

## Final BEE Verification Report

People Perfect (Pty) Ltd t/a Signium Africa previously Talent  
Africa

14 July 2021

## 1. Details of Measured Entity:

Company Name	People Perfect (Pty) Ltd t/a Signium Africa previously Talent Africa
Trade Name	People Perfect (Pty) Ltd t/a Signium Africa
Address	23 Fricker Road Illovo Sandton 2196
Registration Number	2010/003077/07
Vat Number	4520154362

## 2. Scorecard Overview:

Ownership Equity	25.00
Management Control	13.33
Skills Development	28.33
Enterprise Supplier Development	30.82
Socio Economic Development	5.00
<b>TOTAL SCORE</b>	<b>102.48</b>

## 3. B-BBEE Status:

BEE Recognition Level	135%
BEE Status	LEVEL 1
Subminimum discount applied (already discounted above if applicable)	No
Modified Flow Through Principle applied	NO
Black Ownership	43.97%
Black Female Ownership	43.97%
Black New Entrant	43.97
Designated Group Ownership	0.00%
Black Disabled Ownership	0.00%
Black Military Veterans Ownership	0.00%
Black Youth Ownership	0.00%
Black Unemployed Ownership	0.00%
Black People Living in Rural Areas	0.00%
Qualifying Enterprise Supplier Development Beneficiary	YES
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 General Code (Gazette No:42496 and 38766)
Financial Period Measured	01 Mar 2020 - 28 Feb 2021
Analyst	R Cockman
Technical Signatory	M Arnold
Verification Date	28 June 2021
Scorecard Number	TLVT9603-140721

## 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	25.14%	50.00%	5.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	50.00%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	5	25.00%	43.97%	5.00
	Economic Interest of black Women in the Enterprise	2	10.00%	43.97%	2.00
	Economic Interest of Black New Entrants or Black Designated Groups	3	2.00%	43.97%	3.00
Realisation Points	Net Equity Value	8	25.00%	14.07	8.00
					<b>25.00</b>

### Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Executive Management	Black representation at Executive Management	5	50.00%	33.33%	3.33
	Black female representation at Executive Management	2	25.00%	33.33%	2.00
Senior, Middle and Junior Management	Black representation at Senior, Middle and Junior Management	6	60.00%	60.00%	6.00
	Black female representation at Senior, Middle and Junior Management	2	30.00%	60.00%	2.00
					<b>13.33</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	15	3.00%	14.39%	15.00
	Skills Development Expenditure on Learning Programmes specified in the learning programme matrix for black females as a percentage of Leivable Amount	7	1.00%	14.39%	7.00
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people with disabilities as a percentage of Leivable Amount	3	0.15%	0.33%	3.00
Bonus Points	Number of black people absorbed by the Measured Entity and Industry at the end of the learning programme	5	100.00%	66.67%	3.33
					<b>28.33</b>

## 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	15	60.00%	59.30%	14.82
	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	15.00%	20.06%	5.00
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	1	1.00%	9.28%	1.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	5	1.00%	1.48%	5.00
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%	1.48%	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>30.82</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	5	1.00%	1.48%	5.00
					<b>5.00</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%	
					<b>0.00</b>

<b>TOTAL BEE SCORE</b>	<b>102.48 Points</b>
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 1

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	135%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO