



2021

# COMPANY PROFILE



BEE CONSULTING  
ENTERPRISE DEVELOPMENT  
EMPLOYMENT EQUITY

## THE GENERIC SCORECARD

OWNERSHIP	25 POINTS	Measures the percentage of shares held by black individuals, assessed on Voting Rights, Economic interests and realization points.
MANAGEMENT CONTROL & EMPLOYMENT EQUITY	19 POINTS	Assessed at board participation and other executive management, Senior, Middle and Junior Management and employees with disabilities
SKILL DEVELOPMENT	25 POINTS	Amount of spend focused on the training and development of black people as defined by the BEE Codes
ENTERPRISE AND SUPPLIER DEVELOPMENT	44 POINTS	Measures the extent to which entities buy goods and services from Empowering suppliers and the extent to which the enterprise carry out enterprise and supplier development.
SOCIO ECONOMIC DEVELOPMENT	5 POINTS	Measures the extent to which entities carry out initiatives that contribute towards socio-economic Development or sector specific initiatives that promote access to the economy for Black people.

## WHO ARE WE AND HOW CAN WE HELP YOU?

Leswago BEE is a 100% Black Women Owned (BWO, BEE Level 1) company that focuses on providing customised business and training solutions in order for your company to operate more efficiently. As a professional B-BBEE Consulting Agency, we strive to provide a holistic solution towards all BEE challenges. We believe in sustainable solutions that are cost-effective and provide for maximum impact.

# CORE SERVICES

## BBBEE CONSULTING AND STRATEGY

Leswago BEE serves as a strategic advisors to the management team companies to enable them to factor BEE into their business priorities without taking their eye of the mandate of growing their South African operation.

Our role is to assist companies to focus on programmes or interventions that will allow the company to derive the most value out of the 5 elements of focus in the short-term and the others in the medium to long-term. This will mean we will be the sounding board on how businesses can attain a good BEE score, while achieving its own business goals.

Leswago BEE assists companies to ascertain and understand their empowerment status, enabling informed, strategic decisions.

## EMPLOYMENT EQUITY

Leswago BEE assists companies of all sizes to comply with and manage all aspects of Employment Equity within their organisations. Including the establishment of an employment equity committee..

## BBBEE CONSULTING AND STRATEGY

Any business functioning in South Africa is confronted with the undertaking of addressing Black Economic Empowerment (BEE). Leswago BEE focuses on developing and implementing programs to support your Enterprise Development needs.

## BEE ALIGNED SKILLS DEVELOPMENT TRAINING

Leswago BEE believes that the end result of any training or learning intervention should be able to show a significant return on investment whether it be in increased performance, profitability or improved efficiencies. Our goal is to assist our clients in delivering a comprehensive training solution.

We are also able to provide and source a full range of specific and essential offerings to our clients.

# SOLUTIONS

At Leswago BEE, we believe that everyone has the opportunity to be part of economic growth! We offer unique solutions tailored to your business in order for you to achieve your goals.

**OWNERSHIP** Ownership is perhaps one of the most misinterpreted aspects of BBEE. However, it is also a strategic way to gain ownership, management and control points. This element measures the effective ownership of an enterprise by black people in relation to their voting rights and economic interests within the enterprise.

**MANAGEMENT CONTROL & EE** The new but similar Management Control Element is a combination of the old Management Control and Employment Equity elements, with a maximum of 19 points distributed over multiple indicators. The indicators are Board Participation, Other Executive Management, Senior Management, Middle Management, Junior Management and Employees with Disabilities. Under the amended codes there has been the introduction of the EAP (Economically Active Population) targets. The EAP includes people ranging from 15 to 64 years of age who are either employed or unemployed and who are seeking employment.

**SKILLS DEVELOPMENT** The Skills Development target-spend has changed from 3% of leviable amount to be spent on skills development for black employees to 6% of leviable amount to be spent on skills development for black people. Whilst the target has essentially doubled, companies can now use their skills development spend on black unemployed people outside their organisation as well. Like Management Control, Skills Development now requires the use of the EAP (Economically Active Population) targets. The target-spend for training black employees with disabilities remains the same although the weighting has increased.

**PREFERENTIAL PROCUREMENT** Preferential Procurement is used to drive transformation throughout the economy by encouraging procurement from suppliers that are compliant with the B-BBEE scorecard. This element measures the overall procurement spent from suppliers based on B-BBEE procurement recognition levels including, Qualifying Small Enterprise (QSE's), Exempt Micro Enterprise (EME's) and suppliers that have a percentage of black owned or black woman owned.

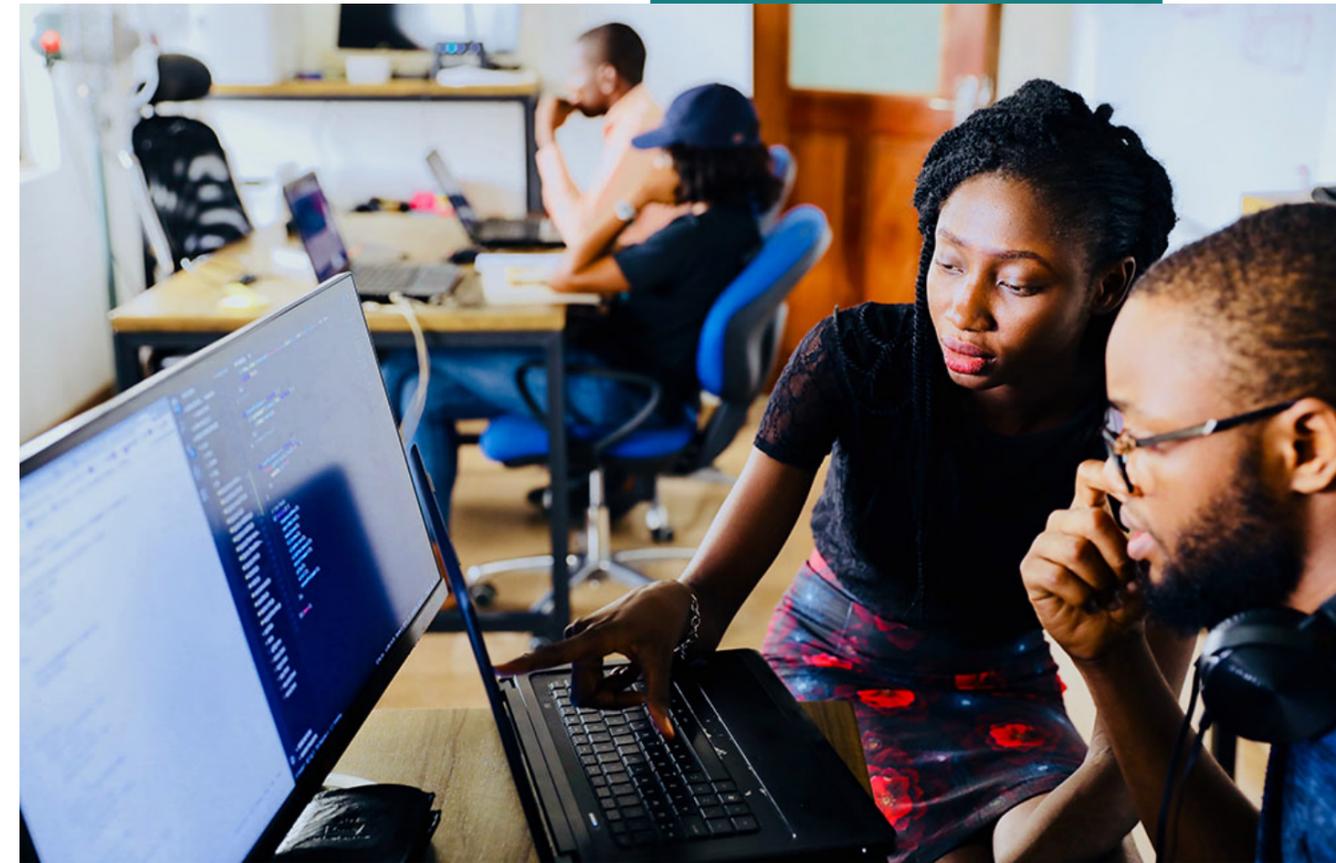
**ENTERPRISE & SUPPLIER DEVELOPMENT** One of the easiest ways to earn points is through the Enterprise and Supplier Development Element. But what is the difference between Supplier Development and Enterprise Development? Supplier Development is performed on your current supplier database whereas Enterprise Development is on suppliers that are not on your database as well as on start-up businesses or new entrants. With Supplier Development, the business is already a supplier to your business. With Enterprise Development, the business wants to become a part of your supply chain.

#### REQUIREMENTS

Supplier and Enterprise Development can only be done for 51% or more Black Owned Businesses; These 51% or more Black Owned Businesses must have a turnover of less than R50 million per annum. For Supplier Development you will have to spend 2% (1% QSE) of your nett prot after tax per annum and For Enterprise Development you will have to spend 1% (1% QSE) of your nett prot after tax.

**SOCIO ECONOMIC DEVELOPMENT** Socio-Economic Development (SED) is about facilitating sustainable access into the economy for black people. In order to gain maximum points in SED, the company has to spend 1% of NPAT. SED contributions can be monetary or non-monetary. Non-monetary contributions should be converted to financial value in order to claim points. The full value of SED contributions made to beneficiaries is recognized if at least 75% of the value directly benefits black people. If not, the value of the contribution will be multiplied by the percentage that benefits black people only.

# OTHER SERVICES



## Accredited Learner programs

In Partnership with Thuma Mina Educational foundation we are able to offer Seta Accredited Learner programs tailor made for each Sector and sub-sectors. We Source, place and support learners in accordance with the learner matrix as defined by the BEE codes of Good Conduct.

## Supplier and enterprise development Initiatives

Leswago BEE works with you to co-create an enterprise development strategy that's right for your company. We help to build strategies that deliver not only B-BBEE points but also strategic value as we create real – and more importantly – sustainable impact on the entrepreneurs who are

## Socio Economic Development

Leswago BEE is able to identify, source and implement support strategies to qualifying charities to maximise points under the SED Scorecard.

# OUR CUSTOMERS



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FULLARD • MAYER • MORRISON  
ATTORNEYS

