

Broad-Based Black Economic Empowerment Commission



Compliance Report by Sphere of Government / Public Entities / Organs of State

(in terms of Section 13G (2) of the Act)

Case Number

FORM: BBEE 1

SECTION A: DETAILS OF ENTITY

Name of Entity / Organisation	TIGER BRANDS LTD & SUBSIDIARIES
Registration Number	1944 / 017881 / 06
Physical Address	3010 WILLIAM NICOL DRIVE BRYANSTON
Telephone Number	011 840 4000
Email Address	Mary-Jane.Morifi@tigerbrands.com
Indicate Type of Entity / Organisation	PUBLIC LISTED ENTITY
Industry / Sector	AGRICULTURE
Relevant Code of Good Practice	AMENDED AGRIBEE
Name of Verification Agency	EMPOWERLOGIC
Name of Technical Signatory	THEO LOMBARD

SECTION B: INFORMATION AS VERIFIED BY THE BROAD-BASED BLACK ECONOMIC EMPOWERMENT VERIFICATION PROFESSIONAL AS PER SCORECARDS

B-BBEE Elements	Target Score Including	Bonus Points	Actual Score Achieved
Ownership	e.g. 25 points		18.3
Management Control	e.g. 19 points		10.13
Skills Development	e.g. 20 points	1.34	11.02
Enterprise and Supplier Development	e.g. 40 points	1.89	15.58
Socio-Economic Development	e.g. 5 points		15
Total Score	e.g. 109 points		70.03
Priority Elements Achieved	YES / NO and specify them	ENTERPRISE AND SUPPLIER DEVELOPMENT	
Empowering Supplier Status	YES / NO and specify them		
Final B-BBEE Status Level	LEVEL 6 DISCOUNTED TO LEVEL 7		

*indicate how each element contributes to the outcome of the scorecard

SECTION C: FINANCIAL REPORT

1. BASIC ACCOUNTING DETAILS:

a. Accounting Officer's Name:

STIAAN WANDRAG

b. Address:

3010 WILLIAM NICOL DRIVE
BRYANSTON

c. Accounting Policy: (Your accounts are done?)

Weekly	Monthly	Other (specify)
	✓	

d. Has the attached Financial Statements and Annual Report been approved by the entity?

YES

2. PLEASE ATTACH THE FOLLOWING:

a. Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report.

✓ ATTACHED


i) Annual Report

✓ ATTACHED

b. Entity Annual Turnover:

R 28.5 billion

c. Sign-off and Date

 Signature	<u>20/12/2018</u> Date
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Compliance Reporting Matrix (Annexure)

Ownership and Management Control Categories	% / Number for each Category	Race Classification				Gender				Age	Location					Disability									
		A	C	I	Total	AM	CM	IM	Total Male		AF	CF	IF	Total Female	GP		MP	FS	LP	WC	EC	NC	KZN	NW	Total
Black Ownership	24-10% Black Voting Rights	A			277	AM			147	AF			130	GP				5	EC				0	Male	0
	Black Women Voting					CM			50	CF			20	MP				0	NC				0	Female	0
	4-20% Rights	C			70	IM			1	IF			1	FS				0	KZN				0	Total	0
	Black Economic Interest	I			167	Total Male			3	Total Female			2	LP				0	NW				0	Total	0
Black Women	23.61% Interest	Total			514	Total Male			283	Total Female		231	WC				0	Total				5	Total	5	
Shareholding through various BBBEE companies, the race, gender, age, location and disabilities could not be determined for all shareholders as the information is not available due to the nature of the shareholding.																									
Non-Exec Directors	63%	A			3	AM			2	AF			1	GP				0	EC				0	Male	0
		C			0	CM			0	CF			0	MP				0	NC				0	Female	0
		I			2	IM			1	IF			1	FS				0	KZN				0	Total	0
	Total : 5 of 8	Total			5	Total Male			3	Total Female		2	Refer Appendix 1	LP				0	NW				0	Total	0
Exec Directors	100%	A			0	AM			0	AF			0	GP				0	EC				0	Male	0
		C			0	CM			0	CF			0	MP				0	NC				0	Female	0
		I			0	IM			0	IF			0	FS				0	KZN				0	Total	0
	Total : 0 of 2	Total			0	Total Male			0	Total Female		0	Refer Appendix 1	LP				0	NW				0	Total	0
Other Executive Management	100%	A			3	AM			1	AF			2	GP				6	EC				0	Male	0
		C			0	CM			0	CF			0	MP				0	NC				0	Female	0
		I			3	IM			2	IF			1	FS				0	KZN				0	Total	0
	Total : 6 of 9	Total			6	Total Male			3	Total Female		3	Refer Appendix 1	LP				0	NW				0	Total	0
Senior Management	57%	A			27	AM			15	AF			12	GP				55	EC				0	Male	0
		C			7	CM			5	CF			2	MP				0	NC				0	Female	0
		I			24	IM			14	IF			10	FS				0	KZN				0	Total	0
	Total : 56 of 101	Total			58	Total Male			34	Total Female		24	Refer Appendix 1	LP				0	NW				0	Total	0
Middle Management	59%	A			147	AM			70	AF			77	GP				239	EC				2	Male	0
		C			37	CM			25	CF			12	MP				1	NC				0	Female	0
		I			109	IM			59	IF			50	FS				6	KZN				25	Total	0
	Total : 293 of 500	Total			293	Total Male			154	Total Female		139	Refer Appendix 1	LP				1	NW				2	Total	293
Junior Management	76%	A			733	AM			494	AF			239	GP				641	EC				6	Male	0
		C			229	CM			151	CF			78	MP				10	NC				1	Female	0
		I			183	IM			123	IF			60	FS				18	KZN				225	Total	0
	Total : 1145 of 1503	Total			1145	Total Male			768	Total Female		377	Refer Appendix 1	LP				41	NW				30	Total	1145
Dividends Declared	1,332,528,861																								

Compliance Reporting Matrix (Annexure)

Skills Development Categories	% Number for each Category		Race Classification		Gender		Age	Location		Disability	Value Thereof
			A	Total	AM	Total		GP	WC		
Black Employees	4512		3795	4512	AM	3464	822	2404	0	4	70,860,653
			597		CM	413	184	93	0	1	
			120		IM	78	42	282	604	5	
			4512		Total Male	3464	1048	400	61		
								688	4512		
Black People on internships, apprenticeship, learnership	559		484	559	AM	364	120	343	0	0	36,786,397
			44		CM	26	18	1	0	0	
			31		IM	28	3	25	98	0	
			559		Total Male	418	141	28	3		
								61	559		
Unemployed black people	218		168	218	AM	78	90	98	0	0	4,514,826
			46		CM	29	17	0	0	0	
			4		IM	3	1	16	29	0	
			218		Total Male	110	108	1	16		
								58	218		
Black people absorbed	36		14	36	AM	5	9	12	0	0	617,317
			22		CM	12	10	0	0	0	
			0		IM	0	0	0	1	0	
			36		Total Male	17	19	0	0		
								23	36		

Enterprise and Supplier Development Categories	Number of EME's	% Black Ownership	Number of QSE's	% Black Ownership	Value Thereof
	0	51.00%	0	51.00%	
	0	55.00%	0	55.00%	
	0	60.00%	0	60.00%	
	0	65.00%	0	65.00%	
	0	70.00%	0	70.00%	
	0	75.00%	0	75.00%	
	0	80.00%	0	80.00%	
	0	85.00%	0	85.00%	
	0	90.00%	0	90.00%	
	0	95.00%	0	95.00%	
	7	100.00%	0	100.00%	
Total	7		0		13,096,782

Compliance Reporting Matrix (Annexure)

Appendix 1 - Age for Ownership and Management Control

Age	Non-Exec Directors	Exec Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
18	0	0	0	0	0	0
19	0	0	0	0	0	0
20	0	0	0	0	0	0
21	0	0	0	0	0	0
22	0	0	0	0	0	6
23	0	0	0	0	0	6
24	0	0	0	0	0	13
25	0	0	0	0	0	20
26	0	0	0	0	2	28
27	0	0	0	0	5	35
28	0	0	0	0	7	27
29	0	0	0	0	5	34
30	0	0	0	0	10	33
31	0	0	0	1	11	37
32	0	0	0	0	13	46
33	0	0	0	0	8	49
34	0	0	0	1	16	50
35	0	0	0	1	21	45
36	0	0	0	0	17	39
37	0	0	0	2	12	35
38	0	0	0	7	16	42
39	0	0	0	1	12	32
40	0	0	0	2	16	39
41	0	0	0	2	17	27
42	0	0	0	4	13	33
43	1	0	0	6	6	36
44	0	0	0	7	5	44
45	0	0	3	6	6	28
46	0	0	1	0	11	45
47	0	0	0	6	12	19
48	0	0	0	1	9	29
49	0	0	0	0	4	24
50	0	0	0	3	7	27
51	0	0	1	2	7	24
52	0	0	0	2	5	24
53	0	0	0	0	2	24
54	0	0	0	0	6	14
55	0	0	0	1	2	22
56	1	0	1	2	1	16
57	0	0	0	1	2	28
58	0	0	0	0	1	17
59	0	0	0	0	3	12
60	0	0	0	0	1	14
61	2	0	0	0	0	7
62	0	0	0	0	1	9
63	1	0	0	0	1	3
64	0	0	0	0	0	2
65	0	0	0	0	0	1
66	0	0	0	0	0	0
67	0	0	0	0	0	0
68	0	0	0	0	0	0
69	0	0	0	0	0	0
70	0	0	0	0	0	0
Total	9	9	6	58	263	1145

Compliance Reporting Matrix (Annexure)

Appendix 2 - Age for Skills Development

Age	Black Employees	Black people on apprenticeship, learnership	Unemployed black people	Black people absorbed
18	0	0	0	0
19	0	0	0	0
20	3	0	4	0
21	13	0	3	0
22	21	1	17	4
23	42	0	25	3
24	46	7	28	3
25	69	8	23	5
26	107	17	20	2
27	116	20	10	2
28	145	15	13	2
29	146	28	5	0
30	184	37	8	2
31	154	31	8	2
32	205	40	3	0
33	187	32	4	1
34	189	27	5	1
35	189	27	4	2
36	163	25	3	0
37	157	24	4	0
38	166	25	2	1
39	128	14	5	1
40	132	19	0	0
41	152	22	4	2
42	120	18	6	2
43	133	19	2	1
44	113	13	2	0
45	116	11	2	0
46	136	14	0	0
47	108	15	0	0
48	125	10	0	0
49	93	6	2	0
50	90	6	0	0
51	65	3	0	0
52	92	5	0	0
53	79	4	2	0
54	89	2	0	0
55	84	2	2	0
56	71	5	0	0
57	60	2	0	0
58	50	1	0	0
59	49	1	0	0
60	49	1	1	0
61	30	1	0	0
62	19	0	0	0
63	15	0	0	0
64	6	0	1	0
65	5	0	0	0
66	0	0	0	0
67	1	0	0	0
68	0	1	0	0
69	0	0	0	0
70	0	0	0	0
Total	4512	550	218	36

