

Final BEE Verification Report

Dis-Chem Pharmacies Limited
And Subsidiaries as per Annex A

28 July 2023

1. Details of Measured Entity:

Company Name	
Trade Name	Dis-Chem Pharmacies Limited
Address	23 Stag Road Midrand 1682
Registration Number	2005/009766/06
Vat Number	4820223024

2. Scorecard Overview:

Ownership Equity	18.25
Management Control	6.89
Skills Development	15.26
Enterprise Supplier Development	27.90
Socio Economic Development	5.00
TOTAL SCORE	73.30

3. B-BBEE Status:

BEE Recognition Level	60%
BEE Status	LEVEL 6
Subminimum discount applied (already discounted above if applicable)	No
Modified Flow Through Principle applied	NO
Black Ownership	14.47%
Black Female Ownership	5.51%
Designated Group Ownership	10.18%
Black Disabled Ownership	0.26%
Black Military Veterans Ownership	0.00%
Black Youth Ownership	3.91%
Black Unemployed Ownership	4.04%
Black People Living in Rural Areas	9.46%
Black New Entrant	9.58%
Qualifying Enterprise Supplier Development Beneficiary	NO
Empowering Supplier Status	YES
Exclusion Principle applied	NO
Y.E.S Targets Achieved	NO
Y.E.S Enhancement Level	N/A

Achieved Y.E.S Target & 2.5% Absorption	NO
Achieved 1.5 x Y.E.S Target & 5% Absorption	NO
Achieved 2 x Y.E.S Target & 5% Absorption	NO
Applicable BEE Codes	DTI Generic Code (Gazette No:42496 and 36928)
Financial Period Measured	01 Mar 2022 - 28 Feb 2023
Analyst	Paballo Mawela, Lucy Moutlang, Tanya Dippenaar
Technical Signatory	Marsha Arnold
Verification Date	14 June 2023
Scorecard Number	TLVT10181-280723

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	25.00%	24.78%	3.96
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	9.66%	1.93
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	14.47%	2.31
	Economic Interest of black Women in the Enterprise	2	10.00%	5.51%	1.10
	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%	10.18%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	9.58%	2.00
Realisation Points	Net Equity Value	8	25.00%	3.95	3.95
					18.25

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%	30.00%	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	2	60.00%	5.26%	0.18
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	5.26%	0.18
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	12.57%	0.42
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	3.42%	0.11
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	28.36%	0.76
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	11.21%	0.30
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	61.30%	0.70
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	42.34%	0.96
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.28%	0.28
					6.89

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 Leviale Amount	6	3.50%	3.50%	6.00
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.50%	0.06%	0.10
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviale Amount	4	0.30%	0.23%	3.07
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%	5.00%	6.00
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	1.81%	0.09
					15.26

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%	43.26%	2.70
	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%	2.31%	0.46
	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%	1.71%	0.45
	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	11	50.00%	21.47%	4.72
	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%	19.82%	4.00
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%	0.57%	0.57
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	3.20%	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%	1.32%	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
					27.90

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%	1.02%	5.00
					5.00

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	73.30 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 6

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	60%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO