



# DVS BEE SERVICES

## Final B-BBEE Report

**Name of Measured Entity:** Lemark Training and Development (Pty) Ltd

**Certificate Number:** QSE 941

**Expiry Date:** 29 November 2016

**B-BBEE Approved Registered Auditor:** WS Fourie CA (SA) RA

**B-BBEE Approved Registered Auditor Registration No:** 507156-B

## 1. EXECUTIVE SUMMARY

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As a Qualifying Small Enterprise, the rated entity had the option to be verified on any four of the seven B-BBEE elements. The rated entity provided evidence for the B-BBEE elements indicated in the table below and has achieved the respective scores based on the evaluated evidence.

BEE Elements	Company Score
Ownership	0.00
Management Control	0.00
Employment Equity	23.75
Skills Development	0.00
Preferential Procurement	23.60
Enterprise Development	25.00
Socio-Economic Development	25.00
<b>TOTAL</b>	<b>97.35</b>

**LEVEL TWO CONTRIBUTOR WITH A 125% PROCUREMENT RECOGNITION LEVEL  
THE ENTITY DOES QUALIFY AS A VALUE ADDING SUPPLIER**

**This page should be read in conjunction with the individual scorecard elements**

BEE STATUS	QUALIFICATION	BEE PROCUREMENT RECOGNITION LEVEL
Level One Contributor	≥100 Points on Scorecard	135%
<b>Level Two Contributor</b>	<b>≥85 but &lt;100 Points on Scorecard</b>	<b>125%</b>
Level Three Contributor	≥75 but <85 Points on Scorecard	110%
Level Four Contributor	≥65 but <75 Points on Scorecard	100%
Level Five Contributor	≥55 but <65 Points on Scorecard	80%
Level Six Contributor	≥45 but <55 Points on Scorecard	60%
Level Seven Contributor	≥40 but <45 Points on Scorecard	50%
Level Eight Contributor	≥30 but <40 Points on Scorecard	10%
Non- Compliant Contributor	<30 points on Generic Scorecard	0%

**2. CODE SERIES 803: EMPLOYMENT EQUITY (25 POINTS)**

INDICATOR	WEIGHTED POINTS	COMPLIANCE TARGETS (%)	COMPANY PERFORMANCE (%)	COMPANY SCORE
Black employees of the Measured Entity who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender	15	60% (24%) Sub-Min	55%	13.75
Black employees of the Measured Entity as a percentage of all employees adjusted using Adjusted Recognition for Gender	10	70% (28%) Sub-Min	72.50%	10
Bonus Point: for meeting or exceeding the EAP targets in each category	2	Yes		0
<b>TOTAL</b>	<b>27</b>			<b>23.75</b>

As per the Codes, Statement 300, par 3.1.1, an entity must score **at least 40% of each target** to receive any points. The calculation is done using the **Adjusted Recognition for Gender**, whereby the total number of black employees in the entity is divided by two, with the addition of the total number of black female employees, limited to a maximum of 50% of the compliance target. The calculation is done as per the BBBEE Codes of Good Practice.

**3. CODE SERIES 805: PREFERENTIAL PROCUREMENT (25 POINTS)**

INDICATOR	WEIGHTED POINTS	COMPLIANCE TARGET (%)	COMPANY PERFORMANCE (%)	COMPANY SCORE
B-BBEE procurement spent from all suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spent	25	50%	47.20%	23.60
<b>TOTAL</b>	<b>25</b>			<b>23.60</b>

Eligible procurement items will include items like financial services (banks, insurance), rent, legal, travel, accounting, office supplies (stationary, IT Services, security etc). It will exclude items like salaries and wages, imports, donations etc.

#### **4. CODE SERIES 806: ENTERPRISE DEVELOPMENT (25 POINTS)**

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<b>INDICATOR</b>	<b>WEIGHTED POINTS</b>	<b>COMPLIANCE TARGETS (%)</b>	<b>COMPANY PERFORMANCE (%)</b>	<b>COMPANY SCORE</b>
Average Annual value of all Enterprise Development Spent and Sector Specific Programmes as % of target	25	R 1 917.65	R 4 075.00	25.00

The target for Enterprise Development is calculated at 2% of NPAT

#### **5. CODE SERIES 807: SOCIO ECONOMIC DEVELOPMENT (25 POINTS)**

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<b>INDICATOR</b>	<b>WEIGHTED POINTS</b>	<b>COMPLIANCE TARGETS (%)</b>	<b>COMPANY PERFORMANCE (%)</b>	<b>COMPANY SCORE</b>
Average Annual value of all Socio Economic Development Spent and Sector Specific Programmes as % of target	25	R 958.82	R 18 900.00	25.00

The target for Socio Economic Development is calculated at 1% of NPAT.

#### **6. CONCLUSION**

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The entity qualifies as a Qualifying Small Enterprise as the turnover of the entity is R 6 million for the period ended 28 February 2015. They were rated on the four elements as reflected on the Certificate and this report.

**Date of Completion: 30 November 2015**