



RENAISSANCE
SA Rating
Making BEE our Business

Verification Report and Scorecard

The Building Company (Pty) Ltd

(Including Subsidiaries Listed in Annexure A, B & C)

13 December 2024

Verification:

This Report is the result of a verification carried out by the analyst who compiled this report. The Verification was done in terms of the Broad-Based Black Economic Empowerment Act 53 of 2003 and the Codes of Good Practice. This report is a factual finding report by the Analyst and provides a reflection of the initiatives undertaken by the Measured Entity.

Decision:

The Verification Manager evaluates all the findings and submissions of the analyst.
If the results are found to be true and accurate the Verification Manager will issue the certificate.

1. Details of Measured Entity:

Company Name	The Building Company (Pty) Ltd
Trade Name	The Building Company (Pty) Ltd
Address	2nd Floor Execujet Building Tower Road Cape Town International Airport
Registration Number	1972/004708/07
Vat Number	4720119884

2. Scorecard Overview:

Ownership Equity	8.86
Management Control	16.75
Skills Development	18.06
Preferential Procurement & Supplier Development	8.83
Socio Economic Development	4.47
TOTAL SCORE	56.97

3. B-BBEE Status:

BEE Recognition Level	10%
BEE Status	LEVEL 8
Subminimum discount applied (already discounted above if applicable)	Yes
Black Ownership	18.29%
Black Female Ownership	6.19%
Empowering Supplier Status	YES
Applicable BEE Codes	Amended Construction Sector Codes of Good Practice - Contractors
Financial Period Measured	01 Oct 2023 - 30 Sep 2024
Verification Date	13 November 2024
Scorecard Number	19005

4. Scorecard Summary:

Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4.5	35.00%	14.00%	1.80
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	14.00%	5.60%	0.80
Economic Interest	Economic Interest of black people in the Enterprise	4.5	35.00%	12.72%	1.64
	Economic Interest of black Women in the Enterprise	2	14.00%	4.69%	0.67
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	12.00%	0.33%	0.08
	Involvement in the ownership of the Enterprise of black new entrants	5	5.00%	1.47%	1.47
Realisation Points	Net Equity Value	6	25.00%	2.40	2.40
Bonus Points	Exercisable Voting Rights in the Entity in the hands of Black People above 50%	1	50.00%	No	0.00
	Exercisable Voting Rights in the Entity in the hands of Black People above 75%	2	75.00%	No	0.00
	Exercisable Voting Rights in the Entity in the hands of Black Women above 50%	1	50.00%	No	0.00
					8.86

Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	3	50.00%	50.00%	3.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	20.00%	25.00%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	33.33%	1.33
	Black female executive directors as a percentage of all executive directors	1	20.00%	33.33%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	4	60.00%	50.00%	3.33
	Black female Other Executive Management as a percentage of all Other Executive Management	1.5	30.00%	25.00%	1.25
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	1	75.00%	15.37%	0.20
	Black female Employees in Middle Management as a percentage of all Middle Management	0.5	30.00%	4.79%	0.08
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	32.74%	0.37
	Black female Employees in Junior Management as a percentage of all Junior Management	0.5	35.00%	13.07%	0.19
Disabled	Black Employees with Disabilities as a percentage of all office based Employees	0.5	2.00%	1.12%	0.28
Black Professionals	Black professionally registered Employees as a percentage of all professionally registered Employees	2	50.00%	42.86%	1.71
Bonus Points	Exceeding the target for Black Executive Directors above	1	50.00%	33.33%	0.00
	Exceeding the target for Black Female Executive Directors above	1	20.00%	33.33%	1.00
	Black Employees that are Youth as a percentage of all Employees using the Adjusted Recognition for Gender	2	30.00%	34.29%	2.00
					16.75

Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leverage Amount	4	3.00%	1.71%	2.28
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on African People	2	80.70%	75.18%	1.86
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Executive, Senior & Middle Management)	2	15.00%	4.07%	0.54
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Junior Management)	1	10.00%	16.10%	1.00
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Bursaries or Scholarships for Black People	2	15.00%	1.74%	0.23
Learnerships, Apprenticeships, Internships and Professional Registrations	Number of black people participating in Category A, B, C or D learning programmes as per the Learning Programme Matrix, as a percentage of the total number of employees	3	2.50%	6.76%	3.00
	Number of Black Employees registered as candidates with industry professional registration bodies as a % of the total number of such registered Employees	3	60.00%	100.00%	3.00
	Number of Black People with Disabilities on Category A, B, C or D programmes as per the Learning Programme Matrix, as a percentage of black office based learners on those learning programmes	1	5.00%	0.00%	0.00
Mentorship	Implementation of an approved and verified Mentorship Program	3	Yes	Yes	3.00
Bonus Points	Number of black people absorbed by the Measured Entity at the end of a Category A, B, C or D learning programme	1	100.00%	19.16%	0.19
	The number of black employees that completed a Mentorship Programme during the last 3 years that were promoted during the Measurement Period expressed as a percentage of all such employees during those 3 years	2	15.00%	7.14%	0.95
	Number of Black Employees who registered as professionals with industry professional bodies as a % of all Employees who registered as such in the Measurement Period	2	60.00%	100.00%	2.00
					18.06

Preferential Procurement and Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	6	80.00%	36.31%	2.72
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	0.84%	0.17
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	0.56%	0.11
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	20.00%	3.94%	0.79
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 35% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	12.00%	1.24%	0.31
Bonus Points	B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	1	8.00%	0.00%	0.00
	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	3	20.00%	0.73%	0.11
Supplier Development Programmes	Compliant Supplier and Contractor Development Programmes	5	100.00%	14.89%	0.74
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	8	3.00%	0.70%	1.87
	Annual value of all Qualifying Supplier Development Contributions towards 51% Black Women Owned Entities made by the Measured Entity as a percentage of the target	2	20.00%	22.84%	2.00
					8.83

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	4	1.25%	0.87%	2.78
	The portion of Qualifying Socio Economic Development Contributions above spent on communities with limited services	1	0.38%	0.87%	1.00
Bonus Points	Annual Value of Contributions towards Structured SED Projects by the Measured Entity as a percentage of the target	1	1.25%	0.87%	0.69
					4.47

Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	56.97 Points
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DISCOUNTED BROAD BASED CONTRIBUTION LEVEL

LEVEL 8

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	10%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Deon Broodryk

VERIFICATION ANALYST