



**RENAISSANCE**

SA Ratings  
Making BEE our Business

## Verification Report and Scorecard

Three D Agencies a division of Hudaco Trading (Pty) Ltd

02 June 2017

### 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.

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<b>Document Number:</b>	<b>CORE003 F01</b>	<b>Revision Number:</b>	<b>004</b>
<b>Title:</b>	<b>Report and Scorecard</b>	<b>Date:</b>	<b>26 January 2017</b>
<b>Compiler:</b>	<b>Tebogo Masenya</b>	<b>Approved:</b>	<b>Jeanette Lee</b>

## 1. Details of Measured Entity:

Company Name	Three D Agencies a division of Hudaco Trading (Pty) Ltd
Address	Unit B1, Route 24 Herman Street Meadowdale Johannesburg
Registration Number	1984/005432/07
Vat Number	4410262903

## 2. Scorecard Overview:

Ownership Equity	23.31
Management Control	8.96
Skills Development	17.71
Enterprise Supplier Development	31.36
Socio Economic Development	4.62
TOTAL SCORE	85.95

## 3. B-BBEE Status:

BEE Recognition Level	100%
BEE Status	LEVEL 4
Subminimum discount applied (already discounted above if applicable)	No
Black Ownership	26.67%
Black Female Ownership	14.82%
Qualifying Enterprise Supplier Development Beneficiary	YES
Empowering Supplier Status	YES
Applicable BEE Codes	B-BBEE Codes of Good Practice (Gazette Number 36928) of 11 October 2013
Financial Period Measured	01 Dec 2015 - 30 Nov 2016
Verification Date	04 May 2017
Scorecard Number	7104

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#### 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	25.01%	27.82%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	15.23%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	26.67%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%	14.82%	2.00
	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	3.00%	26.67%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	26.67%	2.00
Realisation Points	Net Equity Value	8	As per Net Equity	6.31	6.31
					<b>23.31</b>

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## 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	2	50.00%	50.00%	2.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	50.00%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
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	2	30.00%	50.00%	2.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	3.25%	0.09
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	0.00%	0.00
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	26.90%	0.31
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	10.19%	0.23
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.00%	0.00
					<b>8.96</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 Leivable Amount	8	6.00%	5.23%	6.97
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.00%	0.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	2.32%	3.70
	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	1.27%	2.04
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	100.00%	5.00
					<b>17.71</b>

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## Enterprise 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	5	80.00%	69.11%	4.32
	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%	20.73%	3.00
	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	4	15.00%	0.09%	0.02
	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	9	40.00%	34.78%	7.83
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	3.56%	1.19
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%	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	10	2.00%	5.30%	10.00
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	5.30%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	No	0.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	No	0.00
					<b>31.36</b>

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## 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	5	1.00%	0.92%	4.62
					<b>4.62</b>
<b>TOTAL BEE SCORE</b>				<b>85.95 Points</b>	

BROAD BASED CONTRIBUTION LEVEL

LEVEL 4

PROCUREMENT LEVEL	100%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Tebogo Masenya

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**VERIFICATION ANALYST**

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