



1st Verification Network (Pty) Ltd (Reg no. 2004/009540/07)
Unit 3, Damlee House, 67 Chelsea Drive, (Cnr. Broadway), Durban North, 4051 | Tel: 087 897 4898 | www.firstvn.co.za

MEASURED ENTITY

Company Name	Grindrod South Africa (Pty) Ltd <i>(includes entities listed in Annexure A)</i>
Trade Name	Grindrod South Africa (Pty) Ltd
Location	7th Floor, Grindrod House, 108 Margaret Mncadi Avenue Durban, KwaZulu-Natal 4001
Registration Number	1933/004726/07
VAT	4140107782
Certificate Number	GSA 01095 REV-15

B-BBEE SCORE PER ELEMENT

Equity Ownership	19.00
Management Control	10.00
Employment Equity	12.96
Skills Development	10.95
Preferential Procurement	19.55
Enterprise Development	12.21
Socio Economic Development	5.00
Total Score	89.68

B-BBEE STATUS

Discounting principle applied	N/A
Participated in Y.E.S Initiative	Yes, Y.E.S Target and 2.5% Absorption
Achieved Y.E.S Target and 2.5% Absorption	Yes
Achieved 1.5 x Y.E.S Target and 5% Absorption	No
Achieved Double Y.E.S Target and 5% Absorption	No
B-BBEE Procurement Recognition Level	135%
B-BBEE Status	Level One Contributor
Black Owned	Yes
Black Female Owned	Yes
Exclusion Principle applied	Yes
Modified Flow Through Principle Applied	No
Black Ownership	84.26%
Black Female Ownership	44.08%
Black Designated Group	0.00%
Black Youth	0.00%
Black Disabled	0.00%
Black Unemployed	0.00%
Black People living in Rural areas	0.00%
Black Military Veterans	0.00%
Black New Entrants	0.00%
Measurement Period	Financial Year-Ended 31 December 2023
Value-Adding Supplier	Yes
Empowering Supplier <i>(in terms of Amended Code 36928)</i>	Yes
Enterprise Development Beneficiary	Yes
Beneficiary Category	Category B
Applicable Scorecard	Transport Sector Generic Scorecard: Maritime Transport & Services Sub-Sector
Applicable BEE Code	Gazetted Codes 32511
Issue Date	28 February 2024
Re-issue Date	N/A
Expiry Date	27 February 2025

 
Nokulunga Ngcobo
Technical Signatory


B-BBEE Rating Agency
BVA 019

Transport Sector Generic Scorecard: Maritime Transport & Services Sub-Sector

Measured Entity	Grindrod South Africa (Pty) Ltd	Issue Date	28 February 2024
Registration Number	1933/004726/07	Certificate Number	GSA 01095 REV-15

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	3.0	25% + 1 vote	100.00%	3.00	19.00
		Exercisable Voting Rights in the Enterprise in the hands of black women	2.0	10%	73.20%	2.00	
		Economic Interest of black people in the Enterprise	4.0	25%	84.26%	4.00	
		Economic Interest of black women in the Enterprise	2.0	10%	44.08%	2.00	
		Economic Interest of the following black natural people in the Enterprise: - black designated groups - black participants in Employee Ownership Schemes - black participants in Co-operatives.	1.0	3.0%	0.00%	0.00	
		Ownership Fulfilment	1.0	Yes	Yes	1.00	
		Current Equity Interest	7.0	As defined		7.00	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of black new entrants	2.0	10%	0.00%	0.00	
		<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.	1.0	10%	0.00%	0.00	
Management Control	10	Exercisable Voting Rights of black Board members	1.5	50.0%	100.00%	1.50	10.00
		Exercisable Voting Rights of black-women Board members	1.5	25.0%	33.33%	1.50	
		Black Executive Directors	1.0	50.0%	100.00%	1.00	
		Black women Executive Directors	1.0	25.0%	33.33%	1.00	
		Black Senior Top Management	1.5	40.0%	100.00%	1.50	
		Black women Senior Top Management	1.5	20.0%	33.33%	1.50	
		Black Other Top Management	1.0	40.0%	53.33%	1.00	
		Black women Other Top Management	1.0	20.0%	20.00%	1.00	
		<u>Bonus points</u> : Black Independent Non-Executive Board Members	1.0	40.0%	0.00%	0.00	
		<u>Bonus points</u> : Black Disabled Management as a percentage of all management	1.0	3.0%	0.00%	0.00	
Employment Equity	15	Black disabled employees as a percentage of all employees	1.0	3%	4.06%	1.00	12.96
		Black women disabled employees as a percentage of all employees	1.0	1.5%	3.58%	1.00	
		Black employees in Senior Management as a percentage of all such employees	3.0	60%	61.76%	3.00	
		Black women employees in Senior Management as a percentage of all such employees	2.0	30%	23.53%	1.57	
		Black employees in Middle Management as a percentage of all such employees	2.0	75%	57.35%	1.53	
		Black women employees in Middle Management as a percentage of all such employees	2.0	38%	23.53%	1.24	
		Black employees in Junior Management as a percentage of all such employees	2.0	80%	79.01%	1.98	
		Black women employees in Junior Management as a percentage of all such employees	2.0	40%	32.94%	1.65	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3.0	Meets or exceeds target	0.00%	0.00	

Transport Sector Generic Scorecard: Maritime Transport & Services Sub-Sector

Measured Entity	Grindrod South Africa (Pty) Ltd	Issue Date	28 February 2024
Registration Number	1933/004726/07	Certificate Number	GSA 01095 REV-15

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 Leviable Amount	3.5	5%	1.90%	1.33	10.95
		Skills Development for black women employees as a percentage of Leviable Amount	3.5	2.5%	1.16%	1.62	
		Skills Development for black employees with disabilities as a percentage of Leviable Amount	1.5	0.5%	0.67%	1.50	
		Skills Development for black women employees with disabilities as a percentage of Leviable Amount	1.5	0.25%	0.64%	1.50	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	2.5	5%	15.27%	2.50	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	2.5	2.5%	10.74%	2.50	
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	12.0	70%	67.38%	11.55	19.55
		B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3.0	15%	26.90%	3.00	
		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 - Suppliers that are more than 30% black women owned	3.0	12%	31.82%	3.00	
			2.0	8%	12.18%	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 after Tax or Turnover	15.0	3.00% of NPAT	2.44%	12.21	12.21
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 or Turnover	5.0	1.00% of NPAT	1.96%	5.00	5.00

SCORE BEFORE Y.E.S INITIATIVE CHECKED	89.68
FINAL SCORE AFTER Y.E.S INITIATIVE CHECKED	89.68
RECOGNITION LEVEL BEFORE Y.E.S INITIATIVE CHECKED	Level 2 Contributor
FINAL RECOGNITION LEVEL AFTER Y.E.S INITIATIVE CHECKED	Level 1 Contributor

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 <75 points	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



Ashmita Hurriparsad
Analyst



Nokulunga Ngcobo
Technical Signatory



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ANNEXURE A

Subsidiary / Division / Entity	Registration	VAT Number
Grindrod South Africa (Pty) Ltd (including the following divisions): Grindrod Rail Corporate Head Office Grindrod South Africa Head Office Grindrod Terminals-Head Office Grindrod Travel	1933/004726/07	4140107782
Grindrod SA Operations (Pty) Ltd (including the following divisions): Grindrod Multi-Purpose Terminals Grindrod Stevedores Grindrod Terminals Richards Bay SA Corp Leases	2021/149678/07	4740252673
Grindrod Logistics Africa (Pty) Ltd	2007/006809/07	4320239827
Novatech (Pty) Ltd (including the following divisions): Hesper Engineering Novamarine	1975/001613/07	42170108089
Sturrock Grindrod Maritime (Pty) Ltd (including the following divisions): Kings & Sons Mitchell Cotts Sturrock Grindrod Maritime (Non Liner)	1969/010924/07	4890101886

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