



An EMPOWERDEX Generic Tourism Scorecard

SPUR CORPORATION LIMITED

Registration Number: 1998/000828/06

B

LEVEL SEVEN CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	B	20.18	27.00	Black Ownership Percentage	44.49%
Management & Control	C	9.31	19.00	Black Women Ownership Percentage	17.35%
Skills Development	C	11.26	20.00	51% Black Owned Designated Group Supplier	No
Enterprise & Supplier Development	B	25.91	40.00	Black Disabled Percentage	0.00%
Socio-Economic development	A	5.00	5.00	Black Youth Percentage	0.19%
Overall Score	BB	71.66	111.00	Black Unemployed Percentage	0.00%
				Black People Living in Rural Areas	0.00%
Empowering Supplier	Yes		Black Military Veterans	0.00%	
Recognised Procurement Recognition Level	60.00%		Modified Flow-Through Principle Applied	Yes	
Discounting Principle Applicable	Yes		Exclusion Principal Applied	No	
Recorded Procurement Recognition Level	50.00%		Financial Year	30 June 2023	
Participated in Y.E.S Initiative	No		VAT Number	4740182367	
Achieved Y.E.S Target & 2.5% Absorption	No		Effective Date	09 November 2023	
Achieved 1.5 x Y.E.S Target & 5% Absorption	No		Expiry Date	08 November 2024	
Achieved 2 x Y.E.S Target & 5% Absorption	No		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

09 November 2023

Date



An EMPOWERDEX Generic Tourism Scorecard

EXECUTIVE SUMMARY PER ELEMENT: SPUR CORPORATION LIMITED

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED
OWNERSHIP				
Verification Date				24 October 2023
Voting rights of black people:	30.00%	4.00	46.35%	4.00
Voting rights of black women:	15.00%	2.00	14.36%	1.91
Economic interest of black people:	30.00%	4.00	44.49%	4.00
Economic interest of black women:	15.00%	2.00	17.35%	2.00
Economic interest of designated groups:				
Black participants in employee ownership schemes:	3.00%	3.00	0.19%	0.19
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	10.00%	4.00	0.18%	0.07
Net Value:	30.00%	8.00	44.49%	8.00
TOTAL SCORE: OWNERSHIP	27.00		20.18	
Sub minimum achieved	3.20		YES	
MANAGEMENT AND CONTROL				
Verification Date				24 October 2023
Black representation at board:	50.00%	2.00	44.44%	1.78
Black Female representation at board:	30.00%	1.00	44.44%	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	16.67%	0.56
Black Female Senior Management as % of all Senior	30.00%	1.00	0.00%	0.00
Black Middle Management as % of all Middle Management	75.00%	2.00	43.53%	1.16
Black Female Middle Management as % of all Middle	38.00%	1.00	26.51%	0.70
Black Junior Management as % of all Junior Management	80.00%	1.00	45.39%	0.57
Black Female Junior Management as % of all Junior	40.00%	1.00	21.40%	0.54
Black Employees with Disabilities as % of all Employees	2.00%	2.00	0.00%	0.00
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		9.31	
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:				CATHSETA
Skills development review period:				01 JULY 2022 - 30 JUNE 2023
Skills spend on black people as a percentage of leviabile amount:	6.00%	5.00	3.25%	2.71
Skills spend on black disabled staff as a percentage of leviabile amount:	0.30%	3.00	0.00%	0.00
Learnerships and category B, C and D programmes for black employees as a percentage of total employees:	3.50%	8.00	3.21%	7.34
Learnerships and category B, C and D programmes for black unemployed people as a percentage of total employees:	3.00%	4.00	0.22%	0.29
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	18.43%	0.92
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00		11.26	
Sub minimum achieved	8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:				01 JULY 2022 - 30 JUNE 2023



An EMPOWERDEX Generic Tourism Scorecard

Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	71.45%	4.47
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	7.07%	1.41
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	9.18%	2.45
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	38.57%	8.68
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	33.35%	4.00
TOTAL SCORE: Preferential Procurement		25.00		21.01
Sub minimum achieved		10.00		YES
Supplier Development:				
Financial period verified:			01 JULY 2022 - 30 JUNE 2023	
Supplier development contributions as a percentage of NPAT:	3.00%	10.00	0.07%	0.24
TOTAL SCORE: Supplier Development		10.00		0.24
Sub minimum achieved		4.00		NO
Enterprise Development:				
Financial period verified:			01 JULY 2022 - 30 JUNE 2023	
Enterprise development contributions as a percentage of NPAT:	0.50%	5.00	0.47%	4.66
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		4.66
Sub minimum achieved		2.00		YES
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT		40.00 + 2.00		25.91
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 JULY 2022 - 30 JUNE 2023	
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.08%	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		71.66

7

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%

June 2023

COR-04/H/R27

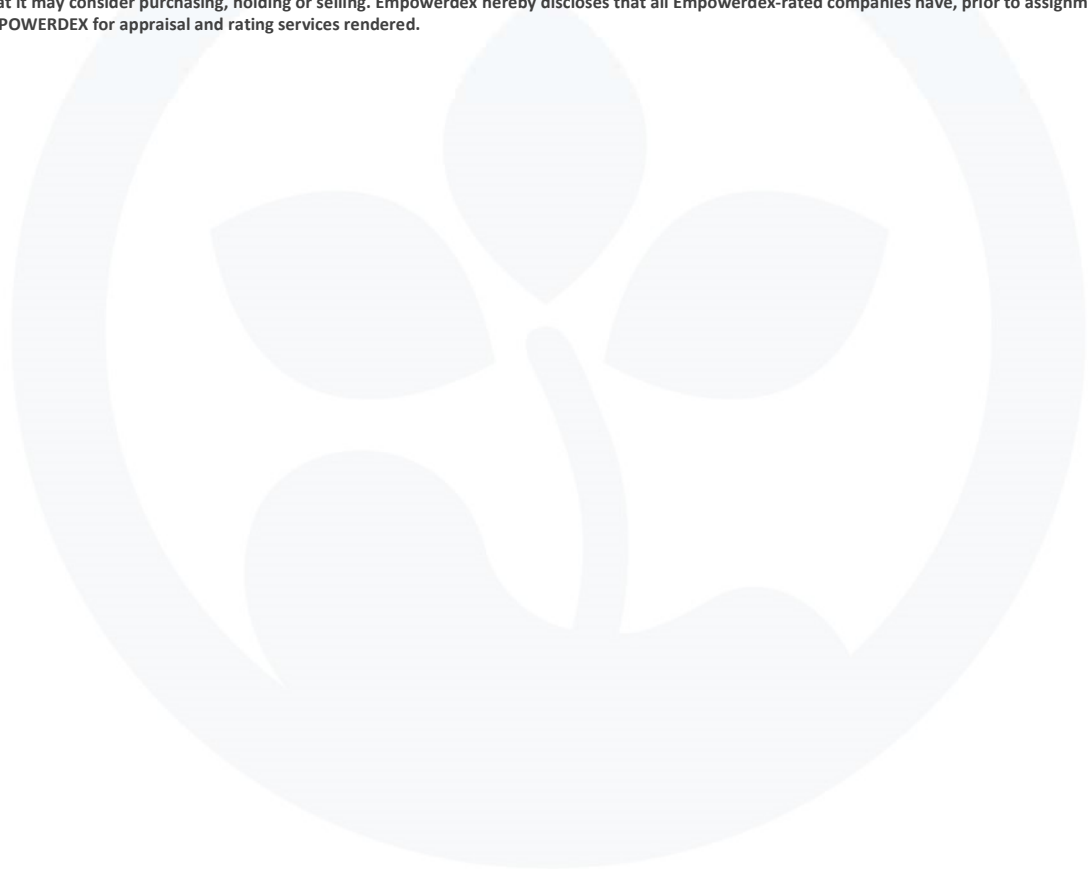
JOHANNESBURG Tel: 011 883 8548 • Fax: 011 326 7803 E-mail: ZMapisa@empowerdex.com	CAPE TOWN Tel: 021 419 5130 • Fax: 021 419 5131 E-mail: NAllie@empowerdex.com	DURBAN Tel: 031 566 1938 • Fax: 031 566 4621 E-mail: ARambully@empowerdex.com	PRETORIA Tel: 012 665 2078 • Fax: 012 665 0647 E-mail: LNdamase@empowerdex.com
--	---	--	--

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



An EMPOWERDEX Generic Tourism Scorecard

© Copyright 2021 by Empowerdex (Pty) Ltd, 1st Floor, 3rd Building, Inanda Greens Business Park, 54 Wierda Road, Wierda Valley, Sandton. All rights reserved. ALL INFORMATION CONTAINED HEREIN IS COPYRIGHTED IN THE NAME OF EMPOWERDEX (PTY) LTD. ("EMPOWERDEX"), AND NONE OF SUCH INFORMATION MAY BE COPIED OR OTHERWISE REPRODUCED, REPACKAGED, FURTHER TRANSMITTED, TRANSFERRED, DISSEMINATED, REDISTRIBUTED OR RESOLD, OR STORED FOR SUBSEQUENT USE FOR ANY SUCH PURPOSE, IN WHOLE OR IN PART, IN ANY FORM OR MANNER OR BY ANY MEANS WHATSOEVER, BY ANY PERSON WITHOUT EMPOWERDEX'S PRIOR WRITTEN CONSENT. All information contained herein is obtained by EMPOWERDEX from sources believed by it to be accurate and reliable. Because of the possibility of human or mechanical error as well as other factors, however, such information is provided "as is" without warranty of any kind and EMPOWERDEX, in particular, makes no representation or warranty, express or implied, as to the accuracy, timeliness, completeness, merchantability or fitness for any particular purpose of any such information. Under no circumstances shall EMPOWERDEX have any liability to any person or entity for (a) any loss or damage in whole or in part caused by, resulting from, or relating to, any error (negligent or otherwise) or other circumstance or contingency within or outside the control of EMPOWERDEX or any of its directors, officers, employees or agents in connection with the procurement, collection, compilation, analysis, interpretation, communication, publication or delivery of any such information, or (b) any direct, indirect, special, consequential, compensatory or incidental damages whatsoever (including without limitation, lost profits), even if EMPOWERDEX is advised in advance of the possibility of such damages, resulting from the use of or inability to use, any such information. The empowerment ratings, if any, constituting part of the information contained herein are, and must be construed solely as, statements of opinion and not statements of fact or recommendations to purchase, sell or hold any securities. NO WARRANTY, EXPRESS OR IMPLIED, AS TO THE ACCURACY, TIMELINESS, COMPLETENESS, MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE OF ANY SUCH RATING OR OTHER OPINION OR INFORMATION IS GIVEN OR MADE BY EMPOWERDEX IN ANY FORM OR MANNER WHATSOEVER. Each rating or other opinion must be weighed solely as one factor in any investment decision made by or on behalf of any user of the information contained herein, and each such user must accordingly make its own study and evaluation of each security and of each issuer and guarantor of, and each provider of credit support for, each security that it may consider purchasing, holding or selling. Empowerdex hereby discloses that all Empowerdex-rated companies have, prior to assignment of any rating, agreed to pay to EMPOWERDEX for appraisal and rating services rendered.



JOHANNESBURG

Tel: 011 883 8548 • Fax: 011 326 7803
E-mail: ZMapisa@empowerdex.com

CAPE TOWN

Tel: 021 419 5130 • Fax: 021 419 5131
E-mail: NAllie@empowerdex.com

DURBAN

Tel: 031 566 1938 • Fax: 031 566 4621
E-mail: ARambully@empowerdex.com

PRETORIA

Tel: 012 665 2078 • Fax: 012 665 0647
E-mail: LNdamase@empowerdex.com