



## Final BEE Verification Report

FIRST IMPRESSION LABELS SA (PTY) LTD

31 July 2023

## 1. Details of Measured Entity:

Company Name	First Impression Labels SA (Pty) Ltd
Trade Name	First Impression Labels SA (Pty) Ltd
Address	22 Tottum Road Cornubia Industrial Business Estate
Registration Number	2023/581808/07
Vat Number	4630313148

## 2. Scorecard Overview:

Equity Ownership	25.00
Management Control	14.55
Skills Development	16.95
Enterprise & Supplier Development	38.21
Socio Economic Development	5.00
<b>TOTAL SCORE</b>	<b>99.71</b>

## 3. B-BBEE Status:

BEE Recognition Level	125%
BEE Status	LEVEL 2
Black Ownership	100.00%
Black Female Ownership	42.80%
Empowering Supplier	YES
Applicable Scorecard	General - Generic (Revised Codes) - R2
Applicable BEE Codes	<b>DTI Generic Code</b>
Certificate Number	8353

## FIRST IMPRESSION LABELS SA (PTY) LTD

### 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	4	25.33%	100.00%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	42.80%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	100.00%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%	42.80%	2.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	3.00%	14.14%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	14.14%	2.00
Realisation Points	Net Equity Value	8	25.00%	32.00	8.00
					<b>25.00</b>

## Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	2	50.00%	60.00%	2.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	20.00%	0.80
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	60.00%	2.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	20.00%	0.80
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	4	60.00%	60.00%	4.00
	Black female Other Executive Management as a percentage of all Other Executive Management	2	30.00%	40.00%	2.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	12.16%	0.32
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	8.71%	0.23
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	40.10%	0.46
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	15.66%	0.36
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.58%	1.58
					<b>14.55</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	6	3.50%	3.50%	6.00
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.50%	0.04%	0.07
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.47%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%	4.85%	5.82
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	21.11%	1.06
					<b>16.95</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	5	80.00%	77.67%	4.85
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	7.56%	1.51
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	11.36%	3.03
	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	11	50.00%	31.24%	6.87
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	21.21%	4.00
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%	0.94%	0.94
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	7.55%	10.00
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%	3.23%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	Yes	1.00
	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	Yes	1.00
					<b>38.21</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%	2.33%	5.00
					<b>5.00</b>

# Final BEE Verification Report



## 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>99.71 Points</b>
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BROAD BASED CONTRIBUTION LEVEL

**LEVEL 2**

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	125%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

<b>BEE Recognition Level</b>	<b>125%</b>
<b>BEE Status</b>	<b>LEVEL 2</b>
<b>Black Ownership</b>	<b>100.00%</b>
<b>Black Female Ownership</b>	<b>42.80%</b>
<b>Empowering Supplier</b>	<b>YES</b>
<b>Discounting Principle Applied</b>	<b>NO</b>
<b>Applicable BEE Codes</b>	<b>General - Generic (Revised Codes) - R2</b>
<b>Financial Year</b>	<b>01 Jul 2022 - 30 Jun 2023</b>
<b>Certificate Number</b>	<b>8353</b>

Verification Analyst:  (sign) 31 July 2023 (date)

Verification Manager:  (sign) 31 July 2023 (date)