



# Final BEE Verification Report

FoneWorx (Pty) Ltd

30 September 2019

## 1. Details of Measured Entity:

Company Name	FoneWorx (Pty) Ltd
Trade Name	
Address	Cognition House 84 Bram Fischer Drive Ferndale Randburg 2194
Registration Number	1997/014426/07
Vat Number	4720163122

## 2. Scorecard Overview:

Ownership Equity	15.34
Management Control	5.36
Skills Development	24.21
Enterprise Supplier Development	33.21
Socio Economic Development	5.00
<b>TOTAL SCORE</b>	<b>83.12</b>

## 3. B-BBEE Status:

BEE Recognition Level	100%
BEE Status	LEVEL 4
Subminimum discount applied (already discounted above if applicable)	No
Black Ownership	16.40%
Black Female Ownership	5.12%
Qualifying Enterprise Supplier Development Beneficiary	NO
Empowering Supplier Status	YES
Applicable BEE Codes	DTI Generic Code (Gazette No:36928)
Financial Period Measured	01 July 2018 – 30 June 2019
Analyst	M Arnold
Technical Signatory	T Dippenaar
Verification Date	18 September 2019
Scorecard Number	TLVT9225-300919

## 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	26.00%	15.66%	2.41
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	3.54%	0.71
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	16.40%	2.62
	Economic Interest of black Women in the Enterprise	2	10.00%	5.12%	1.02
	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	3	3.00%	1.33%	1.33
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	4.31%	2.00
Realisation Points	Net Equity Value	8	25.00%	5.25	5.25
					<b>15.34</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%	0.00%	0.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	0.00%	0.00
	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%	50.00%	1.67
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	50.00%	1.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	20.00%	0.67
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	0.00%	0.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	14.29%	0.38
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	7.14%	0.19
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	58.30%	0.66
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	34.94%	0.79
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.00%	0.00
					<b>5.36</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 Leivable Amount	8	6.00%	5.70%	7.60
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.37%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	2.38%	3.80
	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	2.38%	3.80
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	100.00%	5.00
					<b>24.21</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%	87.83%	5.00
	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%	11.36%	2.27
	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%	18.56%	4.00
	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%	13.09%	2.95
	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%	10.50%	3.50
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%	0.49%	0.49
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	2.95%	10.00
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	2.14%	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>33.21</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	5	1.00%	1.86%	5.00
					<b>5.00</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 the Y.E.S Absorption Target		2.50%	0.00%	
					<b>0.00</b>

<b>TOTAL BEE SCORE</b>	<b>83.12 Points</b>
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 4

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	100%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO