measured Entity

Company Name	TEMBO HEAVY LIFT AND TRANSPORT (PTY) LTD
Trade Name	TEMBO HEAVY LIFT AND TRANSPORT (PTY) LTD
Address	1st Floor, 20 Skeen Boulevard Bedfordview Johannesburg 2008
Registration Number	1965/006475/07
Vat Number	4210103117

Scorecard Overview

B-BBEE Element	Score Achieved	Weighted Points
Ownership Equity	0.00	24
Management Control	1.00	11
Employment Equity	10.63	18
Skills Development	14.45	15
Preferential Procurement	20.00	20
Enterprise Development	15.00	15
Socio Economic Development	5.00	5
Total	66.09	108

B-BBEE Compliance Status

B-BBEE Recognition Level	100%
B-BBEE Status	LEVEL 4
Levels Enhanced	0
Levels Discounted	N/A
Modified Flow Through applied	NO
Exclusions Principle Used	NO
Discounting Principle Used	NO
Modified Black Ownership	N/A
Black Ownership	0.00%
Black Female Ownership	0.00%
Black Youth	0.00%
Black Disabled	0.00%
Black Unemployed	0.00%
Black People living in rural areas	0.00%
Black Military Veterans	0.00%
Black New Entrants	0.00%
Black Ownership Schemes	0.00%

Qualifying Enterprise Supplier Development Beneficiary	NO
Empowering Supplier Status	YES
≥51% Black Designated Group Supplier Status	(0.00%)
Applicable B-BBEE Codes	Transport Sector (Road Freight Sub-Sector) Scorecard (Gazette no: 32511)
Financial Year End	31 December 2023
Measurement Period	01 Jan 2023 - 31 Dec 2023
Certificate Number	MAM001G8690424
Participation in Y.E.S	NO
Achieve Y.E.S Target	N/A
Achieve Y.E.S Target and 5% Absorption	N/A
Achieve double Y.E.S Target and 5% Absorption	N/A

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	3	25.01%	0.00%	0.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	0.00%	0.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	0.00%	0.00
	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: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Ownership Schemes; - Black Beneficiaries of Broad-based Ownership Schemes	1	2.50%	0.00%	0.00
Realisation Points	Ownership Fulfilment	1	Yes	No	0.00
	Net Equity Value	7	25.00%	0.00	0.00
Bonus Points	Involvement in the ownership of the Enterprise of black new entrants	2	10.00%	0.00%	0.00
	Involvement in the ownership of the Enterprise of black Participants: 1. in Employee Ownership Schemes; 2. of Broad-Based Ownership Schemes; or 3. Co-operatives.	2	10.00%	0.00%	0.00
					0.00

Economic & Voting Rights are the same	YES
Total Issued Shares	100
Number of Black Shares (Voting & Equity)	0
Number of Black Woman Shares (Voting & Equity)	0
Value of Enterprise (NAV, Formal Valuation, etc.)	R52 141
Value of black shares	R0
Debt in black shares	R0
Time-based Graduation Factor	100%

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	1.5	50.00%	0.00%	0.00
	Exercisable voting rights of black female board members as a percentage of all board members	1.5	25.00%	0.00%	0.00
	Black persons who are executive directors as a percentage of all executive directors	1	50.00%	0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
Top Management	Black Senior Top Management	1.5	40.00%	0.00%	0.00
	Black Women Senior Top Management	1.5	20.00%	0.00%	0.00
	Black Other Top Management	1	40.00%	40.00%	1.00
	Black Women Other Top Management	1	20.00%	0.00%	0.00
Bonus Points	Black independent non executive board members	1	40.00%	0.00%	0.00
					1.00

Employment Equity

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Disabled	Black disabled employees as a percentage of all employees	1	2.00%	2.33%	1.00
	Black women disabled employees as a percentage of all employees	1	1.00%	2.33%	1.00
Management	Black employees in Senior Management as a percentage of all such employees	2.5	43.00%	70.97%	2.50
	Black women employees in Senior Management as a percentage of all such employees	2.5	22.00%	6.45%	0.73
	Black employees in Middle Management as a percentage of all such employees	1.5	63.00%	82.22%	1.50
	Black women employees in Middle Management as a percentage of all such employees	1.5	32.00%	4.44%	0.00
	Black employees in Junior Management as a percentage of all such employees	1.5	68.00%	86.36%	1.50
	Black women employees in Junior Management as a percentage of all such employees	1.5	34.00%	9.09%	0.40
	Black women as a percentage of all employees below Junior Management level	2	15.00%	38.46%	2.00
Bonus Points	Bonus point for meeting or exceeding the EAP targets in each category	3	89.00%		0.00
					10.63

EAP Targets:

Gauteng - 2023

	AM	AF	CM	CF	IM	IF	W	Total
EAP Targets	46.10%	36.90%	1.10%	1.30%	2.20%	1.40%	11.00%	100%
EAP Targets (Adjusted)	51.80%	41.46%	1.24%	1.46%	2.47%	1.57%	-	100%

All Levels:

Occupational Level	AM	AF	CM	CF	IM	IF	W	Total
Senior Top Management	0	0	0	0	0	0	1	1
Other Top Management	3	0	0	0	1	0	7	11
Senior Management	18	2	2	0	0	0	9	31
Middle Management	35	2	0	0	0	0	8	45
Junior Management	63	6	5	2	0	0	12	88
Other	18	13	4	2	0	0	2	39
Total Employees	137	23	11	4	1	0	39	215

Disabled People	0	5	0	0	0	0	0	5
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Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes for black employees as a percentage of Leivable Amount	3	3.00%	2.45%	2.45
	Skills Development Expenditure on the Learning Programmes for black women employees as a percentage of Leivable Amount	3	1.50%	1.55%	3.00
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	1.5	0.30%	0.48%	1.50
	Skills Development Expenditure on Learning Programmes for black women employees with disabilities as a percentage of Leivable Amount	1.5	0.15%	0.48%	1.50
Learnerships	Number of Black Employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees	3	5.00%	11.63%	3.00
	Number of Black Women Employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees	3	2.50%	6.51%	3.00
					14.45

EAP Targets:

Gauteng - 2023

	AM	AF	CM	CF	IM	IF	W	Total
EAP Targets	46.10%	36.90%	1.10%	1.30%	2.20%	1.40%	11.00%	100%
EAP Targets (Adjusted)	51.80%	41.46%	1.24%	1.46%	2.47%	1.57%	-	100%

Total Actual Spend

Spend	Black		Black Disabled		Non-Black	Total
	Male	Female	Male	Female		
Recognised Internal (F,G)	175	367 500	0	0	0	367 675
External	301 624	623 806	0	300 000	35 339	960 769
Salaries of Students - Category B/C/D	344 070	230 250	0	52 500	0	574 320
ABET	0	0	0	0	0	0
Bursaries & Scholarships	0	0	0	0	0	0
Mentorship Program	0	0	0	0	0	0
Additional Expenses	20 982	0	0	0	0	20 982
Total Spend	666 851	1 221 556	0	352 500	35 339	1 923 746

Applied Spend	1 809 294	1 142 481	352 500	352 500		
Target	2 214 016	1 107 008	221 402	110 701		
Shortfall	-404 722	0	0	0		

Spend on Black Disabled Employees

Spend	Black
Adjusted Spend	352 500
Target	221 402
Shortfall	
Excess	131 098

Total Actual Learnerships, Internships, Apprenticeships

Spend	African		Coloured		Indian		Non-Black	Total
	Male	Female	Male	Female	Male	Female		
Category B	0	0	0	0	0	0	0	0
Category C	1	0	0	0	0	0	0	1
Category D	7	12	3	2	0	0	0	24
Total	8	12	3	2	0	0	0	25

Preferential Procurement

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Procurement Spend	B-BBEE Spend on all Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Procurement Spend	12	50.00%	56.78%	12.00
	B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10.00%	33.38%	3.00
	B-BBEE Procurement Spend as a percentage of Total Measured Procurement Spend from suppliers that are 50% black owned	3	9.00%	25.12%	3.00
	B-BBEE Procurement Spend as a percentage of Total Measured Procurement Spend from suppliers that are 30% Black Women Owned	2	6.00%	13.47%	2.00
					20.00

Enterprise Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
ED Contributions	Average annual value of all qualifying ED contributions made by the measured Entity as a percentage of NPAT	15	3.00%	3.26%	15.00
					15.00

B-BBEE Element	Total Applied Spend	Target	Shortfall
BEE Empowering Suppliers	R 49 555 437	R 43 635 847	
QSE/ EME Expenditure	R 29 131 313	R 8 727 169	
EME Expenditure	R 13 877 213	R 0	
> 50% black owned	R 21 920 451	R 7 854 453	
>= 30% Black Women Owned	R 11 758 024	R 5 236 302	
Black Designated Groups	R 430 640	R 0	

B-BBEE Element	Supplier Development	Enterprise Development	
Total Applied Contributions	R 498 223		
NPAT/ Indicative NPAT	R 15 263 595		
Target	R 457 908		
Shortfall	R 0		

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Average annual value of all qualifying SED Contributions made by the Measured Entity as a percentage of NPAT	5	1.00%	1.22%	5.00
					5.00

B-BBEE Element	Socio-Economic Development
Applied Contribution	R 186 250
NPAT/ Indicative NPAT	R 15 263 595
Target	R 152 636
Shortfall	R 0

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

TOTAL B-BBEE SCORE	66.09 Points
BROAD BASED CONTRIBUTION LEVEL	LEVEL 4

