



EMPOWERDEX

Economic Empowerment Rating Agency

Johannesburg

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POP Warehouse CC

Registration Number: 1998/011506/23

an EMPOWERDEX Qualifying Small Enterprise Scorecard Verification

AA

Level Three Contributor

Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	A	27.00	25.00	Procurement Recognition Level	110.00%
Control	A	26.95	25.00	Black Ownership	50.00%
Employment Equity	A	26.00	25.00	Black Women Ownership	50.00%
Skills Development	N/A	N/A	N/A	VAT Number	4150178251
Preferential Procurement	E	0.27	25.00	Value Adding Enterprise	Yes
Enterprise Development	N/A	N/A	N/A	Issue Date	November 2008
Socio-Economic Development	N/A	N/A	N/A	Expiry Date	November 2009
Overall Score	AA	80.22	100.00	Operational Capacity	Unconstrained

For EMPOWERDEX (Pty) Ltd

03 November 2008
Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 09 February 2007) and interpreted using the Interpretive Guide (released 29 June 2007)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

EMPOWERDEX	Contribution Level	Qualification	Procurement Recognition Level
AAA+	Level One Contributor	> 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	> 85 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	> 75 But < 85 points on the Scorecard	110.00%
A	Level Four Contributor	> 65 But < 75 points on the Scorecard	100.00%
BBB	Level Five Contributor	> 55 But < 65 points on the Scorecard	80.00%
BB	Level Six Contributor	> 45 But < 55 points on the Scorecard	60.00%
B	Level Seven Contributor	> 40 But < 45 points on the Scorecard	50.00%
C	Level Eight Contributor	> 30 But < 40 points on the Scorecard	10.00%
D	Non Compliant Contributor	< 30 points on the Scorecard	0.00%

THIS PAGE SHOULD BE READ IN CONJUNCTION WITH THE ENTIRE REPORT

Empowerdex (Pty) Ltd. Reg. 2001/027963/07

Directors: V Jack (CEO), C Wu (D-CEO), L Ratsoma (MD), B Khoosal, D Nxumalo, J Stumbles.



Executive Summary: Verification of POP Warehouse CC

BEE Elements	Status	EMPOWERDEX Score	Rating Components
BEE Ownership	A	AA Department of Trade and Industry's Codes of Good Practice (Released February 2007)	Unconstrained Operational Capacity
BEE Management	A		
Employment Equity	A		
Skills Development	N/A		
Preferential Procurement	E		
Enterprise Development	N/A		
Socio Economic Development	N/A		
Operational Capacity	A	Level Three Contributor	

Detailed Indicators	Verified Level	Score
BEE ownership:		27.00/25.00
Voting rights of black people:	50.00%	6.00
Economic interest of black people:	50.00%	9.00
Ownership fulfillment:	Yes	1.00
Net value:	50.00%	9.00
Bonus points: economic interest of black women	Yes	2.00
Management Control:		26.95/25.00
Black representation at top management	50.00%	24.95
Bonus points: black women representation in top management	50.00%	2.00
Employment equity:		26.00/25.00
Total workforce analysed:	56	N/A
Black representation:	87.50%	N/A
Black female representation:	28.57%	N/A
Black representation in management: adjusted for gender	57.50%	15.00
Black representation in total work force: adjusted for gender	72.57%	10.00
Bonus Points: meeting or exceeding EAP targets	Yes	1.00
Preferential procurement:		0.27/25.00
Preferential procurement policy:	No	N/A
Total procurement:	R12,903,162.00	N/A
Procurement exclusions:	R6,021,838.00	N/A
Total measured spend	R6,881,324.00	N/A
Total BEE procurement	0.44%	0.27
Total:		80.22/100.00

Analyst:

Luvuyo Mncanca

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