

Broad-Based Black Economic Empowerment Commission



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

(in terms of Section 13G (1) of the Act)

Case Number

FORM: BBEE 1

SECTION A: DETAILS OF ENTITY

Name of Entity / Organisation	TIGER BRANDS LTD & SUBSIDIARIES
Registration Number	1944 / 017 881 / 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 AGRI-BEE
Name of Verification Agency	EMPOWER LOGIC
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		20.85
Management Control	e.g. 19 points		9.95
Skills Development	e.g. 20 points	3.33	14.57
Enterprise and Supplier Development	e.g. 40 points	1.41	24.24
Socio-Economic Development	e.g. 5 points		15
Total Score	e.g. 109 points		84.60
Priority Elements Achieved	YES / NO and specify them	YES	
Empowering Supplier Status	YES / NO and specify them	YES	
Final B-BBEE Status Level	LEVEL 4		

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

SECTION C: FINANCIAL REPORT

1. BASIC ACCOUNTING DETAILS:

a. Accounting Officer's Name:

MARY-JANE MORIFI

b. Address:

3010 WILLIAM NICOL DRIVE
BRYANSTON
JOHANNESBURG

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 29.2 billion

c. Sign-off and Date

 _____ Signature	<u>17</u> / <u>12</u> / <u>2019</u> _____ Date
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Compliance Reporting Matrix (Annexure)

i. Ownership and Management Control Categories	% /Number for each Category	Race Classification		Gender				Age	Location			Disability			
		A	243	AM	142	AF	101		GP	6	EC	0	Male	0	
Black Ownership	28% Black Voting Rights Black Women Voting 9% Rights	C	54	CM	37	CF	17		MP	0	NC	0	Female	0	
	Black Economic 24% Interest	I	150	IM	86	IF	64		FS	0	KZN	0	Total	0	
	Black Women 7% Economic Interest	Total	447	Total Male	265	Total Female	182		LP	0	NW	0	Total	0	
								Refer Appendix 1	WC	1	Total	7			
Shareholding through various BBBEE companies and an Independent Mandated Investment Report. 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	64%	A	5	AM	3	AF	2		GP	0	EC	0	Male	0	
		C	1	CM	0	CF	1		MP	0	NC	0	Female	0	
		I	1	IM	0	IF	1		FS	0	KZN	0	Total	0	
		Total	7	Total Male	3	Total Female	4	Refer Appendix 1	LP	0	NW	0	Total	0	
									WC	1	Total	7			
Exec Directors	0%	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	Total Male	0	Total Female	0	Refer Appendix 1	LP	0	NW	0	Total	0	
									WC	0	Total	0			
Other Executive Management	56%	A	3	AM	1	AF	2		GP	5	EC	0	Male	0	
		C	0	CM	0	CF	0	Refer Appendix 1	MP	0	NC	0	Female	0	
		I	2	IM	2	IF	0		FS	0	KZN	0	Total	0	
		Total	5	Total Male	3	Total Female	2		LP	0	NW	0	Total	0	
									WC	0	Total	5			
Senior Management	53%	A	23	AM	13	AF	10		GP	52	EC	0	Male	0	
		C	5	CM	2	CF	3	Refer Appendix 1	MP	0	NC	0	Female	0	
		I	26	IM	13	IF	13		FS	0	KZN	1	Total	0	
		Total	54	Total Male	28	Total Female	26		LP	0	NW	0	Total	0	
									WC	1	Total	54			
Middle Management	62%	A	160	AM	75	AF	85		GP	252	EC	2	Male	0	
		C	47	CM	29	CF	18	Refer Appendix 1	MP	2	NC	0	Female	0	
		I	105	IM	55	IF	50		FS	7	KZN	25	Total	0	
		Total	312	Total Male	159	Total Female	153		LP	2	NW	3	Total	0	
									WC	19	Total	312			
Junior Management	78%	A	787	AM	529	AF	258		GP	618	EC	7	Male	0	
		C	212	CM	136	CF	74	Refer Appendix 1	MP	15	NC	1	Female	0	
		I	176	IM	113	IF	63		FS	28	KZN	227	Total	0	
		Total	1175	Total Male	780	Total Female	395		LP	48	NW	38	Total	0	
									WC	193	Total	1175			
Dividends Declared															
												2 021 638 747			

Compliance Reporting Matrix (Annexure)

2. Skills Development Categories	% Number for each Category	Race Classification				Gender				Age		Location				Disability		Value Thereof											
		A	C	I	Total	AM	CM	IM	Total Male	AF	CF	IF	Total Female	GP	MP	FS	LP		WC	EC	NC	KZN	NW	Total	Male	Female	Total		
Black Employees	3092																											124 715 375,25	
		A	2603			AM	1964		AF	639		EC	1537		GP			1						Male		3			
		C	266			CM	169		CF	97		NC	115		MP			0						Female		0			
		I	223			IM	125		IF	98		KZN	159		FS			722						Total		3			
		Total	3092			Total Male	2258		Total Female	834		Total	347		WC			3092						Total					
Black People on internships; apprenticeship, learnership	696																												77 670 522,21
		A	589			AM	427		AF	162		EC	424		GP			0						Male		0			
		C	65			CM	39		CF	26		NC	12		MP			0						Female		0			
		I	42			IM	27		IF	15		KZN	19		FS			105						Total		0			
		Total	696			Total Male	493		Total Female	203		Total	93		WC			696						Total					
Unemployed black people	110																												5 211 117,06
		A	100			AM	58		AF	42		EC	37		GP			0						Male		0			
		C	9			CM	5		CF	4		NC	0		MP			0						Female		0			
		I	1			IM	1		IF	0		KZN	1		FS			5						Total		0			
		Total	110			Total Male	64		Total Female	46		Total	15		WC			110						Total					
Black people absorbed	24																												359 937,16
		A	17			AM	8		AF	9		EC	0		GP			0						Male		0			
		C	7			CM	4		CF	3		NC	0		MP			0						Female		0			
		I	0			IM	0		IF	0		KZN	0		FS			0						Total		0			
		Total	24			Total Male	12		Total Female	12		Total	11		WC			24						Total					

3. Enterprise and Supplier Development				Value Thereof			
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%	1	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%			
	111	100.00%	0	100.00%			
Total	111		1		18 295 000.00		

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	3
23	0	0	0	0	0	7
24	0	0	0	0	1	11
25	0	0	0	0	0	18
26	0	0	0	0	0	26
27	0	0	0	0	2	36
28	0	0	0	0	7	33
29	0	0	0	0	8	45
30	0	0	0	0	8	34
31	0	0	0	0	12	46
32	0	0	0	1	14	35
33	0	0	0	1	14	58
34	0	0	0	0	13	51
35	0	0	0	1	17	48
36	0	0	0	0	19	40
37	0	0	0	0	19	42
38	0	0	0	3	13	45
39	0	0	0	4	18	39
40	0	0	0	2	9	33
41	0	0	0	3	14	39
42	0	0	0	3	19	27
43	0	0	0	4	10	32
44	1	0	0	5	8	38
45	0	0	0	7	11	43
46	1	0	1	4	9	25
47	0	0	2	1	11	42
48	0	0	0	3	9	18
49	0	0	0	2	9	26
50	0	0	0	0	4	24
51	0	0	0	4	5	28
52	0	0	0	1	7	22
53	0	0	1	2	4	21
54	0	0	0	0	2	22
55	0	0	0	0	6	11
56	0	0	0	1	2	20
57	2	0	0	1	1	15
58	0	0	1	1	2	25
59	0	0	0	0	1	14
60	0	0	0	0	3	12
61	1	0	0	0	0	11
62	1	0	0	0	0	4
63	0	0	0	0	0	4
64	1	0	0	0	0	1
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	7	0	5	54	313	1175

Compliance Reporting Matrix (Annexure)

Appendix 2 - Age for Skills Development

Age	Black Employees	Black People on Internships; apprenticeship, learnership	Unemployed black people	Black people absorbed
18	0	0	0	0
19	0	0	0	0
20	2	0	0	0
21	2	0	4	1
22	4	0	2	0
23	21	1	7	3
24	32	6	4	2
25	52	5	5	2
26	65	13	8	1
27	79	20	13	3
28	94	24	2	0
29	139	31	13	0
30	120	40	3	1
31	155	45	6	1
32	129	30	3	1
33	155	38	3	0
34	157	44	5	0
35	137	36	5	2
36	121	31	0	0
37	136	37	3	2
38	111	24	1	0
39	121	34	3	0
40	92	22	0	0
41	90	17	1	0
42	88	25	1	0
43	80	23	0	0
44	91	23	3	0
45	98	23	3	1
46	60	14	2	1
47	67	13	2	0
48	51	15	1	0
49	62	12	1	0
50	63	8	1	1
51	53	7	0	0
52	52	4	2	0
53	54	7	0	0
54	44	6	1	1
55	47	7	1	0
56	34	4	1	1
57	31	2	0	0
58	27	3	0	0
59	19	1	0	0
60	21	1	0	0
61	16	0	0	0
62	10	0	0	0
63	3	0	0	0
64	5	0	0	0
65	2	0	0	0
66	0	0	0	0
67	0	0	0	0
68	0	0	0	0
69	0	0	0	0
70	0	0	0	0
Total	3062	665	114	84

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

Tiger Brands Limited and Subsidiaries

Level 4 Contributor

Measured Entity

Company Name Tiger Brands Limited and Subsidiaries
Registration Number 1944/017881/06
VAT Number See pg 2 for details
Address 3010 William Nicol Drive
 Bryanston
 2146

B-BBEE Status

B-BBEE Status Level	Level 4		
Element Points Obtained	EO: 20.85 points; MC: 9.95 points; SD: 14.57 points; ESD: 24.24 points; SED: 15 points		
Discounting Principle Applied	No	Measurement Period Year End	30/09/2019
Empowering Supplier	Yes		

**Black Owned: >=51% and full points for Net Value*

**Black Women Owned: >=30% and full points for Net Value*

Black Voting Rights	28.00%	Black Women Voting Rights	8.70%
Black Economic Interest	24.24%	Black Women Economic Interest	7.08%
51% Black Owned *	No	30% Black Women Owned *	No
Black Designated Groups	9.43%	Normal Flow Through Principle Applied	

Issue Date 11/12/2019
Expiry Date 10/12/2020
Certificate Number ELC9099RGENBBAG
Version Final
Applicable Scorecard Amended Agri - Generic
Applicable BBEE Codes Amended AgriBEE Sector Codes Gazetted on 8 December 2017

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency



SANAS Accredited



Per Theo Lombard
 Member - Verification Committee



BVA018

BEE Procurement Recognition Levels		
Level	Qualification	%
1	≥ 100 Points	135%
2	≥ 95 but < 100	125%
3	≥ 90 but < 95	110%
4	≥ 80 but < 90	100%
5	≥ 75 but < 80	80%
6	≥ 70 but < 75	60%
7	≥ 55 but < 70	50%
8	≥ 40 but < 55	10%
Non Compliant		<40 0%
Enquiries		
Tel:		
086 111 4003		
Fax:		
086 505 7284		
verification@empowerlogic.co.za		
www.empowerlogic.co.za		

This certificate supersedes any previous certificates issued to the Measured entity. This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment. This certificate has been issued in accordance with the EmpowerLogic Verification Certificate Policy. EmpowerLogic uses the Law Trust advanced electronic signature system (AeSign) which is compliant with the Electronic Communications and Transactions Act no 25 of 2002. The validity of the certificate is ensured as long as the digital signature details corresponds with the Technical Signatory's details as displayed on the certificate.



Broad Based Black Economic Empowerment Verification Certificate
A Consolidated Verification Certificate issued to
Tiger Brands Limited and Subsidiaries

Certificate Number: ELC9099RGENBBAG

BBBEE Status: Level 4 Contributor

Empowering Supplier

Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	VAT Number
Tiger Brands Limited	1944/107881/06	
Tiger Consumer Brands Limited (Divisions Listed Below)	1972/006590/06	4280101744
Culinary		
Snacks & Treats and Beverages		
Out of Home		
HPC & B		
VAMP		
Tiger Management Services		
Tiger Brands International		
Grains (including Albany Bakeries, Tiger Milling, Jungle Oats, King Foods, Tastic Rice)		
Davita Trading (Pty) Ltd	2006/029214/07	4680251024
Langeberg & Ashton Foods (Pty) Ltd	2000/017838/07	4950222911

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per Theo Lombard
 Member - Verification Committee

SANAS Accredited



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