



RENAISSANCE

SA Rating

Making BEE our Business

## Verification Report and Scorecard

HFW Consulting (Pty) Ltd

09 September 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	HFW Consulting (Pty) Ltd
Trade Name	HFW Consulting (Pty) Ltd
Address	116 Kenneth Kaunda Road Durban North
Registration Number	2015/169273/07
Vat Number	4520270010

## 2. Scorecard Overview:

Ownership Equity	0.00
Management Control	0.00
Skills Development	0.00
Preferential Procurement & Supplier Development	0.00
Socio Economic Development	0.00
TOTAL SCORE	0.00

## 3. B-BBEE Status:

BEE Recognition Level	0%
BEE Status	Non-Compliant
Subminimum discount applied (already discounted above if applicable)	Yes
Black Ownership	0.00%
Black Female Ownership	0.00%
Empowering Supplier Status	YES
Applicable BEE Codes	Amended Construction Sector Codes of Good Practice - BEP
Financial Period Measured	01 Mar 2023 - 29 Feb 2024
Verification Date	28 August 2024
Scorecard Number	18960

## 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	5.5	30.00%	0.00%	0.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	0.00%	0.00
Economic Interest	Economic Interest of black people in the Enterprise	5.5	30.00%	0.00%	0.00
	Economic Interest of black Women in the Enterprise	2	10.00%	0.00%	0.00
	Economic Interest of Black New Entrants or Black Designated Groups	7	5.00%	0.00%	0.00
Realisation Points	Net Equity Value	5	25.00%	0.00	0.00
Bonus Points	Exercisable Voting Rights and Economic Interest to which Black People are entitled (? 40%)	1.5	40.00%	0.00%	0.00
	Exercisable Voting Rights and Economic Interest to which Black Women are entitled (? 12.5%)	1.5	12.50%	0.00%	0.00
					<b>0.00</b>

### Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Executive Management	Black representation at Executive Management	5	50.00%	0.00%	0.00
	Black female representation at Executive Management	2	20.00%	0.00%	0.00
Senior, Middle and Junior Management	Black representation at Senior and Middle Management	6	20.00%	0.00%	0.00
	Black female representation at Senior and Middle Management	2	10.00%	0.00%	0.00
	Black representation at Junior Management	4	40.00%	0.00%	0.00
	Black female representation at Junior Management	1	20.00%	0.00%	0.00
					<b>0.00</b>

## 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 Leviable Amount	14	1.50%	0.00%	0.00
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black Management (Executive, Senior & Middle Management) as a percentage of Total Skills Development Expenditure of the Measured Entity on Black People	7	25.00%	0.00%	0.00
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black People with Disabilities as a percentage of Total Skills Development Expenditure of the Measured Entity on Black People	3	3.00%	0.00%	0.00
Bonus Points	Number of black people absorbed by the Measured Entity and Industry at the end of the learning programme	1	100.00%	0.00%	0.00
	Number of Black Employees that are registered successfully as a candidate or professional with industry professional registration bodies as a % of all Employees registered	1	50.00%	0.00%	0.00
					<b>0.00</b>

## 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	13	60.00%	0.00%	0.00
	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	5	17.50%	0.00%	0.00
	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	4	7.50%	0.00%	0.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	7	1.00%	0.00%	0.00
					<b>0.00</b>

## 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	3	1.00%	0.00%	0.00
Bonus Points	The portion of Qualifying Socio Economic Development Contributions above spent on communities with limited services	2	0.50%	0.00%	0.00
					<b>0.00</b>

## 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				0.00 Points	

DISCOUNTED BROAD BASED CONTRIBUTION LEVEL

Non Compliant

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	0%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Danie Prinsloo

**VERIFICATION ANALYST**