

An EMPOWERDEX Generic Scorecard Final Report**ASPEN PHARMACARE HOLDINGS LTD
INCORPORATING, PHARMACARE LTD, FINE CHEMICALS
CORPORATION (PTY) LTD AND BRIMPHARM (PTY) LTD****A**

Registration Number: 1985/002935/06

LEVEL FOUR CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	A	25.00	25.00	≥ 51% Black Ownership	Yes
Management & Control	C	8.51	19.00	Black Ownership Voting Rights	73.53%
Skills Development	B	13.44	20.00	Black Ownership Economic Interest	31.48%
Enterprise & Supplier Development	B	30.39	40.00	≥ 30% Black Women Ownership	Yes
Socio-Economic development	A	5.00	5.00	Modified Flow-Through Principle Applied	Yes
Overall Score	A	82.34	109.00	51% Black Owned Designated Group Supplier	No
				VAT Number	4890157524
Empowering Supplier		Yes		Issue Date	30 September 2015
Recognised Procurement Recognition Level		100.00%		Expiry Date	29 September 2016
Recorded Procurement Recognition Level		100.00%		Re-Issue Date	07 October 2015

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 11 October 2013). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

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%



For EMPOWERDEX (Pty) Ltd

07 October 2015

Date



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BEE ELEMENTS	STATUS	EMPOWERDEX SCORE	
Ownership	A	A Level Four Contributor	Department of Trade and Industry's Codes of Good Practice (Released October 2013)
Management & Control	C		
Skills Development	B		
Enterprise & Supplier Development	B		
Socio Economic Development	A		

ASPEN PHARMACARE HOLDINGS LTD

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP				
Voting rights of black people:	25.10% + 1 vote	4.00	73.53%	4.00
Voting rights of black women:	10.00%	2.00	31.48%	2.00
Economic interest of black people:	25.00%	4.00	73.53%	4.00
Economic interest of black women:	10.00%	2.00	31.48%	2.00
Economic interest of designated groups:	3.00%	3.00	47.82%	3.00
Black participants in employee ownership schemes:				
Black beneficiaries of broad based ownership schemes:				
Black participants in co-operatives:	2.00%	2.00	20.79%	2.00
Black new entrant:				
Net Value:	25.10%	8.00	73.53%	8.00
TOTAL SCORE: OWNERSHIP	25.00		25.00	
MANAGEMENT AND CONTROL				
Black representation at board:	50.00%	2.00	40.00%	1.60
Black Female representation at board:	25.00%	1.00	30.00%	1.00
Black representation of the executive directors:	50.00%	2.00	0.00%	0.00
Black female representation of the executive directors:	25.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	2.00	33.33%	1.11
Black Female Executive Management:	30.00%	1.00	9.52%	0.32
Black Senior Management as % of all Senior Management	60.00%	2.00	25.84%	0.86
Black Female Senior Management as % of all Senior Management	30.00%	1.00	11.25%	0.37
Black Middle Management as % of all Middle Management	75.00%	2.00	28.34%	0.76
Black Female Middle Management as % of all Middle Management	38.00%	1.00	15.39%	0.41
Black Junior Management as % of all Junior Management	88.00%	1.00	46.28%	0.53



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Black Female Junior Management as % of all Junior	44.00%	1.00	28.27%	0.56
Black Employees with Disabilities as % of all Employees	2.00%	2.00	0.91%	0.91
TOTAL SCORE: MANAGEMENT & CONTROL	19.00		8.51	
SKILLS DEVELOPMENT				
Skills spend on black people as a percentage of leviabile amount:	6.00%	8.00	2.74%	3.65
Skills spend on black disabled staff as a percentage of leviabile amount:	0.30%	4.00	0.02%	0.27
Learnerships and category B,C and D programmes for black employees as a percentage of total employees:	2.50%	4.00	1.98%	3.17
Learnerships and category B,C and D programmes for black unemployed people as a percentage of total employees:	2.50%	4.00	2.52%	3.75
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	51.85%	2.59
TOTAL SCORE: SKILLS DEVELOPMENT	20.00+5.00		13.44	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	88.84%	5.00
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	6.79%	1.36
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	3.94%	1.05
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	12.76%	2.87
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement	12.00%	4.00	9.32%	3.11
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	0.00%	0.00
Supplier Development:				
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	2.27%	10.00
Enterprise Development:				
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	1.39%	5.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus Points– For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	YES	1.00
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	40.00 + 4.00		30.39	
SOCIO-ECONOMIC DEVELOPMENT				
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.57%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	109.00		82.34	

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ANALYST:

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