

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

Issued to

Kyocera Document Solutions South Africa (Pty) Ltd

Level 2 Contributor

Measured Entity

Company Name	Kyocera Document Solutions South Africa (Pty) Ltd
Registration Number	1997/016249/07
VAT Number	4740170024
Address	90 Bekker Road Hertford Office Park Vorna Valley Midrand, 1682

B-BBEE Status

B-BBEE Status Level	Level 2		
Total Points Obtained	115.82	EO: 23 points; MC: 12.25 points; SD: 19.31 points; ESD: 49.26 points; SED: 12 points	
Discounting Principle Applied	No	Measurement Period Year End	31/03/2021
Empowering Supplier	Yes	Participated in Y.E.S Initiative	No
Black Voting Rights	35.00%	Achieve Y.E.S Target and 2.5% Absorption	
Black Women Voting Rights	35.00%	Achieve 1.5 x Y.E.S Target and 5% Absorption	
Black Economic Interest	35.00%	Achieve Double x Y.E.S Target and 5% Absorption	
Black Women Economic Interest	35.00%	Black New Entrants	0.00%
51% Black Owned*	No	Black Designated Groups	35.00%
30% Black Women Owned*	Yes	Black Youth	
Normal Flow Through Principle Applied	Yes	Black Disabled	
Modified Flow Through Principle Applied	No	Black Unemployed	
Exclusion Principle Applied	No	Black People Living in Rural Areas	
		Black Military Veterans	
		0.00%	

BEE Procurement Recognition Levels		
Level	Qualification	%
1	≥ 120 Points	135%
2	≥ 115 but < 120	125%
3	≥ 110 but < 115	110%
4	≥ 100 but < 110	100%
5	≥ 95 but < 100	80%
6	≥ 90 but < 95	60%
7	≥ 75 but < 90	50%
8	≥ 55 but < 75	10%
Non Compliant		<55 0%
Enquiries Tel: 086 111 4003		
www.empowerlogic.co.za		

Issue Date	25/08/2021
Expiry Date	24/08/2022
Certificate Number	ELC10481-2RGENBBICT replacing ELC10481RGENBBICT
Version	Final - Revised 28/9/2021
Applicable Scorecard	Amended ICT - Generic
Applicable BBBEE Codes	Amended ICT Codes Gazetted on 7 November 2016

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

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



SANAS Accredited

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per Prebhashini Govender

Member - Verification Committee



BVA018

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.

Amended ICT - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Broad Based Black Economic Empowerment Contribution		130.0				115.82
Objective : Ownership		25.00			92.00%	23.00
Equity Ownership	Exercisable Voting Rights by Black People	4.00	35.00%	30.00%	100.00%	4.00
	Exercisable Voting Rights by Black Women	2.00	35.00%	10.00%	100.00%	2.00
	Economic Interest to which Black People are entitled	4.00	35.00%	30.00%	100.00%	4.00
	Economic Interest to which Black Women are entitled	2.00	35.00%	10.00%	100.00%	2.00
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	3.00	35.00%	3.00%	100.00%	3.00
	Involvement in the ownership by Black New Entrants	2.00	0.00%	2.00%	0.00%	-
	A - Net Value	8.00	35.00%	30.00%	100.00%	8.00
	B - Economic Interest		35.00%	30.00%	100.00%	
Objective : Management Control		23.00			53.25%	12.25
Objective: Board Participation and Other Executive Management		13.00			65.38%	8.50
Management Control	% Exercisable Voting Rights of Black Board Members	3.00	25.00%	50.00%	50.00%	1.50
	% Exercisable Voting Rights of Black Women Board Members	2.00	25.00%	25.00%	100.00%	2.00
	% Black Executive Directors	2.00	0.00%	50.00%	0.00%	-
	% Black Women Executive Directors	1.00	0.00%	25.00%	0.00%	-
	% Black Executive Management	3.00	100.00%	60.00%	100.00%	3.00
	% Black Women Executive Management	2.00	100.00%	30.00%	100.00%	2.00
Objective : Employment Equity		10.00			37.48%	3.75
Employment Equity	% Black People in Senior Management	2.00	1.03%	60.00%	1.72%	0.03
	% Black Women in Senior Management	1.00	1.20%	30.00%	3.99%	0.04
	% Black People in Middle Management	2.00	33.53%	75.00%	44.70%	0.89
	% Black Women in Middle Management	1.00	16.70%	38.00%	43.94%	0.44
	% Black People in Junior Management	1.00	55.94%	88.00%	63.57%	0.64
	% Black Women in Junior Management	1.00	20.00%	44.00%	45.45%	0.45
	Black People Living with Disabilities as a % of All Employees	2.00	1.25%	2.00%	62.50%	1.25

Amended ICT - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Objective : Skills Development		20.00		-	96.54%	19.31
Skills Development	Skills Development Expenditure on Black People as a % of Leviaible Amount	8.00	5.70%	6.00%	95.05%	7.60
	Skills Development on Black People with disabilities as a % of Leviaible Amount	4.00	0.38%	0.30%	100.00%	4.00
	Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees	4.00	2.25%	2.50%	90.00%	3.60
	Unemployed Black People Participating in the Learning Matrix as a % of Total Employees	4.00	2.41%	2.50%	96.32%	3.85
	Bonus Point: Number of Black People Absorbed	5.00	5.00%	100%	5.00%	0.25
Objective: Enterprise and Supplier Development		50.00			98.53%	49.26
Objective : Preferential Procurement		25.00			85.05%	21.26
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	5.00	97.83%	80.00%	100.00%	5.00
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	3.00	27.26%	15.00%	100.00%	3.00
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	4.00	3.04%	15.00%	20.29%	0.81
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	9.00	28.67%	40.00%	71.68%	6.45
	Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned	4.00	15.61%	12.00%	100.00%	4.00
	Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned	2.00	18.95%	2.00%	100.00%	2.00
Objective : Enterprise and Supplier Development		25.00			112.00%	28.00
Enterprise and Supplier Development	Annual Value of all Supplier Development Contributions as a % of NPAT	10.00	2.84%	2.00%	100.00%	10.00
	Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	6.48%	3.00%	100.00%	15.00
	Bonus Point: Graduation	1.00	Yes	Yes	100.00%	1.00
	Bonus Points: Creating New Jobs up to 11% of the Workforce	2.00	Yes	Yes	100.00%	2.00
Objective : Socio Economic Development		12.00			100.00%	12.00
Socio-Economic Development	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	12.00	9.35%	1.50%	100.00%	12.00