



**MEASURED ENTITY**

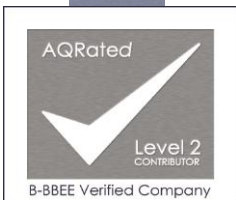
Company Name	Imperial Logistics South Africa Group (Pty) Ltd including entities listed on Annexure A
Trade Name	Imperial Logistics South Africa Group (Pty) Ltd
Location	10 Skeen Boulevard Bedfordview, Gauteng 2008
Registration Number	1993/003465/07
VAT Number	4950138265
Certificate Number	LSA010815-REV3.1

**B-BBEE SCORE PER ELEMENT**

Equity Ownership	20.00
Management Control	10.00
Employment Equity	11.90
Skills Development	14.87
Preferential Procurement	19.10
Enterprise Development	15.00
Socio Economic Development	5.00
<b>Total Score</b>	<b>95.87</b>

**B-BBEE STATUS**

B-BBEE Status	Level Two Contributor	
B-BBEE Procurement Recognition Level	125%	
Empowering Supplier <i>(in terms of Amended Code 36928)</i>	Yes	
Exclusion Principle applied to Ownership	No	
Modified Flow-Through Principle Applied	No	
<b>Black Ownership</b>	<b>Flow-Through</b>	<b>Modified Flow-Through</b>
Voting Rights of Black People	59.23%	N/A
Voting Rights of Black Women	41.08%	N/A
Economic Interest of Black People	53.57%	N/A
Economic Interest of Black Women	36.36%	N/A
50% Black Owned	Yes	
51% Black Owned (Amended Codes)	Yes	
30% Black Women Owned	Yes	
51% Black Designated Group Supplier	No	
Black Youth	0.00%	
Black Disabled People	0.00%	
Black Unemployed People	0.00%	
Black People living in rural/under-developed areas	0.00%	
Measurement Period	Financial Year Ended 31 December 2022	
Value-Adding Supplier	Yes	
Enterprise Development Beneficiary	Yes	
Beneficiary Category	Category B	
Applicable Scorecard	Transport Sector Generic Scorecard: Road Freight Sub-Sector	
Applicable BEE Code	Gazetted Codes 32511	
Issue Date	03 October 2023	
Original Issue Date	29 September 2023	
Expiry Date	28 September 2024	



*Lindsay Orange*

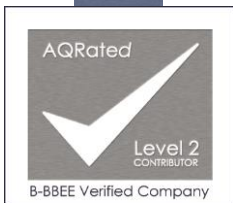
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**ANNEXURE A**

Subsidiary / Division / Entity	Registration	VAT Number
Imperial Managed Solutions Southern Africa a Division of Imperial Logistics Africa Regions (Pty) Ltd	2001/009562/07	4240172140
Imperial Health Sciences SA a Division of Imperial Logistics South Africa Group (Pty) Ltd	1993/003465/07	4950138265
Imperial Fast n Fresh a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
Contract Logistics Dedicated a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
IMPERIAL Managed Solutions South Africa a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
Imperial Truck Rental a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
Resolve Solution Partners a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
KWS Logistics a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
Tanker Services Food & Chemical a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
Tanker Services Fuel & Gas a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
Road Freight Dedicated Contract a Division of Imperial Logistics South Africa Group (Pty)Ltd	1993/003465/07	4950138265
WP Transport (Pty) Ltd	2012/062243/10	4560253363
QPLAS (Pty) Ltd	2016/151236/07	4110265578
Synchronized Logistical Solutions (Pty) Ltd (InSync Solutions)	2010/004704/07	4200229351



Measured Entity	Imperial Logistics South Africa Group (Pty) Ltd
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## B-BBEE VERIFICATION REPORT

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### TRANSPORT SECTOR GENERIC SCORECARD:ROAD FREIGHT SUB-SECTOR

<b>Measured Entity</b>	Imperial Logistics South Africa Group (Pty) Ltd	<b>Issue Date</b>	03 October 2023
<b>Registration Number</b>	1993/003465/07	<b>Certificate Number</b>	LSA010815-REV3.1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of Black People	3	25% + 1 vote	59.23%	3.00	<b>20.00</b>
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	41.08%	2.00	
		Economic Interest of Black People in the Enterprise	4	25%	53.57%	4.00	
		Economic Interest of Black Women in the Enterprise	2	10%	36.36%	2.00	
		Economic Interest of any of the following Black natural people in the Measured Entity - <b>Black Designated Groups</b> : - Black Designated Groups (Black Youth) - Black Designated Groups (Black Disabled) - Black Designated Groups (Black Unemployed) - Black Designated Groups (Rural or Under-Developed Area)	1	2.5%	0.00% (0%) (0%) (0%)	0.00	
		- Black participants in Employee Ownership Programmes ( <b>ESOP</b> )			0.00%		
		- Black participants in Broad-Based Ownership Schemes ( <b>BBOS</b> )			0.00%		
		- Black participants in <b>Co-Operatives</b>			0.00%		
		Ownership Fulfilment	1	Yes	No	0.00	
		Current Equity Interest / Net Value	7	As defined		7.00	
<u>Bonus points</u> : Involvement in the ownership of the Enterprise of Black New Entrants	2	10%	12.83%	2.00			
<u>Bonus point</u> : Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes; black beneficiaries of Public or General Benefit Schemes; or black Participants in Co-operatives	2	10%	0.00%	0.00			
Management Control	10	Exercisable Voting Rights of Board members who are black	1.5	50%	83.35%	1.50	<b>10.00</b>
		Exercisable Voting Rights of Board members who are black women	1.5	25%	66.68%	1.50	
		Black Executive Directors	1	50%	75.00%	1.00	
		Black Women who are Executive Directors	1	25%	50.00%	1.00	
		Black Senior Top Management	1.5	40%	75.00%	1.50	
		Black Women who are Senior Top Management	1.5	20%	50.00%	1.50	
		Black Other Top Management	1	40%	40.00%	1.00	
		Black Women who are Other Top Management	1	20%	40.00%	1.00	
		<u>Bonus point</u> : Black Independent Non-Executive Board Members	1	40%	0.00%	0.00	
Employment Equity	15	Black disabled employees as a percentage of all employees	1.0	2%	1.28%	0.64	<b>11.90</b>
		Black women disabled employees as a percentage of all employees	1.0	1%	0.62%	0.62	
		% of semi & unskilled employees (i.e. below Junior Management) that are Black women	2.0	15%	14.77%	1.97	
		Black employees in Senior Management as a percentage of all such employees	2.5	43%	38.10%	2.21	
		Black women employees in Senior Management as a percentage of all such employees	2.5	22%	15.65%	1.78	
		Black employees in Middle Management as a percentage of all such employees	1.5	63%	51.83%	1.23	
		Black women employees in Middle Management as a percentage of all such employees	1.5	32%	17.11%	0.80	
		Black employees in Junior Management as a percentage of all such employees	1.5	68%	80.51%	1.50	
		Black women employees in Junior Management as a percentage of all such employees	1.5	34%	25.97%	1.15	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3.0			0.00	

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<b>Registration Number</b>	1993/003465/07	<b>Certificate Number</b>	LSA010815-REV3.1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	15	Skills Development for black employees as a percentage of Leivable Amount	3.00	3%	4.48%	3.00	14.87
		Skills Development for black women employees as a percentage of Leivable Amount	3.00	1.5%	1.43%	2.87	
		Skills Development for black employees with disabilities as a percentage of Leivable Amount	1.50	0.3%	0.30%	1.50	
		Skills Development for black women employees with disabilities as a percentage of Leivable Amount	1.50	0.15%	0.16%	1.50	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	3.00	5%	5.88%	3.00	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	3.00	2.5%	2.54%	3.00	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	52.42%	12.00	19.10
		B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	7.01%	2.10	
		B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:					
		- Suppliers that are more than 50% Black owned	3	9%	17.63%	3.00	
	- Suppliers that are more than 30% Black Women owned	2	6%	12.77%	2.00		
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of Net Profit (NPAT)	15	3.00% of 5-year ave NPAT	142.51%	15.00	15.00
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit After Tax with enhanced recognition for contributions to specific causes.	5	1.00% of 5-year ave NPAT	42.70%	5.00	5.00

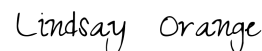
**TOTAL SCORE**
**95.87**
**FINAL SCORE**
**95.87**
**FINAL STATUS AWARDED**
**Level Two Contributor**
**% RECOGNITION**
**125%**

#### Broad-Based BEE Status Categories

Level One Contributor	≥100 points	135% Recognition
Level Two Contributor	≥85 but <100 points	125% Recognition
Level Three Contributor	≥75 but <85 points	110% Recognition
Level Four Contributor	≥65 but <75points	100% Recognition
Level Five Contributor	≥55 but <65 points	80% Recognition
Level Six Contributor	≥45 but <55 points	60% Recognition
Level Seven Contributor	≥40 but <45 points	50% Recognition
Level Eight Contributor	≥30 but <40 points	10% Recognition
Non-Compliant Contributor	<30 points	0% Recognition



 William Smith  
 Verification Analyst



 Lindsay Orange  
 Technical Signatory