



**Broad-based BEE
Verification and Rating Report
Amended Construction Contractors Sector Scorecard Code for B-BBEE
GENERIC ENTERPRISE**

**InterCement South Africa (Pty) Ltd
01 Jan 2024 - 31 Dec 2024**

02 October 2025

Summary of Current B-BBEE Status

1. The on-site assessment and verification took place on 26 August 2025.
2. On analysis and verification of the information provided, InterCement South Africa (Pty) Ltd (the measured entity) has been rated as a:

LEVEL 8 Contributor to B-BBEE

3. **'Empowering Supplier' status': YES**

The measured entity obtained Empowering Supplier status due to the fact that, in Government Gazette 4035, dated 28 October 2016, it was provided for that "any entity measured on or after 01 May 2016 will automatically be recognised as an Empowering Supplier until a further notice is issued".

However, once this "further notice" has been issued the measured entity must ensure that;

- i) Minimum 'regulatory requirements' have been met, ie, compliance with the Skills Development Act, and Employment Equity Act and;
 - ii) Three (Generic) / one (QSE) of the following requirements have also been met
 - a. More than 25% of cost of sales, excluding labour cost and depreciation, has been procured from local producers or local suppliers in South Africa.
 - b. 50% of jobs created since the last measurement period have been for Black people, with the total employment level of Black employees having also increased.
 - c. 25% transformation of raw material / beneficiation - includes local manufacturing, production and/or assembly, and/or packaging.
 - d. 12 days a year 'of productivity deployed' in assisting Black EME/QSE to increase operational or financial capacity.
 - e. More than 85% of labour costs are attributable to employees who are South African citizens as defined in the Codes.
4. The calculation of the scores is detailed in the pages that follow.

1. 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%	0.00%	0.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	14.00%	0.00%	0.00
Economic Interest	Economic Interest of black people in the Enterprise	4.5	35.00%	0.00%	0.00
	Economic Interest of black Women in the Enterprise	2	14.00%	0.00%	0.00
	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%	0.00%	0.00
	Involvement in the ownership of the Enterprise of black new entrants	5	5.00%	0.00%	0.00
Realisation Points	Net Equity Value	6	25.00%	0.00	0.00
Bonus Points	Exercisable Voting Rights in the Entity in the hands of Black People above 50%	1	50.00%	0.00%	0.00
	Exercisable Voting Rights in the Entity in the hands of Black People above 75%	2	75.00%	0.00%	0.00
	Exercisable Voting Rights in the Entity in the hands of Black Women above 50%	1	50.00%	0.00%	0.00
					0.00

Points scored: 0.00/31.00

The ME did not meet the 40% sub minimum for New Equity Value and so is discounted form a level 7 to a level 8.

2. 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%	16.67%	1.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	20.00%	0.00%	0.00
	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%	0.00%	0.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	4	60.00%	100.00%	4.00
	Black female Other Executive Management as a percentage of all Other Executive Management	1.5	30.00%	66.67%	1.50
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	1	75.00%	34.54%	0.46
	Black female Employees in Middle Management as a percentage of all Middle Management	0.5	30.00%	18.87%	0.31
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	68.03%	0.77
	Black female Employees in Junior Management as a percentage of all Junior Management	0.5	35.00%	22.70%	0.32
Disabled	Black Employees with Disabilities as a percentage of all office based Employees	0.5	2.00%	5.32%	0.50
Black Professionals	Black professionally registered Employees as a percentage of all professionally registered Employees	2	50.00%	100.00%	2.00
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%	0.00%	0.00
	Black Employees that are Youth as a percentage of all Employees using the Adjusted Recognition for Gender	2	30.00%	37.16%	2.00
					14.19

Points scored: 14.19 /22.00

	Black		White	Non SA
	Male	Female		
Exercisable voting rights by Board members	16.67%	0.00%	83.35%	0.00%
Executive Directors	1	0	2	0
Independent Non Exec Directors	0	0	3	0
Executive Management	1	0	2	0
Other Executive Management	1	2	0	0
Top Management (Combined)	2	2	2	0
Combined Senior/Other Top Mngt	1	2	0	0
Combined Directors/Other Top Mngt/ Senior Management	2	2	2	0

	Black		White / Non SA
	Male	Female	
Executive Management	1	0	0
Other Executive Management	1	2	0
Total Top Management	2	2	0
Senior Management	0	0	0
Middle Management	8	6	4
Junior Management	97	42	14
Combined Senior/Middle	8	6	4
Combined Middle/Junior	105	48	18
Total Management	105	48	18
Other	138	62	2
TOTAL	245	112	20
Total Employees	377		
Disabled People	2	3	1

3. 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 Leivable Amount	4	3.00%	0.61%	0.81
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on African People	2	87.10%	71.77%	1.65
	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%	29.26%	2.00
	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%	29.67%	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%	25.13%	2.00
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%	3.71%	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%	0.00%	0.00
	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%	50.00%	1.00
Mentorship	Implementation of an approved and verified Mentorship Program	3	Yes	No	0.00
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%	0.00%	0.00
	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%	0.00%	0.00
	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%	0.00%	0.00
					11.46

Points scored: 11.46 /26.00

Spend	Black		Total	Adjusted	Target	Shortfall
	Male	Female				
Black People	R 572 335	R 878 095	R 1 450 431	R 1 450 431	R 7 183 529	-R 5 733 098
African People	R 458 168	R 389 160	R 847 328	R 1 040 951	R 1 263 325	-R 222 374
Black Management (Exec, SM, MM)	R 9 666	R 400 609	R 410 274	R 424 378	R 217 565	
Black Management (JM)	R 238 127	R 226 988	R 465 115	R 430 302	R 145 043	
Bursaries/Scholarships	R 225 892	R 107 780	R 333 672	R 364 451	R 217 565	

Learnerships	Black		Black Disabled		Non Black/ Non SA
	Male	Female	Male	Female	
Category A	7	4	0	0	1
Category B	0	0	0	0	0
Category C	0	0	0	0	0
Category D	1	2	1	2	0
Total	8	6	1	2	1

Total	14	3	1
Target	10	1	0
Shortfall			
Excess	4	2	1

4. PREFERENTIAL PROCUREMENT & 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%	42.67%	3.20
	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%	2.96%	0.59
	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%	1.73%	0.35
	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%	15.57%	3.11
	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%	9.27%	2.32
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%	1.25%	0.16
	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%	8.25%	1.24
Supplier Development Programmes	Compliant Supplier and Contractor Development Programmes	5	100.00%	60.22%	3.01
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	8	3.00%	6.09%	8.00
	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%	15.30%	1.53
					23.51

Points scored: 23.51/ 38.00

4.2 SUPPLIER DEVELOPMENT

Points scored: 12.54 /15.00

Points scored: 0.00 /0.00

Contribution Summary:

Beneficiary	Supplier Development Beneficiary	Black Ownership % (EME/QSE Only)	Black Women Ownership %	Classification	BEE Status Level	Contribution Type	Description of Contribution	Date of Contribution	Date of Payment	Amount of Contribution
BKP Consulting	✓	50.0%		EME	Level 1	Direct Cost	STIPEND	1 Dec 2024		R 24 000
Bra Willis Blocks	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Block Making Machine	2 Dec 2024		R 99 143
Catalyx Consulting (Phase2)	✓	51.0%	38.3%	QSE	Level 2	Grant	Project Management	3 Dec 2024		R 56 200
Catalyx Consulting (Phase1)	✓	51.0%	38.3%	QSE	Level 2	Grant	Project Management	4 Dec 2024		R 75 000
Catalyx SD	✓	51.0%	38.3%	QSE	Level 2	Direct Cost	Office starter kit+2Lap Top+	5 Dec 2024		R 71 985
Chushisanani Mtansi	✓	100.0%	30.0%	QSE	Level 1	Direct Cost	Funding support(STIPEND)	6 Dec 2024		R 36 000
Ducoda	✓	100.0%	100.0%	EME	Level 1	Direct Cost	Bookkeeping & AFS	8 Dec 2024		R 15 143
Empilweni Trading	✓	100.0%	100.0%	EME	Level 1	Direct Cost	Funding support(STIPEND)	9 Dec 2024		R 36 000
Mtongagezi Blocks	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Pan Mixer & Block Machine	11 Dec 2024		R 184 143
SANDSIWE DEVELOPMENT	✓	100.0%	100.0%	QSE	Level 1	Direct Cost	Office starter kit	10 Dec 2024		R 20 780
Sbanisempilo	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Office starter kit	12 Dec 2024		R 20 780
SF Welding	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Office starter kit	13 Dec 2024		R 20 780
TC Cibane	✓	50.0%		EME	Level 1	Direct Cost	STIPEND	14 Dec 2024		R 24 000
Thobethulani Trading	✓	100.0%	100.0%	EME	Level 1	Direct Cost	Block Making Machine	16 Dec 2024		R 99 500
Thulikaceb Trading	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Office starter kit	17 Dec 2024		R 20 780
Umbono Suppliers	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Pan Mixer & Block Machine	18 Dec 2024		R 214 143
United Hydraulics and Components	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Funding support / tools	19 Dec 2024		R 25 300
WHB Contractors	✓	50.0%		EME	Level 1	Direct Cost	Machinery	7 Dec 2024		R 24 000
Zamukuhanya	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Office starter kit	20 Dec 2024		R 20 780
Zwakala Eskopza	✓	100.0%	0.0%	EME	Level 1	Direct Cost	Pan Mixer	21 Dec 2024		R 104 143

OVERVIEW ...

SD

ED

Total Applied Contributions	R 1 120 599	R 0
Indicative NPAT	R 18 386 349	R 18 386 349
Target	R 551 590	R 0
Shortfall	R 0	R 0

5. 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%	1.65%	4.00
	The portion of Qualifying Socio Economic Development Contributions above spent on communities with limited services	1	0.38%	1.65%	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%	1.65%	1.00
					6.00

Points scored: 6.00/6.00

Contribution Summary:

Beneficiary	Site/ Location	Community with Limited Services	% Black Recipients	Contribution Type	Structured SED Project	Date of Contribution	Amount of Contribution	Benefit Factor	Total Applied Contribution
CASME	Port Shepstone	✓	100.0%	Grant	✓	31 Dec 2024	R 303 474	100.0%	R 303 474

OVERVIEW ...

	<i>Disadvantaged</i>	<i>SED</i>
Applied Contribution	R 303 474	R 303 474
NPAT/ Indicative NPAT	R 18 386 349	R 18 386 349
Target	R 68 949	R 229 829
Shortfall	R 0	R 0

6. YOUTH EMPLOYMENT SERVICE

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

Increased level: Nil Claim.

End of Report

Angelah Mafunga
Kim Odell

Rating Analyst
Verification Manager

02 October 2025