



An EMPOWERDEX Generic Scorecard

ASPEN PHARMACARE HOLDINGS LIMITED

Registration Number: 1985/002935/06

Incorporating: Pharmicare Ltd Registration number: 1898/000252/06, Fine Chemicals Corporation (Pty) Ltd Registration Number: 1999/015732/07, Aspen Finance (Pty) Ltd Registration Number: 2016/082163/07, Brimpharm (Pty) Ltd Registration Number: 1998/021326/07 and Aspen SA Operations (Pty) Ltd Registration Number: 2021/479571/07

A

LEVEL FOUR CONTRIBUTOR					
ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	A	23.58	25.00	Black Ownership Percentage	44.66%
Management & Control	C	10.12	19.00	Black Women Ownership Percentage	6.47%
Skills Development	B	14.91	20.00	51% Black Owned Designated Group Supplier	No
Enterprise & Supplier Development	A	33.92	42.00	Black Disabled Percentage	0.00%
Socio-Economic development	A	5.00	5.00	Black Youth Percentage	5.24%
Overall Score	A	87.53	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			100.00%	Modified Flow-Through Principle Applied	No
Discounting Principle Applicable			No	Exclusion Principal Applied	Yes
Recorded Procurement Recognition Level			100.00%	Financial Year	30 June 2022
Participated in Y.E.S Initiative		No	VAT Number	4600104386 4890157524 4540186741 4030205233 4590272920 4420296461	
Achieved Y.E.S Target & 2.5% Absorption		No	Effective Date	27 October 2022	
Achieved 1.5 x Y.E.S Target & 5% Absorption		No	Expiry Date	26 October 2023	
Achieved 2 x Y.E.S Target & 5% Absorption		No	Re-Issue Date	09 November 2022	

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 31 May 2019). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – P Dozwa

09 November 2022

Date

March 2021

COR-04/A/R26

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: LNdumase@empowerdex.com
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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:

DETAILED INDICATORS	TARGET	TARGET	VERIFIED LEVEL	VERIFIED
OWNERSHIP				
Verification Date			21 September 2022	
Voting rights of black people:	25.00% + 1 vote	4.00	44.66%	4.00
Voting rights of black women:	10.00%	2.00	6.47%	1.29
Economic interest of black people:	25.00%	4.00	44.66%	4.00
Economic interest of black women:	10.00%	2.00	6.47%	1.29
Economic interest of designated groups:	3.00%	3.00	5.80%	3.00
Black participants in employee ownership schemes:				
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	2.00%	2.00	44.17%	2.00
Net Value:	Refer to Annex	8.00	44.66%	8.00
TOTAL SCORE: OWNERSHIP	25.00		23.58	
Sub minimum achieved	3.20		YES	
MANAGEMENT AND CONTROL				
Verification Date			21 September 2022	
Black representation at board:	50.00%	2.00	40.00%	1.60
Black Female representation at board:	25.00%	1.00	20.00%	0.80
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	66.67%	2.00
Black Female Executive Management:	30.00%	1.00	33.33%	1.00
Black Senior Management as % of all Senior Management	60.00%	2.00	13.40%	0.45
Black Female Senior Management as % of all Senior Management	30.00%	1.00	5.31%	0.18
Black Middle Management as % of all Middle Management	75.00%	2.00	34.98%	0.93
Black Female Middle Management as % of all Middle Management	38.00%	1.00	16.20%	0.43
Black Junior Management as % of all Junior Management	88.00%	1.00	60.67%	0.69
Black Female Junior Management as % of all Junior Management	44.00%	1.00	33.90%	0.77
Black Employees with Disabilities as % of all Employees	2.00%	2.00	1.28%	1.28
TOTAL SCORE: MANAGEMENT & CONTROL	19.00		10.12	
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:			CHIETA	
Skills development review period:			01 JULY 2021 – 30 JUNE 2022	
Skills spend on black people as a percentage of leviable amount:	3.50%	6.00	2.09%	3.57
Skills spend on Bursaries for black people as a percentage of leviable amount:	2.50%	4.00	0.42%	0.68
Skills spend on black disabled staff as a percentage of leviable amount:	0.30%	4.00	0.32%	4.00
Learnerships and category B, C and D programmes for black People as a percentage of total employees:	5.00%	6.00	5.00%	6.00
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	13.26%	0.66
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00		14.91	
Sub minimum achieved	8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:			01 JULY 2021– 30 JUNE 2022	
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	72.05%	4.50

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Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	8.39%	1.05
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	4.92%	1.31
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	50.00%	11.00	25.04%	5.51
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	14.54%	4.00
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	1.37%	1.37
TOTAL SCORE: Preferential Procurement	27.00 + 2.00		18.37	
Sub minimum achieved	10.80		YES	
Supplier Development:				
Financial period verified:			01 JULY 2021 – 30 JUNE 2022	
Supplier development contributions as a percentage of NPAT:	2.00%	10.00	1.92%	9.60
TOTAL SCORE: Supplier Development	10.00		9.60	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:			01 JULY 2021 – 30 JUNE 2022	
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	0.99%	4.95
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	NO	0.00
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 Development	5.00 + 2.00		5.95	
Sub minimum achieved	2.00		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	42.00 + 4.00		33.92	
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	2.12%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	111.00 + 9.00		87.53	

ANALYST: M. Van den Berg

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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EMPOWERDEX

Economic Empowerment Rating Agency



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