

B-BBEE Strategic Plan

Infinite Fleet Transport (Pty) Ltd

16th October 2017

Sustainability Plan

Infinite Fleet Transport (Pty) Ltd – IFT has activated the services of a B-BBEE advisor to ensure a competitive B-BBEE Level is maintained by October 2018. With the current changed BEE legislation, IFT deemed it critical to partner with a specialist in the field to ensure the most optimum B-BBEE status is achieved.

1. Improvement Plan

1.1 Strategic Planning: Transport Sector B-BBEE Codes of Good Practice

Infinite Fleet Transport (Pty) Ltd need to focus to optimise the elements (Ownership, Management Control, Employment Equity, Skills Development, Enterprise Development & Socio Economic Development) to ensure that a competitive B-BBEE Status is maintained under the Transport Sector B-BBEE Codes.

Note: Calculations projected using the June 2017 as projected financials and contributions.

2.1 Ownership

Infinite Fleet Transport (Pty) Ltd is 51.22% Black owned and 51.22% Black Woman Owned. 100% of the total black shareholding are new entrants to the market.

Criteria	Weighted points	Target	Actual %	Score
Ownership				
Exercisable Black Voting Rights	3.00	25%+1 Vote	51.22%	3.00
Exercisable Black Women Voting Rights	2.00	10.00%	51.22%	2.00
Economic interest - black people	4.00	25.00%	51.22%	4.00
Economic interest - black women	2.00	10.00%	51.22%	2.00
Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	1.00	2.50%	0.00%	0.00
Ownership Fulfilment				
Ownership Fulfilment	1.00	Yes/No	Yes	1.00
Net Equity Value	7.00	formula	14.34	7.00
Bonus Points				
Ownership by Black New Entrants	2.00	10.00%	51.22%	2.00
Ownership by ESOPs, Broad-based Schemes & Co-ops	2.00	10.00%	0.00%	0.00
Total Ownership Score	24.00			21.00

Projected Scorecard (21/25 points)

Infinite Fleet Transport (Pty) Ltd will be 51.22% Black owned and 51.22% Black Woman Owned.

3. Management Control

3.1 Infinite Fleet Transport (Pty) Ltd will aim to increase black representation in Other Top Management levels to 10% and black female to 5%.

3.2 Projected Scorecard (10/11 points)

Criteria	Points	Target	Actual	Score
Exercisable Black Voting Rights	1.50	50.00%	66.67%	1.50
Exercisable Black Female Voting Rights	1.50	25.00%	33.33%	1.50
Black Executive Directors	1.00	50.00%	66.67%	1.00
Black Female Executive Directors	1.00	25.00%	33.33%	1.00
Black Senior Top Management	2.50	40.00%	66.67%	2.50
Black Female Senior Top Management	2.50	20.00%	33.33%	2.50
Black Other Top Management	0.00	40.00%	0.00%	0.00
Black Female Other Top Management	0.00	20.00%	0.00%	0.00
Bonus: Black Independent Non Exec Directors	1.00	40.00%	0.00%	0.00
Total	11			10.00

4. Employment Equity

4.1 Infinite Fleet Transport (Pty) Ltd will aim to increase black representation in Senior, Middle and Junior Management levels to 10% and black female to 5% respectively and ensure that 2% of total staff are Black Disabled and 1% are Black Female Disabled employees.

4.2 Projected Scorecard (7/18 points)

Criteria	Points	Target	Actual	Score
Black Senior management %	2.50	43.00%	0.00%	0.00
Black Female Senior management %	2.50	22.00%	0.00%	0.00
Black Middle management %	1.50	63.00%	100.00%	1.50
Black Female Middle management %	1.50	32.00%	0.00%	0.00
Black Junior management %	1.50	68.00%	100.00%	1.50
Black Female Junior management %	1.50	34.00%	0.00%	0.00
Black Female employees below junior mana	2.00	15.00%	0.00%	0.00
Black disabled employees %	1.00	2.00%	2.00%	1.00
Black Female disabled employees %	1.00	1.00%	1.00%	1.00
Bonus: Exceeding EAP Target	3.00	Yes	formula	2.00
Employment Equity Score	18			7.00

5. Skills Development

5.1 Infinite Fleet Transport (Pty) Ltd will aim to score the maximum points available under this element.

Solution Action Plan

5.2 Infinite Fleet Transport (Pty) Ltd will aim to implement SETA Accredited Training Programmes, Formal accredited training and ensure that the unemployed individuals are absorbed/further training activated by the entity after the training programme has been completed.

5.3 Infinite Fleet Transport (Pty) Ltd will perform a gap analyses to identify the skills needed and activate the necessary programmes to adhere to the needs which will include:

- 3.00% of Payroll spend on Learning Programmes for black employees and 1.50% on Black Female Disabled employees.
- 0.30% of Payroll spend on Learning Programmes for disabled black employees and 0.15% on Black Female Disabled employees.
- 5% of Staff Head Count enrolled in SETA accredited CAT B, C & D training programmes

5.2 Projected Scorecard (15/15 Points)

Criteria	Points	Target	Actual	Score
Expenditure on Learning Programmes for black employees	3.00	3.00%	3.01%	3.00
Expenditure on Learning Programmes for black female employees	3.00	1.50%	1.50%	3.00
Expenditure on Learning Programmes (disabled blacks)	1.50	0.30%	0.30%	1.50
Expenditure on Learning Programmes (disabled female blacks)	1.50	0.15%	0.15%	1.50
Number of black learnerships	3.00	5.00%	5.00%	3.00
Number of black female learnerships	3.00	2.50%	2.50%	3.00
Total	15			15.00

6. Procurement

6.1 Infinite Fleet Transport (Pty) Ltd will implement a procurement plan to ensure the maximum points are obtained under this element. Infinite Fleet Transport (Pty) Ltd will aim procure from Empowered suppliers, 51% Black Empowered suppliers and 30% Black woman suppliers.

Solution Action Plan

- 6.2. In order to obtain points for suppliers, it is imperative that all BEE suppliers have an Empowered Supplier Status. Infinite Fleet Transport (Pty) Ltd will obtain the B-BBEE certificates of compliant suppliers and project the points scored for the period 1 July 2017 – 30 June 2018.

Projected Scorecard (16/20 points)

Criteria	Points	Target	Actual	Score
BEE Procurement Spend	12	50.00%	40.00%	9.00
Procurement Spend with QSEs & EMEs	3	10.00%	12.02%	3.00
Procurement Spend with black owned bus.	3	9.00%	6.00%	2.00
Procurement Spend with black female owned bus.	2	6.00%	4.00%	2.00
Total	20			16.00

7. Enterprise Development

- 7.1 Infinite Fleet Transport (Pty) Ltd will implement an Enterprise Development plan to ensure the maximum points are obtained under this element. Infinite Fleet Transport (Pty) Ltd will aim assist Black Owned entities in the transport sector to ensure

Solution Action Plan

- 7.2 Infinite Fleet Transport (Pty) Ltd will calculate the projected Net profit figure for the period 1 July 2017 – 30 June 2018 and ensure the monetary value (3%) towards Enterprise Development is spend/granted as per the allowed qualifying contributions listed in the Enterprise Development contribution matrix.

Projected Scorecard (15/15 points)

Criteria	Points	Target	Actual	Score
Average annual value of ED contributions	15	3.0%	3.00%	15.00

8. Socio Economic Development

- 8.1 Infinite Fleet Transport (Pty) Ltd will aim to score the maximum points available under this element. The target to obtain 5 points is calculated at 1% of annual Net profit figure.

Solution Action Plan

- 8.2. Infinite Fleet Transport (Pty) Ltd will calculate the projected Net profit figure for the period 1 July 2017 – 30 June 2018 ensuring the monetary value (1%) is spend/granted as per the allowed qualifying contributions listed in the Socio Economic Development contribution matrix.

Projected Scorecard (5/5 Points)

Criteria	Points	Target	Actual	Score
Average annual value of SED contributions	5	1.0%	1.12%	5.00

7. B-BBEE Projected Score: Transport Sector B-BBEE Codes (Level 2)

BEE Element	Element Weight	Current Element score
Ownership 100	20	21.00
Management Control 200	10	10.00
Employment Equity 300	15	7.00
Skills Development 400	15	15.00
Preferential Procurement 500	20	16.00
Enterprise Development 600	15	15.00
Socio-Economic Investment 700	5	5.00
Total	100	89.00
Level	2	
% Recognition	125%	
Value Added Supplier	no	
Black Ownership %	51.22%	
Black Women Ownership %	51.22%	

Notes:

- All figures calculated on data provided by Infinite Fleet Transport (Pty) Ltd
- This is not a B-BBEE Certificate but is an indicative report for estimation purpose