



# Broad-Based Black Economic Empowerment Commission

## Compliance Report by Companies Listed on the Johannesburg Stock Exchange (JSE)

(in terms of Section 13G (2) of the Act)

Case Number

**FORM BBEE 1**

### SECTION A: DETAILS OF ENTITY

Name of Entity / Organisation	Astral Operations Limited
Registration Number	1947/027453/06
Physical Address	92 Koranna Avenue, Doringkloof, Centurion Gauteng, 0157
Telephone Number	+27 12 667 5468
Email Address	<a href="mailto:mike.snyman@astralfoods.com">mike.snyman@astralfoods.com</a>
Indicate Type of Entity / Organisation	Public company, with subsidiaries
Industry / Sector	Agriculture
Relevant Code of Good Practice	Generic Agricultural Sector Code Scorecard
Name of Verification Agency	Empowerdex Economic Empowerment Rating Agency
Name of Technical Signatory	Linda Ndamase

### 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	25 points	0 points	20.43 points
Management Control	19 points	0 points	9.82 points
Skills Development	20 points	4.54 points	15.88 points
Enterprise and Supplier Development	40 points	0 points	18.80 points
Socio-Economic Development	15 points	0 points	6.13 points
<b>Total Score</b>	<b>119 points</b>	<b>0 points</b>	<b>71.06 points</b>
Priority Elements Achieved	YES / NO and specify them	YES	
Empowering Supplier Status	YES / NO and specify them	YES	
Final B-BBEE Status Level	Level 7		

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

**SECTION C: FINANCIAL REPORT**

**1. BASIC ACCOUNTING DETAILS:**

- a. Accounting Officer's Name: Daniel Kirk Ferreira
- b. Address: 92 Koranna Avenue, Doringkloof, Centurion, 0157

c. Accounting Policy: (*Your accounts are done?*)

Weekly	Monthly	Other (specify)
	Yes, on segment basis	Yes, on statutory basis

- d. Has the attached Financial Statements and Annual Report been approved by the entity? Yes (Audited but not yet approved on 10 December 2018)

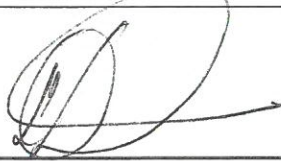
**2. PLEASE ATTACH THE FOLLOWING:**

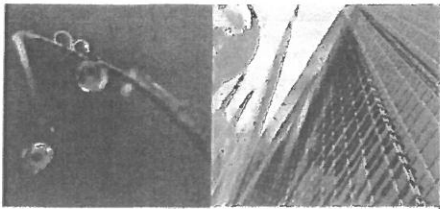
- i) Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report. Yes
- ii) Annual Report Yes

3. Entity Annual Turnover:

**R12 228 157 000.00**

**4. Sign-off and Date**

 _____ <b>Signature</b>	<b>10 December 2018</b> <b>Date</b>
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## An EMPOWERDEX Agri Generic Scorecard Report

### ASTRAL OPERATIONS LIMITED

Registration Number: 1947/027453/06

# B

#### LEVEL SEVEN CONTRIBUTOR

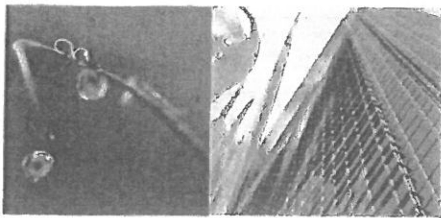
ELEMENT	EMPOWERDEX SCORE	TARGET SCORE	B-BBEE ANALYSIS	RESULTS	
Ownership	B	20.43	25.00	Black Ownership Percentage	21.78%
Management & Control	C	9.82	19.00	Black Women Ownership Percentage	8.71%
Skills Development	B	15.88	20.00	Modified Flow-Through Principle Applied	No
Enterprise & Supplier Development	D	18.80	40.00	Exclusion Principal Applied	No
Socio-Economic development	D	6.13	15.00	51% Black Owned Designated Group Supplier	No
<b>Overall Score</b>	<b>B</b>	<b>71.06</b>	<b>119.00</b>	Financial Year End	30/09/ 2018
Empowering Supplier		Yes		VAT Number	4300116045
Recognised Procurement Recognition Level		60.00%		Issue Date	30 November 2018
<b>Discounting Principle Applicable</b>		<b>Yes</b>		Expiry Date	29 November 2019
Recorded Procurement Recognition Level		50.00%		Re-Issue Date	N/A

This verification report is an independent opinion in terms of the AgriBEE Sector Codes of Good Practice (gazetted 08 December 2017). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

For EMPOWERDEX Northern Regions (Pty) Ltd

30/11/2018

Date



## An EMPOWERDEX Agri Generic Scorecard

### EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
<b>OWNERSHIP</b>				
Verification Date:	26 November 2018			
Voting rights of black people:	25.10% + 1 vote	4.00	21.78%	3.49
Voting rights of black women:	10.00%	2.00	8.71%	1.74
Economic interest of black people:	25.00%	4.00	21.78%	3.49
Economic interest of black women:	10.00%	2.00	8.71%	1.74
Economic interest of designated groups:			4.36%	3.00
Black participants in employee ownership schemes:	3.00%	3.00	0.00%	0.00
Black beneficiaries of broad based ownership schemes:			0.00%	0.00
Black participants in co-operatives:			0.00%	0.00
Black new entrant:	2.00%	2.00	0.00%	0.00
Net Value:	25.00%	8.00	21.78%	6.97
<b>TOTAL SCORE: OWNERSHIP</b>	<b>25.00</b>		<b>20.43</b>	
<b>Sub minimum achieved</b>	<b>3.20</b>		<b>YES</b>	
<b>MANAGEMENT AND CONTROL</b>				
Verification Date:	26 November 2018			
Black representation at board:	50.00%	2.00	40.00%	1.60
Black Female representation at board:	25.00%	1.00	20.00%	0.80
Black representation of the executive directors:	50.00%	2.00	40.00%	1.60
Black female representation of the executive directors:	25.00%	1.00	20.00%	0.80
Black Executive Management:	60.00%	2.00	25.00%	0.83
Black Female Executive Management:	30.00%	1.00	0.00%	0.00
Black Senior Management as % of all Senior Management	60.00%	2.00	60.00%	2.00
Black Female Senior Management as % of all Senior	30.00%	1.00	0.00%	0.00
Black Middle Management as % of all Middle Management	75.00%	2.00	0.00%	0.00
Black Female Middle Management as % of all Middle	38.00%	1.00	50.00%	1.00
Black Junior Management as % of all Junior Management	88.00%	2.00	80.00%	0.91
Black Female Junior Management as % of all Junior	44.00%	1.00	9.49%	0.22
Black Employees with Disabilities as % of all Employees	2.00%	2.00	0.06%	0.06
<b>TOTAL SCORE: MANAGEMENT &amp; CONTROL</b>	<b>19.00</b>		<b>9.82</b>	
<b>SKILLS DEVELOPMENT</b>				
Latest Skills Development Plan submitted to:				
Skills development review period:	01 OCTOBER 2017 TO 30 SEPTEMBER 2018			
Skills spend on black people as a percentage of leviab amount:	6.00%	8.00	1.58%	2.11
Skills spend on black disabled staff as a percentage of leviab amount:	0.30%	4.00	0.41%	4.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees:	2.50%	4.00	0.93%	1.48
Learnerships and category B,C and D programmes for black unemployed people as a percentage of total employees:	2.50%	4.00	2.35%	3.75
<b>Bonus Points:</b> Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	90.74%	4.54
<b>TOTAL SCORE: SKILLS DEVELOPMENT</b>	<b>20.00+5.00</b>		<b>15.88</b>	
<b>Sub minimum achieved</b>	<b>8.00</b>		<b>YES</b>	
<b>ENTERPRISE AND SUPPLIER DEVELOPMENT</b>				
<b>Preferential Procurement</b>				
Financial period verified:	01 OCTOBER 2017 TO 30 SEPTEMBER 2018			

COR-04/AD/R18

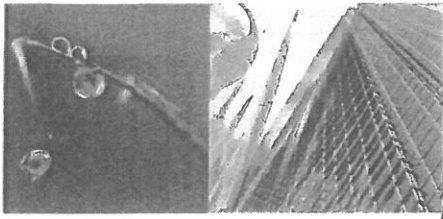
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Empowerdex Northern Regions (Pty) Ltd - 2008/004631/07  
Directors: Ruaan Giiben, Lerato Ratsoma, Jennv Brebnor, Jaco Odendaal



## An EMPOWERDEX Agri Generic Scorecard

Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	80.00%	5.00	67.58%	4.22
Total BEE procurement from QSE's as a percentage of total measured procurement spend:	15.00%	3.00	7.77%	1.55
Total BEE procurement from EME's as a percentage of total measured procurement spend:	15.00%	4.00	5.02%	1.34
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	40.00%	9.00	21.44%	4.82
Total BEE procurement from 30% black women owned suppliers as a percentage of total measured procurement spend:	12.00%	4.00	8.78%	2.93
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	2.00%	2.00	0.41%	0.41
<b>TOTAL SCORE: Preferential Procurement</b>		<b>25.00+2.00</b>		<b>15.27</b>
<b>Sub minimum achieved</b>		<b>10.00</b>		<b>YES</b>
<b>Supplier Development:</b>				
Financial period verified:				01 OCTOBER 2017 TO 30 SEPTEMBER 2018
Supplier development contributions as a percentage of NPAT:	3.00%	10.00	1.06%	3.53
<b>TOTAL SCORE: Supplier Development</b>		<b>10.00</b>		<b>3.53</b>
<b>Sub minimum achieved</b>		<b>4.00</b>		
<b>Enterprise Development:</b>				
Financial period verified:				01 OCTOBER 2017 TO 30 SEPTEMBER 2018
Enterprise development contributions as a percentage of NPAT:	1.50%	5.00	0.00%	0.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	NO	0.00
Bonus Points- For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	NO	0.00
<b>TOTAL SCORE: Enterprise Development</b>		<b>5.00</b>		<b>0.00</b>
<b>Sub minimum achieved</b>		<b>2.00</b>		<b>NO</b>
<b>TOTAL SCORE: ENTERPRISE &amp; SUPPLIER DEVELOPMENT</b>		<b>40.00 + 4.00</b>		<b>18.80</b>
<b>SOCIO-ECONOMIC DEVELOPMENT</b>				
Financial period verified:				01 OCTOBER 2017 TO 30 SEPTEMBER 2018
Socio-economic development contributions as a percentage of NPAT:	1.50%	15.00	0.61%	6.13
<b>TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT</b>		<b>15.00</b>		<b>6.13</b>
<b>TOTAL SCORE:</b>		<b>119.00</b>		<b>71.23</b>

### ANALYST:

Bonga Hoboyi

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%

COR-04/AD/R18

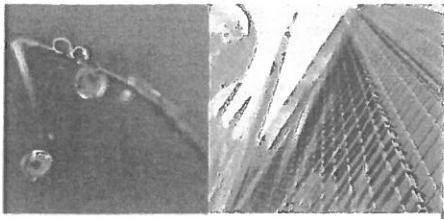
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Empowerdex Northern Regions (Pty) Ltd - 2008/004631/07  
Directors: Ruaan Giiben, Lerato Ratsoma, Jennv Brebnor, Jaco Odendaal



# EMPOWERDEX

Economic Empowerment Rating Agency



## An EMPOWERDEX Agri Generic Scorecard

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Empowerdex Northern Regions (Pty) Ltd - 2008/004631/07  
Directors: Ruaan Giiben, Lerato Ratsoma, Jennv Brebnor, Jaco Odendaal

# EMPOWERDEX

Economic Empowerment Rating Agency



## Generic Agricultural Sector Code B-BBEE Verification Certificate

### Astral Operations Limited

Registration Number: 1947/027453/06  
Address: 92 Koranna Avenue, Doringkloof, Centurion, 0140

#### Level Seven Contributor

Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	20.43	25.00	Black Ownership Percentage	21.78%
Management Control	9.82	19.00	Black Women Ownership Percentage	8.71%
Skills Development	15.88	20.00	Modified Flow Through Principle Applied	No
Enterprise and Supplier Development	18.80	40.00	Exclusion Principle Applied	No
Socio-Economic Development	6.13	15.00	51% Black Owned Designated Group Supplier	No
Total Score	71.06	119.00	Empowering Supplier	Yes
			VAT Number	4300116045
Procurement Recognition Level	60.00%		Financial Year End	30/09/2018
Discounting Principle Applicable	Yes		Issue Date	30 November 2018
Recorded Procurement Recognition Level	50.00%		Expiry Date	29 November 2019
			Re-issue Date	N/A

\*51% Black-owned means an entity in which black people hold at least 51% of the exercisable voting rights, black people hold at least 51% of the economic interest and has earned all the points for net value.  
\*30% Black women owned means an entity in which black women hold more than 30% of the exercisable voting rights, black women hold more than 30% economic interest and has earned all the points for net value.

Technical Signatory - L Ndamase

30/11/2018  
Date

This verification certificate and the verification report are based on information provided to Empowerdex and represent an independent opinion based on the verification and analysis completed by Empowerdex. The calculation of the scores has been determined in accordance with the Agricultural Sector Code as Gazetted on 08 December 2017.

Empowerdex Northern Regions (Pty) Ltd Reg. 2008/004631/07  
Directors: L Ratsoma, J Brebnor, R Gijben

AG18P0004



BVA 101



A03675

C e r t i f i c a t e

**Compliance Reporting Matrix (Annexure)**

**SCORECARD ELEMENTS**

**1. OWNERSHIP AND MANAGEMENT CONTROL**

Please indicate % of black shareholding and number of directors/managers by providing relevant information below:

Categories	%/ Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)
Black Ownership Note: Ex	13.07%	A - 21.78%	F - 8.71%	Unknown	Unknown	Unknown
Non-Exec Directors	0	0	0	0	0	0
Exec Directors	5	A - 1 I - 1	F - 1 M - 4	<65	GP - 5	None
Other Top Management	8	A - 1 I - 1	F - 0 M - 8	<65	GP - 6 KZN - 1 WC - 1	None
Senior Management	18	A - 2 I - 1	F - 3 M - 15	<65	GP MP KZN WC EC	None
Middle Management	69	A - 9 I - 7 C - 2	F - 16 M - 53	<65	GP MP KZN WC EC	None
Junior Management	316	A - 88 I - 8 C - 10	F - 77 M - 239	<65	GP MP KZN WC EC	None
<b>Dividends declared - 2018</b>	No 34 - R10,00 per share    No.35 - R10,50 per share					

**2. SKILLS DEVELOPMENT**

Provide number of black persons trained by providing relevant information as follows:



Categories	Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)	Value thereof
Black employees (ALL)	1,089	A – 835 C – 228 I - 26	F – 317 M - 772	<65	GP MP KZN WC EC	F – 0 M - 0	R11,692,977
Black People on internships, apprenticeship, learnership	194	A – 138 I – 2 C - 54	F – 73 M - 121	<65	GP MP KZN WC EC	F – 0 M - 0	R7,986,651
Unemployed black people	143	A – 102 I – 2 C – 39	F – 59 M - 84	<65	FS WC	F – 59 M - 84	R3,747,198
Black people absorbed	49	A – 46 I – 1 C - 2	F – 26 M - 23	<30	GP WC FS	F – 26 M - 23	None

### 3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Number of enterprise development beneficiaries (EMEs)	% of Black ownership	Number of enterprise development beneficiaries (QSEs)	% of Black ownership	Number of supplier development beneficiaries (EMEs)	% of Black ownership	Number of supplier development beneficiaries (QSEs)	% of Black ownership	Value thereof (enterprise development)	Value thereof (supplier development)
						Goldi – 14	11- 100% 3 - >50%		R11,284,662
						Festive - 4	4 - 100%		R3,898,875

### 4. SOCIO-ECONOMIC DEVELOPMENT

Number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

Number of participants	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Geographical indication (indicate nr in each Province)	
Unknown	Unknown	Unknown	GP	x
			MP	x
			FS	
			LP	
			WC	x
			EC	x
			NC	
			KZN	x
			NW	
<b>Value thereof</b>	R8,785,913			