

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

DCD-DORBYL (Pty) Ltd and Subsidiaries

Level 5 Contributor

Measured Entity (Full List of Entities Listed on Page 2 of Certificate)

Company Name DCD-DORBYL (Pty) Ltd and Subsidiaries
Registration Number 2006/037611/07
VAT Number 4080235247
Address Ring Road
 Duncanville
 Vereeniging
 1939

BEE Status

BBBEE Status Level	Level 5
Element Levels	EO:Level 1; MC:Non-Compliant; EE:Non-Compliant; SD:Non-Compliant; PP:Level 2; ED:Level 1; SED:Level 6
Black Ownership	37.76% Black Ownership; 6.72% Black Women Ownership
Value Adding Vendor	Yes
BEE Procurement Recognition	100%

Issue Date 25/07/2011
Expiry Date 24/07/2012
Certificate Number ELC2381GENBB
Version Final
Applicable Scorecard Codes - Generic
Applicable BBBEE Codes Generic Codes Gazetted on 9 February 2007

BEE Procurement Recognition Levels

Level	Qualification	%
1	≥ 100 Points	135%
2	≥ 85 but < 100	125%
3	≥ 75 but < 85	110%
4	≥ 65 but < 75	100%
5	≥ 55 but < 65	80%
6	≥ 45 but < 55	60%
7	≥ 40 but < 45	50%
8	≥ 30 but < 40	10%
Non-Compliant	<30	0%



EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per T Lombard

Member - Verification Committee

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A Consolidated Verification Certificate issued to
DCD-DORBYL (Pty) Ltd and Subsidiaries

Certificate Number: ELC2381GENBB

BBBEE Status: Level 5 Contributor
 Value Adding Vendor

Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	VAT Number
DCD-Dorbyl (Pty) Ltd	2006/037611/07	4080235247
Heavy Engineering Vereeniging, a division of DCD-DORBYL (Pty) Ltd	2006/037611/07	4080235247
Heavy Engineering Venco, a division of DCD-DORBYL (Pty) Ltd	2006/037611/07	4080235247
Metpro, a division of DCD-DORBYL (Pty) Ltd	2006/037611/07	4080235247
Ringrollers, a division of DCD-DORBYL (Pty) Ltd	2006/037611/07	4080235247
Rolling Stock & Defence, a division of DCD-Dorbyl (Pty) Ltd	2006/037611/07	4080235247
Isithebe Props 145 (Pty) Ltd	2009/020519/07	Not Registered
Main Street 857 (Pty) Ltd	2010/028739/07	Not Registered
Makana Mariune & Projects (Pty) Ltd	1999/012001/07	Not Registered
Mine Support Services (Pty) Ltd	1999/003806/07	4390183376

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per T Lombard
Member - Verification Committee

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment. The objective of our verification is to verify the validity and accuracy of the BBBEE status represented by the measured entity. EmpowerLogic is not responsible for ensuring completeness of information provided to support the BBBEE status.

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1. Introduction :

DCD-DORBYL (Pty) Ltd and Subsidiaries's Broad Based Black Economic Empowerment verification has been based on the Codes of Good Practice for Broad Based Black Economic Empowerment Gazetted on 9 February 2007.

All BEE statistics (especially Supplier information) was collated in a comprehensive information gathering initiative to allow accurate scoring on all objectives and themes. With the increased emphasis by Government on broad based BEE, such figures must remain accurate and easily available for future measurement and reporting initiatives. The measurement period used for all financial information is 1 April 2010 to 31 March 2011.

This report is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment. The objective of our verification is to verify the validity and accuracy of the BBBEE status represented by the measured entity. EmpowerLogic is not responsible for ensuring completeness of information provided to support the BBBEE status.

All the information contained in this document has been collected from sources within DCD-DORBYL (Pty) Ltd and Subsidiaries and believed to be accurate and reliable at the time of the measurement.

All referencing to Black individuals is based on the generic term used to refer to African (A), Indian (I), Coloured (C) and Chinese (C) South African citizens.

The verification for DCD-DORBYL was based on the following elements:

- *Equity Ownership – % flow of economic benefits and voting rights;*
- *Management Control – % black persons in executive management and/ or executive board and board committees;*

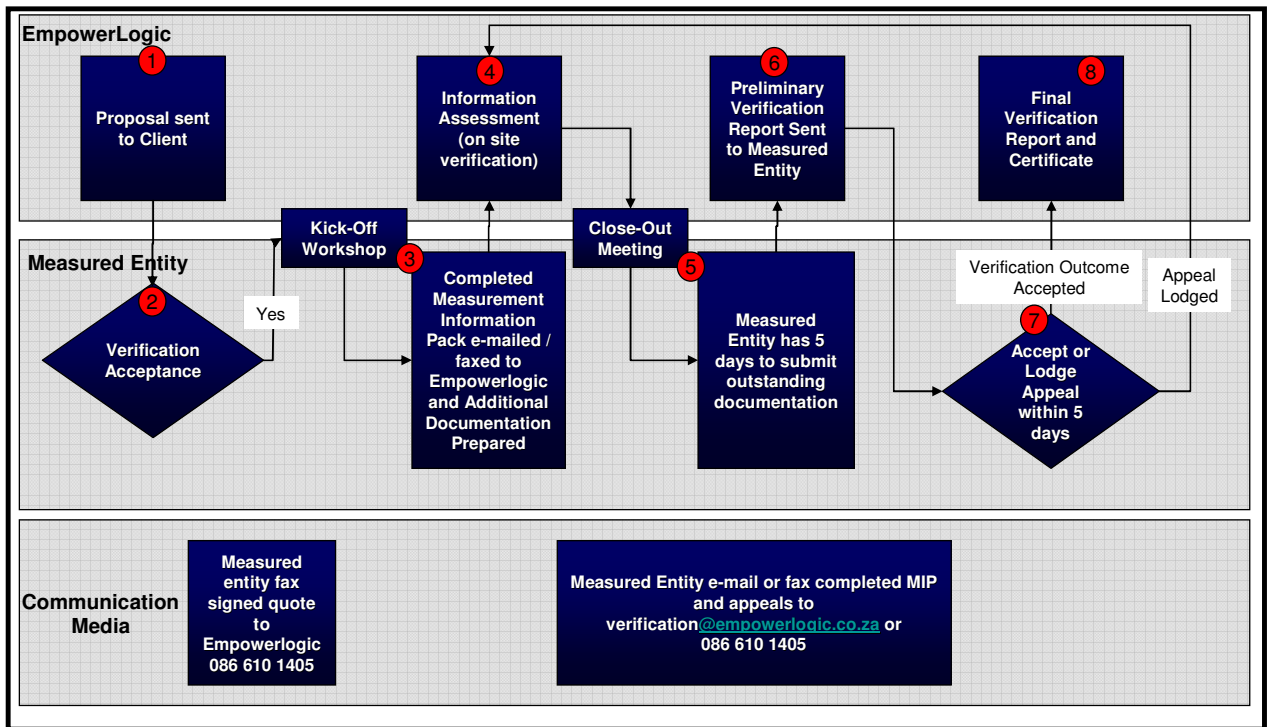
- *Employment Equity - Weighted employment equity analysis;*
- *Skills development - Skills development expenditure as a proportion of total payroll leviable amount;*

- *Preferential Procurement – Weighted Preferential Procurement spend based on the BEE Procurement Recognition Levels;*

- *Enterprise Development – Cumulative recoverable and non-recoverable contributions to Enterprise Development as a % of NPAT;*

- *Socio Economic Development - Cumulative non-recoverable contributions to Social Development as a % of NPAT.*

The following diagram illustrates the process that was followed, as well as the documentation involved in each part of the process :



- 1 Proposal
- 2 Signed Proposal
- 3 Measurement Information Pack
- 4 Verification Methodology and On-Site Schedule
- 5 Close Out Meeting Template
- 6 Provisional Verification report
- 7 Written Appeal
- 8 Final Verification Certificate and Report

The total score of a company will be used to rank them according to their progress in achieving broad-based black economic empowerment. The total points that a company earn are set out as follows by the Codes of Good Practice:

Level	Qualification	Procurement Recognition %
Level 1	≥ 100 Points	135%
Level 2	≥ 85 but < 100	125%
Level 3	≥ 75 but < 85	110%
Level 4	≥ 65 but < 75	100%
Level 5	≥ 55 but < 65	80%
Level 6	≥ 45 but < 55	60%
Level 7	≥ 40 but < 45	50%
Level 8	≥ 30 but < 40	10%
Non Compliant	<30	0%

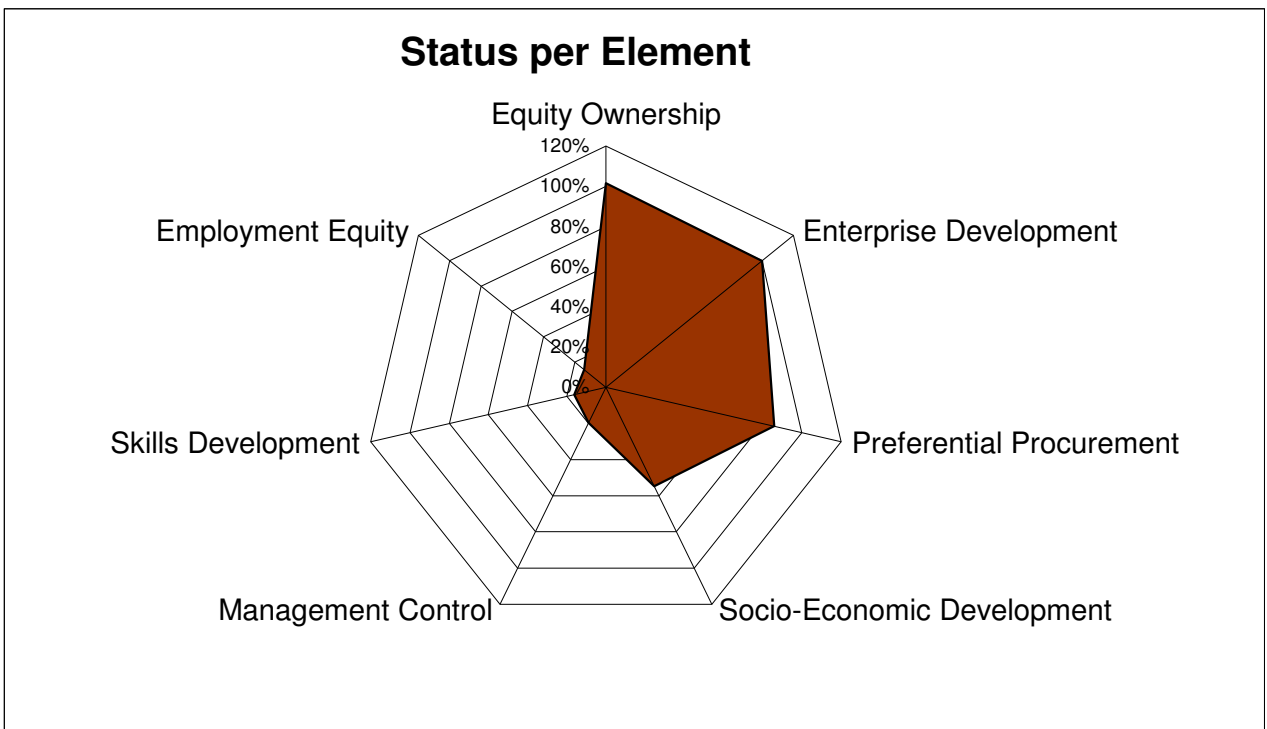
2. Codes - Generic Scorecard

Core Element	Element	Indicator	Weight	Target	
Direct Empowerment	Equity Ownership	Exercisable Voting Rights by Black People	3.00	25.0%	
		Exercisable Voting Rights by Black Women	2.00	10.0%	
		Economic Interest (EI) to which Black People are entitled	4.00	25.0%	
		EI to which Black Women are entitled	2.00	10.0%	
		EI to which BDG's, EOS, BBOS and Co-op's are entitled	1.00	2.5%	
		Ownership Fulfillment	1.00	Yes	
		Net Value	7.00	15.0%	
		Bonus Point			
	Involvement in the ownership by Black New Entrants	2.00	10.0%		
	Involvement in the ownership by: EOS, BBOS and Co-ops	1.00	10.0%		
	Management Control	Management Control	Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender (ARG)	3.00	50.0%
			Black Executive Directors using the ARG	2.00	50.0%
			Black Senior Top Management using the ARG	3.00	40.0%
			Black Other Top Management using the ARG	2.00	40.0%
Bonus Point					
Black Independent Non-Executive Board Members			1.00	40.0%	
Human Resource Development	Employment Equity	Black Disabled People using the ARG	2.00	2.0%	
		Black Senior Management using the ARG	5.00	43.0%	
		Black Middle Management using the ARG	4.00	63.0%	
		Black Junior Management using the ARG	4.00	68.0%	
		Bonus Point			
	Meeting or exceeding all EAP targets above	3.00	100.0%		
	Skills Development	Skills Development	Skills Development on Black Employees using the ARG as a % of Leviaible Amount	6.00	3.0%
			Skills Development on Black Employees disabilities using the ARG as a % of Leviaible Amount	3.00	0.3%
Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees			6.00	5.0%	
Indirect Empowerment	Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	12.00	50.0%	
		Weighted BEE Procurement Expenditure - Qualifying Small Enterprises & Exempted Micro Enterprises	3.00	10.0%	
		Procurement Expenditure - Black Owned > 50%	3.00	9.0%	
		Procurement Expenditure - Black Women Owned > 30%	2.00	6.0%	
	Enterprise Development	Average Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	0.0%	
Residual	Socio-Economic Development	Average Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	1.0%	

3. Scorecard Summary:

DCD-DORBYL is classified as a Level 5 contributor towards Broad Based Black Economic Empowerment.

Description	Weighting	% Score for Indicator	Points
Overall BEE Score	100.00	61.70%	61.70
Direct Empowerment	30.00	74.21%	22.26
Equity Ownership	20.00	101.46%	20.29
Management Control	10.00	19.72%	1.97
Human Resource Development	30.00	15.04%	4.51
Employment Equity	15.00	13.85%	2.08
Skills Development	15.00	16.22%	2.43
Indirect Empowerment	35.00	91.96%	32.19
Preferential Procurement	20.00	85.93%	17.19
Enterprise Development	15.00	100.00%	15.00
Residual	5.00	54.68%	2.73
Socio-Economic Development	5.00	54.68%	2.73



4. Sections :

4.1 Direct Empowerment :

Level 4

4.1.1 Equity Ownership :

Level 1

Necessary shareholding information that was found in the Measurement Information Pack, could be confirmed with the share certificate(s), share register(s) and/or other formal documentation.

Table 4.1.1.1: DCD-DORBYL (Pty) Ltd and Subsidiaries Shareholders:

Shareholder(s) Detail	% Share	% by Black People
DCD-Dorbyl (Pty) Ltd	100.00%	31.44%
Total	100.00%	31.44%

The shareholding of DCD-Dorbyl (Pty) Ltd is indicated in the table below.

Table 4.1.1.2: DCD-Dorbyl (Pty) Ltd Shareholders:

Shareholder(s) Detail	% Share	% by Black People
Investec Limited	47.38%	13.44%
Reyapele Investments (Pty) Ltd	37.47%	18.00%
J Venter	2.20%	0.00%
C J O Rehder	2.20%	0.00%
J A Booysen	2.20%	0.00%
G M Colgate	1.10%	0.00%
D H Booysen	1.10%	0.00%
A P C Joubert	1.10%	0.00%
W A S Nel	1.10%	0.00%
G P J Klos	1.10%	0.00%
A M Meyer	1.10%	0.00%
D P Richards	1.93%	0.00%
Total	100.00%	31.44%

Reyapele Investments (Pty) Ltd is 49% held by Investec Limited, 51% by Siyahamba Engineering (Pty) Ltd. The shareholding of Siyahamba Engineering (Pty) Ltd is indicated in the table below:

Table 4.1.1.3: Siyahamba Engineering (Pty) Ltd:

Shareholder(s) Detail	% Share	% by Black People
African Revival Holdings (Pty) Ltd	61.00%	47.92%
Jakavula Investments (Pty) Ltd	9.00%	9.00%
Sheila Ngubane	5.00%	5.00%
Henk Lilander	10.00%	0.00%
Paulo Jorge	10.00%	0.00%
Zarina Maharaj	5.00%	5.00%
Total	100.00%	66.92%

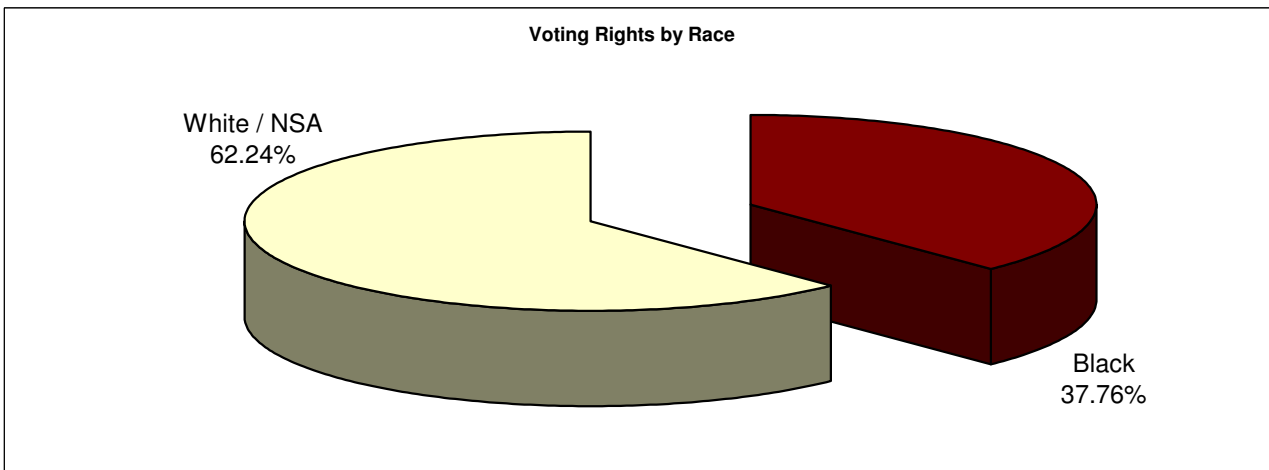
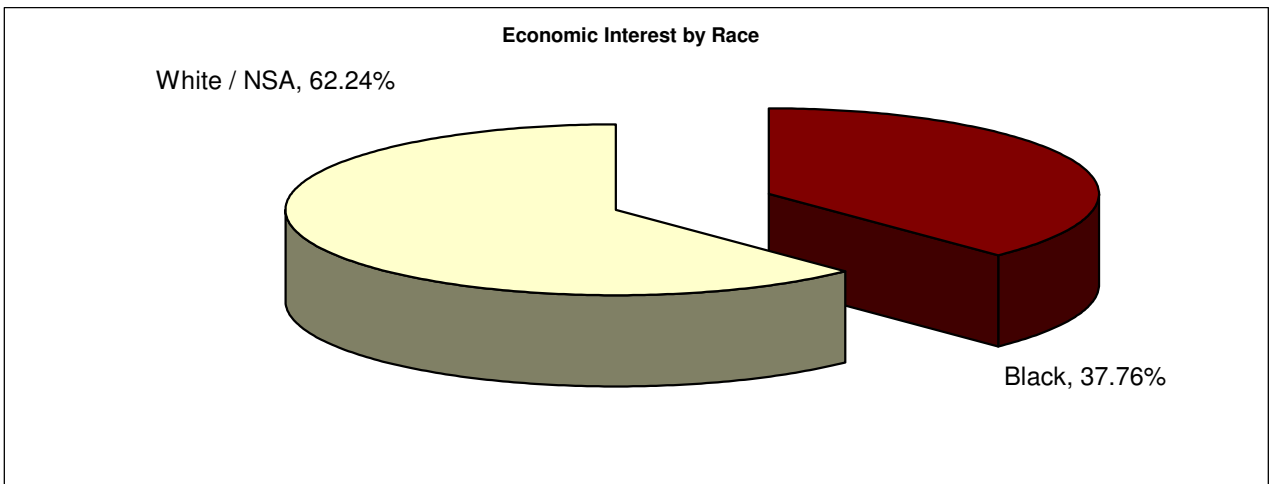
African Revival Investments Holdings (Pty) Ltd is 29.94% held by Investec Bank Limited and 70.06% held by African Revival Holdings (pty) Ltd. African Revival Holdings is 100% held by Mr Z Maqetuka.

Table 4.1.1.4: DCD-DORBYL (Pty) Ltd and Subsidiaries Effective Black Shareholding

Description	%
Effective Black Ownership in Measured Entity using the Flow Through Principle	31.44%
Black Ownership calculated using the Modified Flow Through Principle	37.76%

Table 4.1.1.5: Equity Ownership Scorecard

Indicator	Weight	Actual	Target	Result	Points
Exercisable Voting Rights by Black People	3.00	37.76%	25.01%	100.00%	3.00
Exercisable Voting Rights by Black Women	2.00	6.72%	10%	67.15%	1.34
Economic Interest to which Black People are entitled	4.00	37.76%	25%	100.00%	4.00
Economic Interest to which Black Women are entitled	2.00	6.72%	10%	67.15%	1.34
Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	1.00	1.21%	2.5%	48.46%	0.48
Ownership Fulfillment	1.00	Yes	Yes	100.00%	1.00
A - Net Value	7.00	31.44%	15%	100.00%	7.00
B - EI using Normal Flow Through		31.44%	25%	100.00%	
Bonus Points:					
Involvement in the ownership by Black New Entrants	2.00	12.68%	10%	100.00%	2.00
Involvement in the ownership by: EOS, BBOS and Co-ops	1.00	1.21%	10%	12.12%	0.12
Total	20.00				20.29



DCD-DORBYL meets the definition of a Level 1 contributor towards broad based black economic empowerment in terms of the equity ownership of the company.

4.1.2 Management Control :

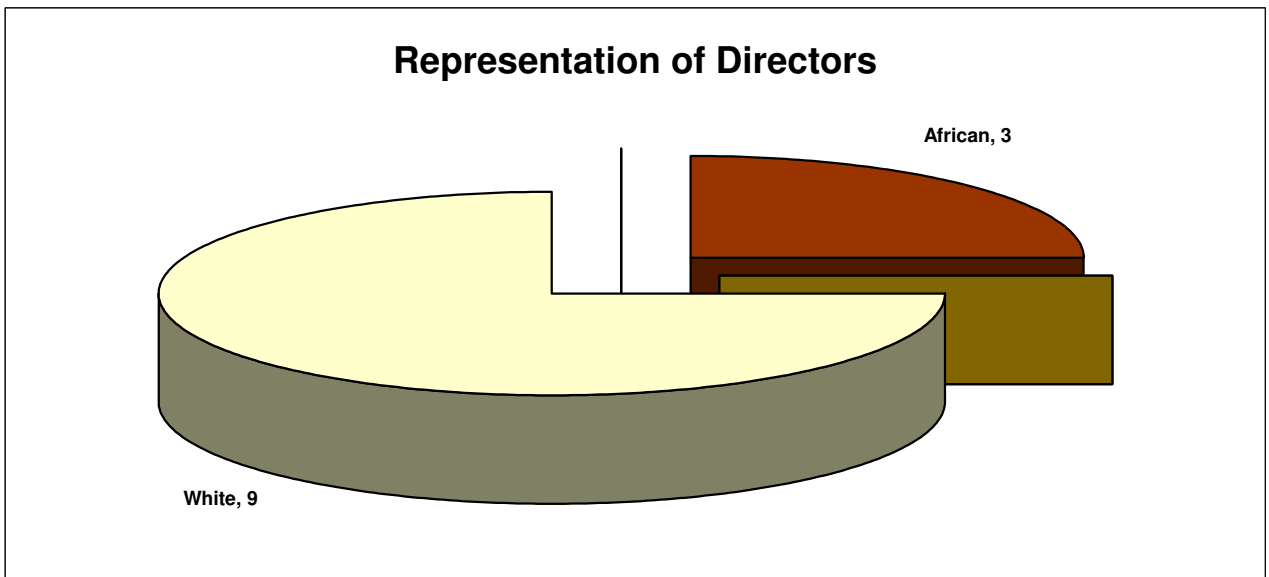
Non-Compliant

Table 4.1.2.1: Listing of Directors and Executives

Designation	Name	Race (A/I/C W/NSA)	Gender (M/F)	% Votes
Senior Top Management				
CEO/MD	R G King	W	M	10%
CFO/FD	D P Richards	W	M	10%
Other Top Management				
Other Executive Directors	C J Otto Rehder	W	M	10%
	G M Colegate	W	M	10%
	J Venter	W	M	10%
	W A S Nel	W	M	10%
	G P J Klos (Alternate director)	W	M	
	D H Booyens (Alternate director)	W	M	
Non-Directors (with Executive decision making capability)	A Meyer	W	M	
	E Du Plooy	W	F	
	J Andries	W	M	
	D Marais	W	M	
	E Loubser	W	F	
	L Harrisparasadh	I	M	
	S Achary	I	M	
	T Kista	I	M	
	F Rachidi	A	M	
	N Sutcliffe	W	F	
	F S Ramage	W	M	
	D S L Streak	W	F	
	D G Leggit	W	M	
	A Mears	W	M	
	D L Edge	W	F	
	W Botes	W	F	
	A Boqwana	A	M	
	B Bosch	W	F	
	S Steyn	W	F	
	S Lombard	W	F	
	C Engelbrecht	W	M	
	A Reid	W	M	
	P Buckley	W	M	
	A Scott	W	M	
	F Burr-Dixon	W	M	
	W Kanffer	W	M	
	R Holland	C	M	
	J J Raats	W	M	
	B Poswo	A	M	
	N Mazibuko	A	M	
I De Villiers	W	M		
P Nel	W	M		
H Heins	W	M		
K Petrus	W	M		
C Potgieter	W	F		

Designation	Name	Race (A/I/C W/NSA)	Gender (M/F)	% Votes
Other Top management				
Non-Directors (with Executive decision making capability)	M van Biljon	W	M	
	J Railoun	C	M	
	C Schreuder	C	M	
	M Sylvester	W	M	
	D Truter	W	M	
	D Dixon	W	M	
	A M Nel	W	F	
	N Botes	W	F	
	F Cornelius	W	M	
	T Janeke	W	F	
	B Rabie	W	M	
Non-Executive Board members				
Non-Executive Chairman	Z S Maqetuka	A	M	10%
Non-Executive Directors	V W Mcobothi	A	F	10%
	V Langlois	w	M	10%
	C Nkuna	A	M	10%

A = African, I = Indian, C = Coloured, W = White, NSA = Non-South African



The indicators for Management Control uses the Adjusted Recognition for Gender (ARG) principle being:

$$A = (B/F) + C$$

B = black employees in measurement category

F = ARG Factor (see table below)

C = black women employees in measurement category (limited to 50% of the target), therefore the lower of C1 and C2 in table 4.1.2.2 below

Table 4.1.2.2: Adjusted Recognition for Gender

Measurement Category	Total in Cat	Target	Black People (B)	ARG Factor (F)	Black Women (C1)	50% of Target (C2)	ARG (A)
Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	100%	50%	30%	2	10%	25%	25%
Black Executive Directors using the Adjusted Recognition for Gender	6	0.50	-	2	-	1.50	-
Black Senior Top Management using the Adjusted Recognition for Gender	2	0.40	-	2	-	0.40	-
Black Other Top Management using the Adjusted Recognition for Gender	53	0.40	10	2	-	10.60	5.00

Table 4.1.2.3: Management Control Scorecard

Measurement Category	Weight	Actual with ARG	Total in Cat	Target	Result	Points
Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	3.00	25.00%	100.00%	50%	50%	1.50
Black Executive Directors using the Adjusted Recognition for Gender	2.00	-	6	50%	0%	-
Black Senior Top Management using the Adjusted Recognition for Gender	3.00	-	2	40%	0%	-
Black Other Top Management using the Adjusted Recognition for Gender	2.00	5.00	53	40%	24%	0.47
Bonus Points:						
Total	10.00					1.97

DCD-DORBYL meets the definition of a Non-Compliant contributor towards broad based black economic empowerment in terms of the management control of the company.

4.2 HR Development & Employment Equity :

Non-Compliant

4.2.1 Employment Equity:

Non-Compliant

Table 4.2.1.1: Employment Equity

Occupational Level	Males					Females					Total
	African	Coloured	Indian	Non Black	Sub-Total	African	Coloured	Indian	Non Black	Sub-Total	
Top Management	4	3	3	32	42	-	-	-	13	13	55
Senior Management	-	-	-	5	5	-	-	-	-	-	5
Professionals, Specialists & Mid-Management	8	14	13	63	98	4	-	1	11	16	114
Skilled Workers, Supervisors & Junior Management	350	288	43	330	1011	9	13	7	47	76	1 087
Semi-skilled & Discretionary Decision Making	244	149	17	36	446	8	18	4	19	49	495
Unskilled	88	8	3	1	100	16	8	-	-	24	124
Total Employees	694	462	79	467	1702	37	39	12	90	178	1 880
Disabled	3	0	7	4	14	0	0	0	1	1	15

The indicators for Employment Equity uses the Adjusted Recognition for Gender (ARG) principle being:

$$A = (B/F) + C$$

B = black employees in measurement category

F = ARG Factor (see table below)

C = black women employees in measurement category (limited to 50% of the target), therefore the lower of C1 and C2 in table 4.2.1.2 below

Table 4.2.1.2: Adjusted Recognition for Gender

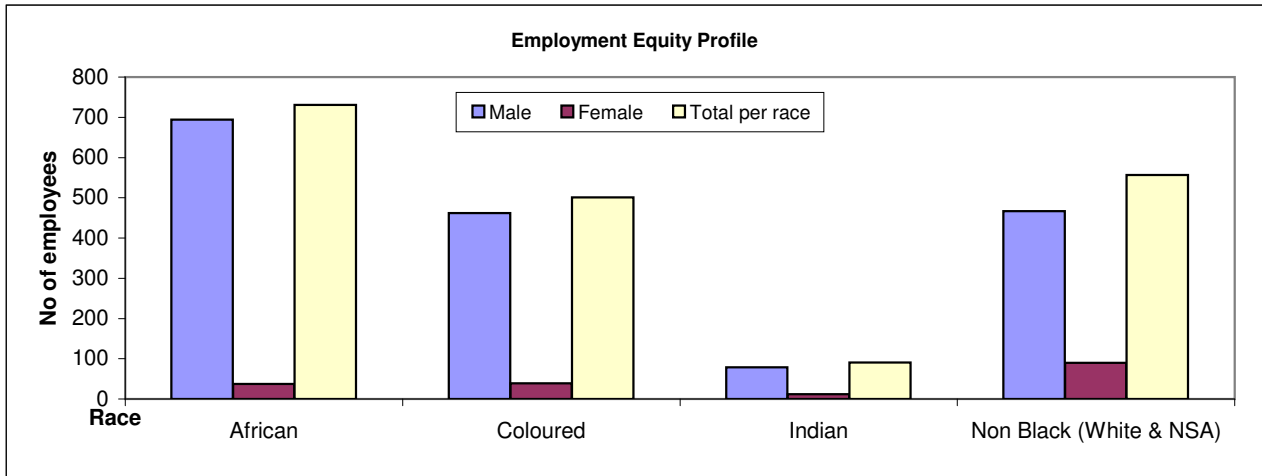
Measurement Category	Total in Cat	Target	Black People (B)	ARG Factor (F)	Black Women (C1)	50% of Target (C2)	ARG (A)
Disabled People (measured vs. total employees)	1 880	2%	10	2	-	18.80	5.00
Senior Management	5	43%	-	2	-	1.08	-
Professionals, Specialists & Mid-Management	114	63%	40	2	5	35.91	25.00
Skilled Workers, Supervisors & Junior Management	1 087	68%	710	2	29	369.58	384.00

The sub-minimum of 40% of target is applied, therefore the indicators that do not achieve 40% of target after applying ARG are not awarded any points.

Table 4.2.1.3: Employment Equity Scorecard

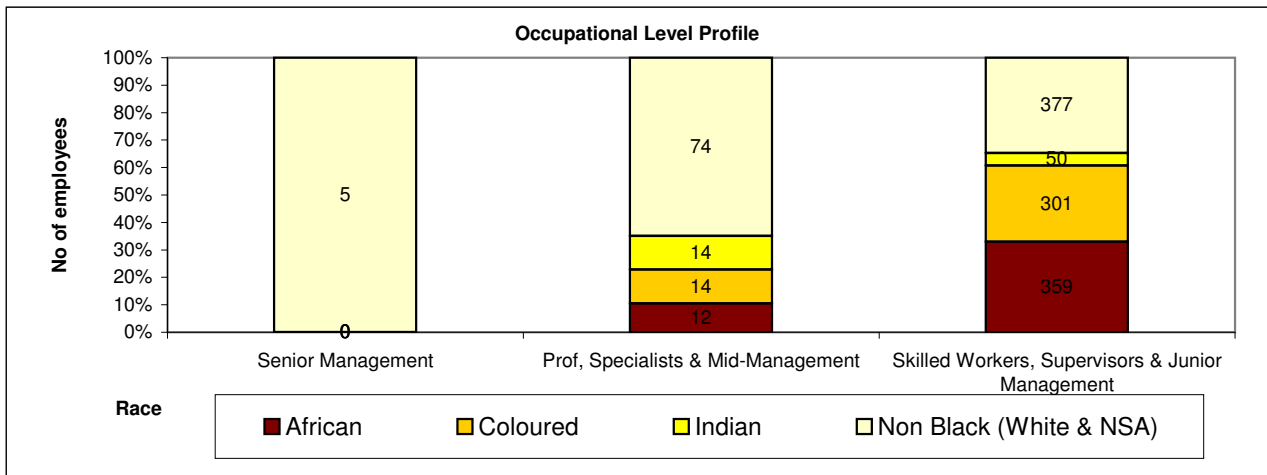
Measurement Category	Weight	Actual with ARG	Total in Cat	Target	Result	Sub min Applied	Points
Disabled People (measured vs. total employees)	2.00	5.00	1880	2%	13%	Yes	-
Senior Management	5.00	-	5	43%	0%	Yes	-
Professionals, Specialists & Mid-Management	4.00	25.00	114	63%	35%	Yes	-
Skilled Workers, Supervisors & Junior Management	4.00	384.00	1087	68%	52%	No	2.08
Total	15.00						2.08

The allocation of the male and female employees in the various race groups are as follows:

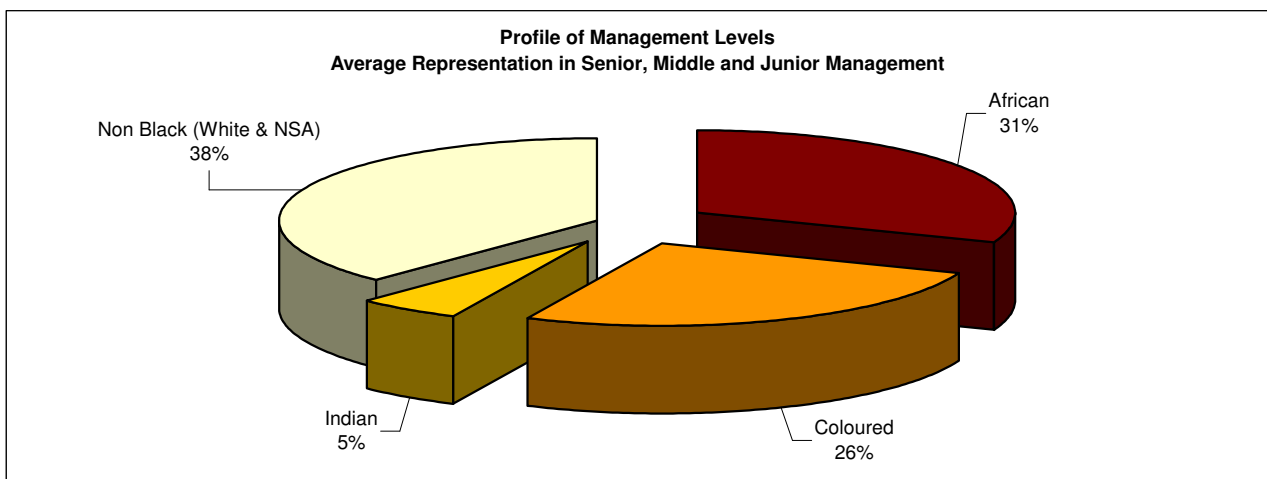


In terms of broad based black economic empowerment, the contribution of the various race groups to total employment is 39% African, 27% Coloured, 5% Indian and 30% White.

The effective average representation of black people in the senior-, middle- and junior management levels of the company is 62%. The contribution of black people per race group in these three levels is summarised as follows:



The representation of the various race groups in senior, middle and junior management is 31% African, 26% Coloured, 5% Indian and 38% White.



DCD-DORBYL meets the definition of a Non-Compliant contributor towards broad based black economic empowerment in terms of the employment equity of the company.

4.2.2 Skills Development :**Non-Compliant**

Skills Development Expenditure is classified in the categories listed in table 4.2.2.1 below. All categories are included for skills development expenditure in Rands but category G is limited to 15% of overall spend. Categories B, C and D are included in the second section of the skills development scorecard measuring the number of learners in those categories.

Table 4.2.2.1: Learning Programme Matrix

Category	Qualifying Contribution Type	Delivery Mode	Learning Site	Learning Achievement
A	Institution-based theoretical instruction alone - formally assessed by the institution	Institutional Instruction	Universities and colleges, schools, ABET providers	Recognised theoretical knowledge resulting in the achievement of a degree, diploma or certificate issued by an accredited or registered formal institution of learning
B	Institution-based theoretical instruction as well as some practical learning with an employer or in a simulated work environment - formally assessed by the institution	Mixed mode delivery with institutional instruction as well as supervised learning in an appropriate workplace or simulated work environment	Universities and colleges, schools, ABET providers and workplace	Theoretical knowledge and workplace experience with set requirements resulting in the achievement of a degree, diploma or certificate issued by an accredited or registered formal institution of learning
C	Recognised or registered structured experiential learning in the workplace that is required after the achievement of a qualification - formally assessed by a statutory occupational or professional body	Structured learning in the workplace with mentoring or coaching	Workplace	Occupational or professional knowledge and experience formally recognised through registration or licensing
D	Occupationally-directed instructional and work based learning programme that requires a formal contract - formally assessed by an accredited body	Institutional instruction together with structured, supervised experiential learning in the workplace	Institution and workplace	Theoretical knowledge and workplace learning, resulting in the achievement of a SAQUA registered qualification, a certificate or similar occupational or professional qualification issued by an accredited or registered formal institution of learning
E	Occupationally-directed instructional and work based learning programme that does not require a formal contract - formally assessed by an accredited body	Structured, supervised experiential learning in the workplace which may include some institutional instruction	Workplace and some institutional as well as ABET providers	Credits awarded for registered unit standards
F	Occupationally-directed informal instructional programmes	Structured information sharing or direct instruction involving workshops, seminars, conferences and short courses	Institutions, conferences and meetings	Continuing professional development, attendance certificates and credits against registered unit standards (in some instances)
G	Work-based informal programmes	Informal training	Workplace	Increased understanding of job or work context or improved performance and skills

Quantifiable skills development expenditure could be identified for black employees for the period under review at the time of the measurement. The total cost of skills development for black people, adjusted using the gender recognition, (R2106005) represents 0.4% of the total leviab amount out of a target of 3%.

The indicators for Skills Development uses the Adjusted Recognition for Gender (ARG) principle being:

$$A = (B/F) + C$$

B = skills development expenditure on black employees in measurement category

F = ARG Factor (see table below)

C = skills development on black women employees in measurement category (limited to 50% of the target), therefore the lower of C1 and C2 in table 4.2.2.2 below

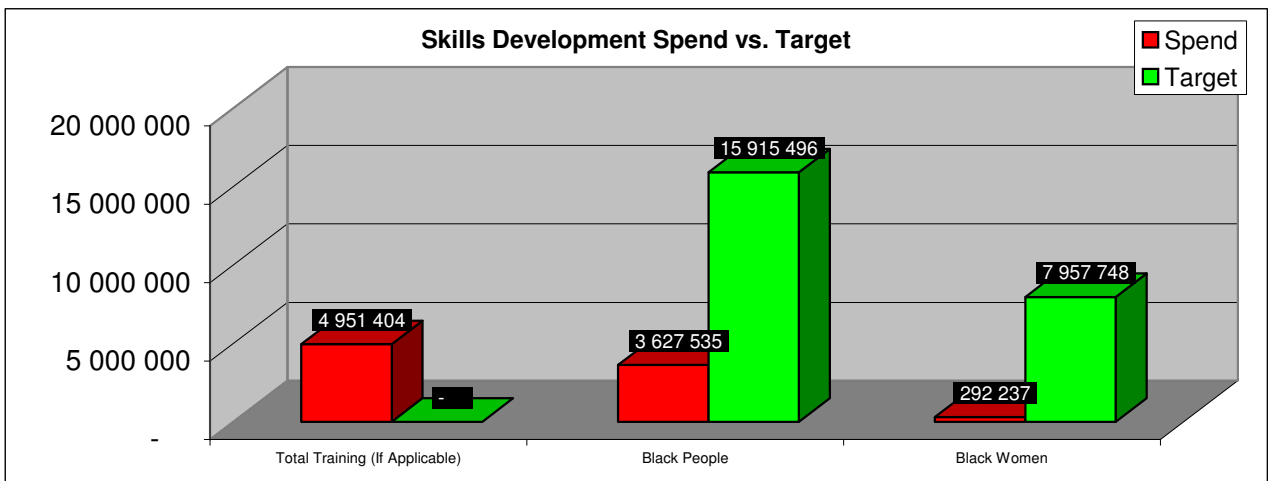
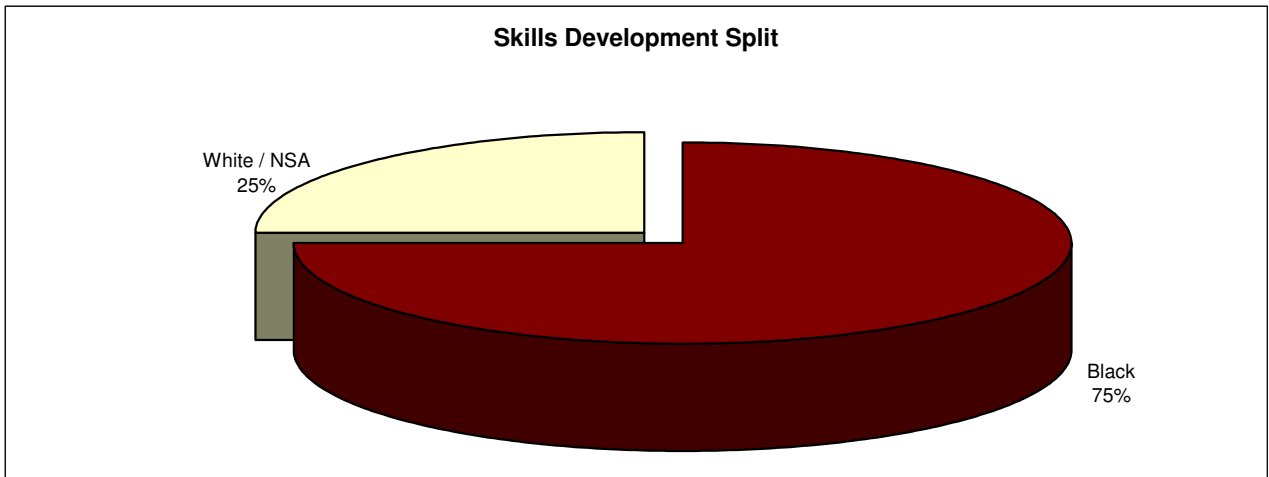
Table 4.2.2.2: Adjusted Recognition for Gender

Measurement Category	Denominator	Target	Black People (B)	ARG Factor (F)	Black Women (C1)	50% of Target (C2)	ARG (A)
Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leviab Amount	530 516 527	3.00%	3 627 535	2	292 237	7 957 748	2 106 005
Skills Development on Black Employees with disabilities using the ARG as a % of Leviab Amount	530 516 527	0.30%	12 611	2	-	795 775	6 305
Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees	1 880	5.00%	49	2	1	47	26

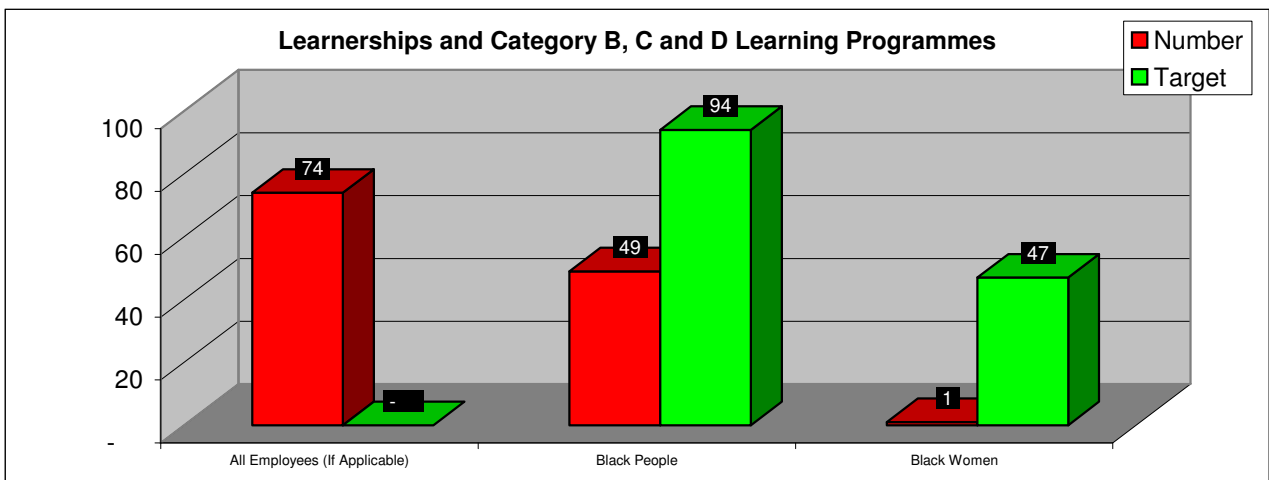
Table 4.2.2.3: Skills Development Scorecard

Measurement Category	Weight	Actual with ARG	Denominator	Target	Result	Points
Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leviab Amount	6.00	2 106 005	530 516 527	3.00%	13.23%	0.79
Skills Development on Black Employees with disabilities using the ARG as a % of Leviab Amount	3.00	6 305	530 516 527	0.30%	0.40%	0.01
Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees	6.00	25.50	1 880.00	5.00%	27.13%	1.63
Total	15.00					2.43

The allocation of skills development expenditure incurred on all employees is represented by the following graph:



Of the total staff compliment of 1880, which forms the baseline, 49 black learners on category B, C and D learning programmes were identified for the period under review.



DCD-DORBYL meets the definition of a Non-Compliant contributor towards broad based black economic empowerment in terms of the skills development of the company.

4.3 Indirect Empowerment

Level 2

4.3.1 Preferential Procurement :

Level 2

All goods and services procured by the measured entity, other than any portion specifically excluded is measurable in calculating the Total Measured Procurement Spend (TMPS). Table 4.3.1.1 lists the items included in TMPS and table 4.3.1.2 lists permissible exclusions.

The following procurement is measurable within Total Measured Procurement Spend:

Table 4.3.1.1: Total Measured Procurement Spend

Description
Cost of Sales
Operational Expenditure
Capital Expenditure
Public Sector Procurement: all goods and services procured from organs of state and public entities listed in schedules 2 and 3 to the Public Finance Management Act of 1998
Monopolistic Procurement: all goods and services procured from suppliers that enjoy a monopolistic position are included in TMPS. Only procurement for organs of state or public entities that enjoy a statutory or regulated monopoly as listed in table 4.3.1.2 may be excluded
Third Party Procurement: all procurement for a third party where the cost of that procurement is recorded as an expense in the measured entity's annual financial statements
Labour Brokers and independent contractors
Pension and medical aid contributions, excluding any portions of such payments which are a contribution to a capital investment of the employee
Trade Commissions
Imports other than those excluded under permissible exclusions in table 4.3.1.2
Intra-group procurement: except where the procuring entity and the supplying entity form part of the same verification certificate

The following lists the permissible exclusions from Total Measured Procurement Spend.

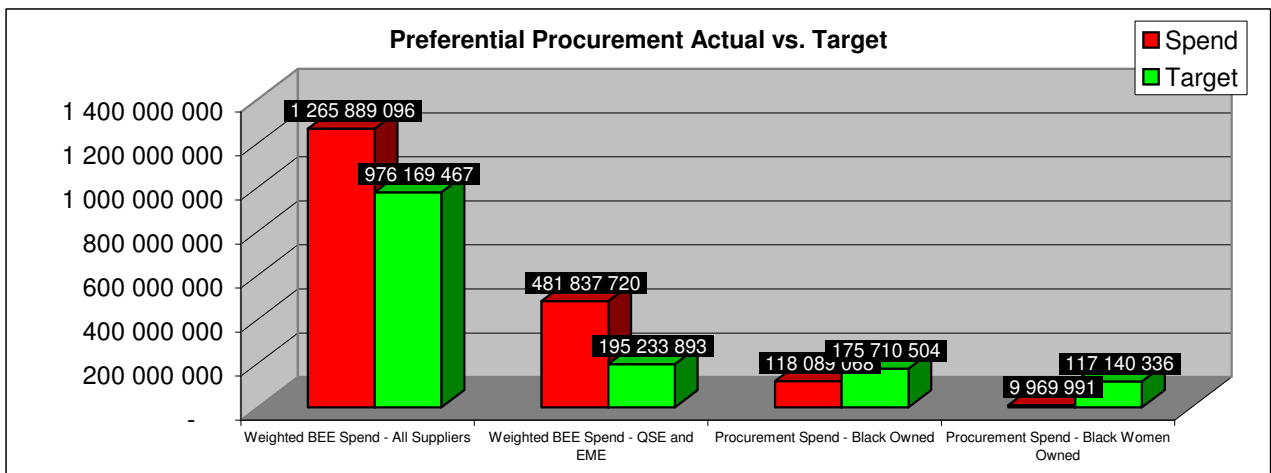
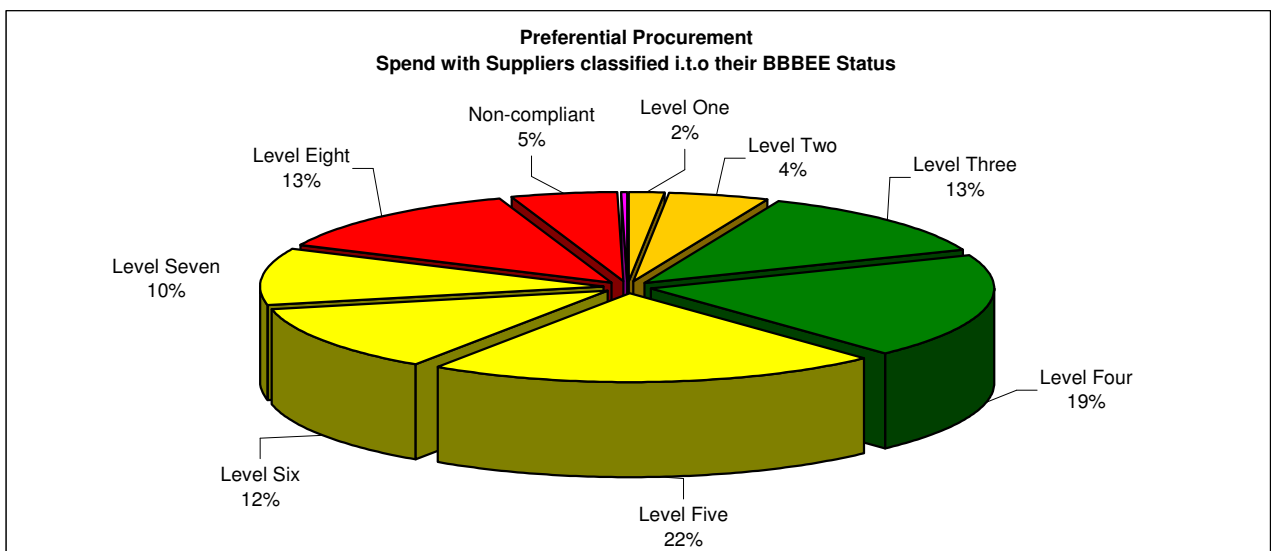
Table 4.3.1.2: Permissible Exclusions

Category	Description
A	Taxation
Public Sector Procurement	
B	All goods and services procured from organs of state and public entities listed in Schedule 1 of the PFMA Act of 1999
	All goods and services from any organ of state or public entity that enjoys a statutory or regulated monopoly
C	Salaries, wages, remunerations, and emoluments
D	Pass Through Third Party Procurement where such procurement is not recorded as an expense in the measured entity's annual financial statements
Empowerment Related Procurement	
E	Investments in or loans to an associated enterprise
	Investments, loans or donations qualifying for recognition under Enterprise Development or Socio-Economic Development
Imports	
F	Imported capital goods or components for value-added production in SA provided that there is no local production and that importing promotes further value-added production in SA
G	Imported goods and services which carry a different brand to the locally produced goods or services
H	Imported goods and services that have different technical specifications to the locally produced goods or services.

The weighted BEE procurement spend constituted 62.65% of total measured procurement spend. The spend with suppliers in the different BBBEE status levels are listed below:

Table 4.3.1.3: Weighted BEE Procurement per Level

BBBEE Level	R Value	Recognition %	Weighted BEE Procurement	%
Level One	35 004 734	135%	10 443 922	1.8%
Level Two	88 007 409	125%	53 481 311	4.5%
Level Three	246 165 056	110%	171 544 295	12.6%
Level Four	379 694 532	100%	441 352 066	19.4%
Level Five	417 962 966	80%	296 785 827	21.4%
Level Six	239 950 497	60%	116 663 487	12.3%
Level Seven	199 415 276	50%	63 980 766	10.2%
Level Eight	253 165 207	10%	65 330 447	13.0%
Non-compliant	97 699 839	0%	3 509 634	5.0%
No Status	(4 726 581)	0%	-	-0.2%
Total	1 952 338 934		1 223 091 756	100.0%



DCD-DORBYL meets the definition of a Level 2 contributor towards broad based black economic empowerment in terms of the preferential procurement of the company.

4.3.2 Enterprise Development

Level 1

Enterprise Development means monetary or non-monetary contributions made to beneficiary entities, with the objective of contributing to the development, sustainability and financial and operational independence of those beneficiaries. Beneficiaries are classified in table 4.3.2.1 and Enterprise Development type contributions in table 4.3.2.2.

Table 4.3.2.1: Beneficiary Categories

Category	Description	Benefit Factor
A	EME or QSE with 50+ Black Ownership	125%
B	Other Entities with 50%+ Black Ownership OR 25% Black Ownership and Level 6 or better	100%

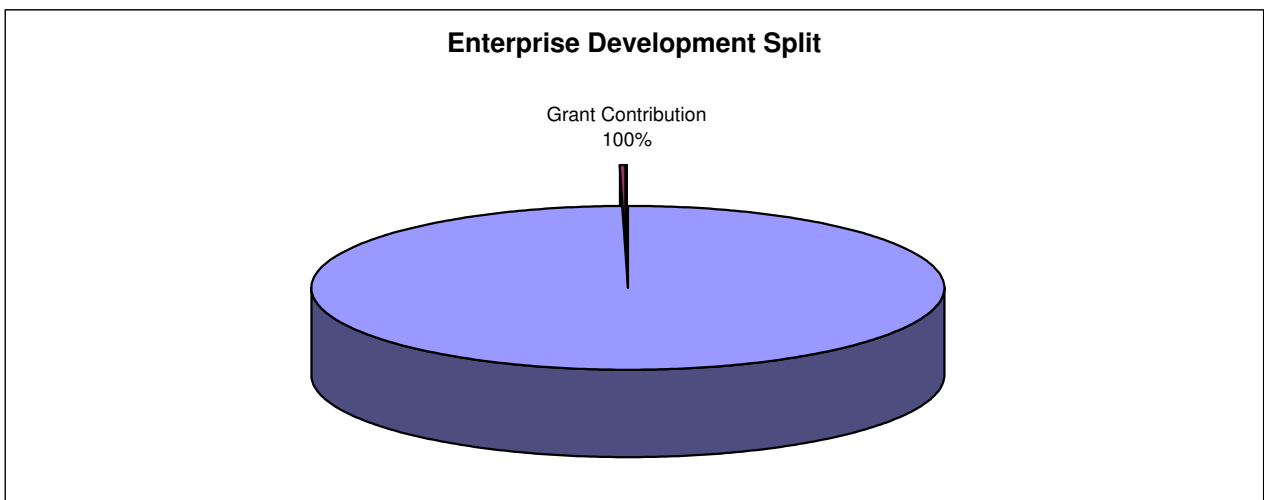
Table 4.3.2.2: Qualifying Contribution Types

Grant and Related Contributions	Equity Investments and Related Contributions
Grant Contribution	Minority Investment in Black Owned EME and QSE's
Direct Cost incurred	Minority Investment in other Enterprises
Discounts in addition to normal business practice	Enterprise Development Investment with lower dividend to Financier
Overhead Costs incurred	Contributions made in the form of Human Resource Capacity
Loans and Related Contributions	Professional Services Rendered at no cost
Interest Free Loan with no security requirements	Professional Services Rendered at a discount
Standard Loan to Black Owned EME and QSE's	Time of employees deployed in assisting beneficiaries
Standard Loan to other Beneficiaries	Other Contributions
Guarantees	Shorter payment periods
Lower Interest Rate	

Enterprise development initiatives (monetary investments or quantifiable non-monetary support) were identified for the period under review at the time of the measurement.

Table 4.3.2.3: Enterprise Development Contributions

Qualifying Contribution Type	Contribution
Prior Year(s) Contributions	434 798
Grant Contribution	43 750 000
Direct Cost incurred	178 446
Total	44 363 244



DCD-DORBYL meets the definition of a Level 1 contributor towards broad based black economic empowerment in terms of the enterprise development of the company.

4.4 Residual

Level 6

4.4.1 Socio-Economic Development:

Level 6

Socio-Economic Development means monetary or non-monetary contributions actually initiated and implemented in favor of beneficiaries with the specific objective of facilitating access to the economy for those beneficiaries.

The full value of the contribution is recognisable if at least 75% of the value directly benefits black people, if it is less than 75% the % that benefits black people is recognisable. Programmes are classified in table 4.4.1.1 and Contributions Types in table 4.4.1.2.

Table 4.4.1.1: Socio-Economic Development Programmes

Category	Description
A	Development Programmes for women, youth, people with disabilities, people living in rural areas
B	Support of healthcare and HIV/AIDS programmes
C	support for education programmes, resources and materials at primary, secondary and tertiary education level as well as bursaries and scholarships
D	Community training, skills development for unemployed people and adult basic education and training
E	Support of arts, cultural or sporting development programmes

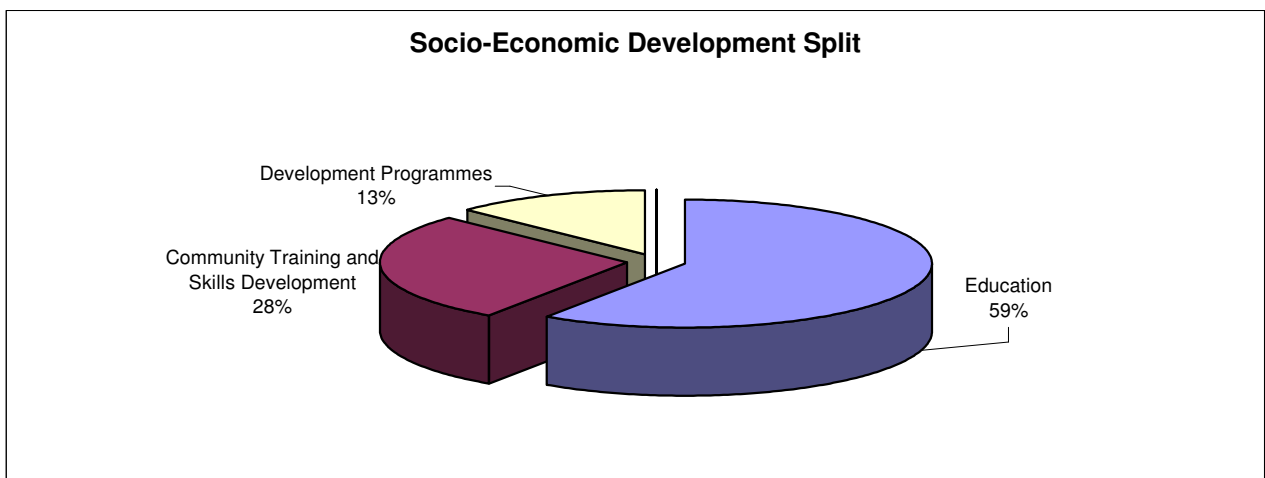
Table 4.4.1.2: Qualifying Contribution Types

Grant and Related Contributions	Contributions made in the form of Human Resource Capacity
Grant Contribution	Professional Services Rendered at no cost
Direct Cost incurred	Professional Services Rendered at a discount
Discounts in addition to normal business practice	Time of employees deployed in assisting beneficiaries
Overhead Costs incurred	

The following Socio-Economic Development initiatives were identified for the period under review.

Table 4.4.1.3: Socio-Economic Development Contributions

Initiative / Project	Contribution
Prior Year(s) Contributions	1 833 116
Grant Contribution	2 110 346
Direct Cost incurred	1 459 273
Time of employees deployed in assisting beneficiaries	225 982
Total	5 628 716



DCD-DORBYL meets the definition of a Level 6 contributor towards broad based black economic empowerment in terms of the Socio-Economic Development of the company.

Codes - Generic BBBEE Profile

Broad Based Black Economic Empowerment Score
Level 5 - 61.7%

Direct Empowerment
 74.21%

Human Resource Development
 15.04%

Indirect Empowerment
 91.96%

Residual
 54.68%

Ownership
 101.46%

Employment Equity
 13.85%

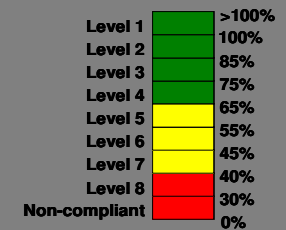
Preferential Procurement
 85.93%

Socio-Economic Development
 54.68%

Management Control
 19.72%

Skills Development
 16.22%

Enterprise Development
 100%



Codes - Generic Scorecard

Objective	Indicator	Weight	Actual Value	Actual Base	Target	Result	Points	
Broad Based Black Economic Empowerment Contribution		100.0				61.70%	61.70	
Objective : Ownership		20.00				101.46%	20.29	
Equity Ownership	Exercisable Voting Rights by Black People	3.00	37.76%	100.00%	25.01%	100.00%	3.00	
	Exercisable Voting Rights by Black Women	2.00	6.72%	100.00%	10.00%	67.15%	1.34	
	Economic Interest to which Black People are entitled	4.00	37.76%	100.00%	25.00%	100.00%	4.00	
	Economic Interest to which Black Women are entitled	2.00	6.72%	100.00%	10.00%	67.15%	1.34	
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	1.00	1.21%	100.00%	2.50%	48.46%	0.48	
	Ownership Fulfillment	1.00	Yes	Yes	Yes	100.00%	1.00	
	A - Net Value	7.00	31.44%	100.00%	15.00%	100.00%	7.00	
	B - EI using Normal Flow Through		31.44%	100.00%	25.00%	100.00%		
	Bonus Points:							
		Involvement in the ownership by Black New Entrants	2.00	12.68%	100.00%	10.00%	100.00%	2.00
	Involvement in the ownership by: EOS, BBOS and Co-ops	1.00	1.21%	100.00%	10.00%	12.12%	0.12	
Objective : Management Control		10.00				19.72%	1.97	
Management Control	Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	3.00	25.00%	100.00%	50.00%	50.00%	1.50	
	Black Executive Directors using the Adjusted Recognition for Gender	2.00	-	6	50.00%	0.00%	-	
	Black Senior Top Management using the Adjusted Recognition for Gender	3.00	-	2	40.00%	0.00%	-	
	Black Other Top Management using the Adjusted Recognition for Gender	2.00	5.00	53	40.00%	23.58%	0.47	
	Bonus Points:							
	Black Independent Non-Executive Board Members	1.00	-	-	40.00%	0.00%	-	
Objective : Employment Equity		15.00				13.85%	2.08	
Employment Equity	Black Disabled People using the Adjusted Recognition for Gender	2.00	5.00	1 880	2.00%	13.30%	-	
	Black Senior Management using the Adjusted Recognition for Gender	5.00	-	5	43.00%	0.00%	-	
	Black Middle Management using the Adjusted Recognition for Gender	4.00	25.00	114	63.00%	34.81%	-	
	Black Junior Management using the Adjusted Recognition for Gender	4.00	384.00	1 087	68.00%	51.95%	2.08	
	Bonus Points:							
	Meeting or exceeding all EAP targets above	3.00	-	3	100.00%	0.00%	-	
Objective : Skills Development		15.00				16.22%	2.43	
Skills Development	Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leivable Amount	6.00	2 106 005	530 516 527	3.00%	13.23%	0.79	
	Skills Development on Black Employees with disabilities using the ARG as a % of Leivable Amount	3.00	6 305	530 516 527	0.30%	0.40%	0.01	
	Number of Black Employees participating in Learnerships using the ARG as a % of Total Employees	6.00	26	1 880	5.00%	27.13%	1.63	
Objective : Preferential Procurement		20.00				85.93%	17.19	
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	12.00	1 265 889 096	1 952 338 934	50.00%	100.00%	12.00	
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises & Exempted Micro Enterprises	3.00	481 837 720	1 952 338 934	10.00%	100.00%	3.00	
	Procurement Expenditure - Suppliers that are >50% Black Owned	3.00	118 089 068	1 952 338 934	9.00%	67.21%	2.02	
	Procurement Expenditure - Suppliers that are >30% Black Women Owned	2.00	9 969 991	1 952 338 934	6.00%	8.51%	0.17	
Objective : Enterprise Development		15.00				100.00%	15.00	
Enterprise Development	Average Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	44 363 244	1 029 462 000	3.00%	100.00%	15.00	
Objective : Socio Economic Development		5.00				54.68%	2.73	
Socio-Economic Development	Average Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	5 628 716	1 029 462 000	1.00%	54.68%	2.73	