



An EMPOWERDEX Generic Tourism Scorecard

SPUR CORPORATION LIMITED

Registration Number: 1998/000828/06

C

LEVEL EIGHT CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	B	19.21	27.00	Black Ownership Percentage	39.70%
Management & Control	C	8.79	19.00	Black Women Ownership Percentage	12.62%
Skills Development	D	4.24	20.00	51% Black Owned Designated Group Supplier	No
Enterprise & Supplier Development	C	18.72	40.00	Black Disabled Percentage	0.00%
Socio-Economic development	A	5.00	5.00	Black Youth Percentage	0.00%
Overall Score	B	55.96	111.00	Black Unemployed Percentage	0.00%
Empowering Supplier			Yes	Black People Living in Rural Areas	0.00%
Recognised Procurement Recognition Level			50.00%	Black Military Veterans	0.00%
Discounting Principle Applicable			Yes	Modified Flow-Through Principle Applied	Yes
Recorded Procurement Recognition Level			10.00%	Exclusion Principal Applied	No
Participated in Y.E.S Initiative			No	Financial Year	30 June 2022
Achieved Y.E.S Target & 2.5% Absorption			No	VAT Number	4740182367
Achieved 1.5 x Y.E.S Target & 5% Absorption			No	Effective Date	25 October 2022
Achieved 2 x Y.E.S Target & 5% Absorption			No	Expiry Date	24 October 2023
				Re-Issue Date	N/A

This verification report is an independent opinion in terms of the Tourism Sector Codes (gazetted 20 November 2015). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – N. Allie

25 October 2022
Date

March 2021

COR-04/H/R26

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Empowerdex (Pty) Ltd, Reg. 2001/027963/07
Directors: J Brebnor, V Jack, L Ratsoma, C Wu



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EXECUTIVE SUMMARY PER ELEMENT: SPUR CORPORATION LIMITED

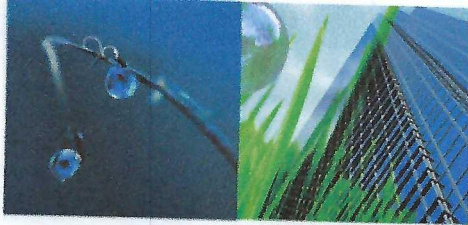
DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
OWNERSHIP				
Verification Date	20 OCTOBER 2022			
Voting rights of black people:	30.00%	4.00	39.36%	4.00
Voting rights of black women:	15.00%	2.00	11.46%	1.53
Economic interest of black people:	30.00%	4.00	39.70%	4.00
Economic interest of black women:	15.00%	2.00	12.62%	1.68
Economic interest of designated groups:				
Black participants in employee ownership schemes:	3.00%	3.00	0.00%	0.00
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	10.00%	4.00	0.00%	0.00
Net Value:	30.00%	8.00	39.79%	8.00
TOTAL SCORE: OWNERSHIP	27.00		19.21	
Sub minimum achieved	3.20		YES	
MANAGEMENT AND CONTROL				
Verification Date	20 OCTOBER 2022			
Black representation at board:	50.00%	2.00	50.00%	2.00
Black Female representation at board:	30.00%	1.00	40.00%	1.00
Black representation of the executive directors:	50.00%	2.00	0.00%	0.00
Black female representation of the executive directors:	30.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	2.00	80.00%	2.00
Black Female Executive Management:	30.00%	1.00	40.00%	1.00
Black Senior Management as % of all Senior Management	60.00%	2.00	16.47%	0.55
Black Female Senior Management as % of all Senior	30.00%	1.00	4.00%	0.13
Black Middle Management as % of all Middle Management	75.00%	2.00	28.62%	0.76
Black Female Middle Management as % of all Middle	38.00%	1.00	11.41%	0.30
Black Junior Management as % of all Junior Management	80.00%	1.00	34.99%	0.44
Black Female Junior Management as % of all Junior	40.00%	1.00	14.61%	0.37
Black Employees with Disabilities as % of all Employees	2.00%	2.00	0.24%	0.24
Bonus: Black disabled employees above target of 2.00%	1.00% over 2.00%	2.00	0.00%	0.00
TOTAL SCORE: MANAGEMENT & CONTROL	19.00 + 2.00		8.79	
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:	CATHSETA			
Skills development review period:	01 JULY 2021-30 JUNE 2022			
Skills spend on black people as a percentage of leviable amount:	6.00%	5.00	1.98%	1.65
Skills spend on black disabled staff as a percentage of leviable amount:	0.30%	3.00	0.01%	0,07
Learnerships and category B, C and D programmes for black employees as a percentage of total employees:	3.50%	8.00	0.97%	2,21
Learnerships and category B, C and D programmes for black unemployed people as a percentage of total employees:	3.00%	4.00	0.05%	0.07
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	4.84%	0.24
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00		4.24	
Sub minimum achieved	8.00		NO	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:	01 JULY 2021-30 JUNE 2022			

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Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	61.34%	3.83
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	6.51%	1.30
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	14.63%	3.90
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	12.21%	2.75
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	22.91%	4.00
TOTAL SCORE: Preferential Procurement		25.00		15.78
Sub minimum achieved		10.00		YES
Supplier Development:				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Supplier development contributions as a percentage of NPAT:	3.00%	10.00	0.00%	0.00
TOTAL SCORE: Supplier Development		10.00		0.00
Sub minimum achieved		4.00		NO
Enterprise Development:				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Enterprise development contributions as a percentage of NPAT:	0.50%	5.00	0.29%	2.94
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	0.00%	0.00
Bonus Points - For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	0.00%	0.00
TOTAL SCORE: Enterprise Development		5.00 + 2.00		2.94
Sub minimum achieved		2.00		YES
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT		40.00 + 2.00		18.72
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 JULY 2021-30 JUNE 2022	
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.30%	5.00
Bonus: TOMSA Levy Collector Status	Yes/No	3.00	NO	0.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT		5.00 + 3.00		5.00
TOTAL SCORE:		111.00 + 12.00		55.96

ANALYST:

TRACY CHIHORO

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%

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