


BBBEE ASSESSMENT REPORT
Generic Enterprise

Name of Measured Entity		Tyris Construction (Pty) Ltd	
Registration Number		1995/007033/07	Date of Assessment 23 August 2010
Black Ownership	50.0%		Black Women Ownership 25.0%
BBBEE Score	65.17		BBBEE Level Level 4
Narrow Based Score	44.88		Value-Adding Enterprise No

Category	BEE Elements	Weighting	Indicators	Weighting Points	Compliance Target	Compliance Achieved	Points Achieved	
Direct Empowerment	Ownership							19.00
	Voting Rights		Exercisable voting rights in the hands of Black people	3	25% + 1 vote	50.00%	3.00	
			Exercisable voting rights in the hands of Black women	2	10%	25.00%	2.00	
	Economic Interest	20	Economic interest of Black people	4	25%	50.00%	4.00	
			Economic interest of Black women	2	10%	25.00%	2.00	
			Economic interest of Black natural people: 1. Black designated groups; 2. Black Participants in Employee Ownership Schemes; 3. Black beneficiaries of Broad Based Ownership Schemes; 4. Black participants in Co-operatives.	1	2.5%	0.00%	0.00	
			Ownership Fulfilment	1		Yes	1.00	
	Realisation Points		Net Value	7			7.00	
	Ownership Bonus	3	Involvement in the Ownership of the Enterprise of Black new entrants	2	10%	0.00%	0.00	
			Involvement in the Ownership of the Enterprise of Black Participants: 1. in Employee Ownership Schemes; 2. of Broad Based Ownership schemes; or 3. Co-operatives.	1	10%	0.00%	0.00	
	Management Control							4.38
	Board Participation		Exercisable Voting Rights of black Board members - adjusted using the Adjusted Recognition for Gender	3	50%	25.00%	1.50	
			Black Executive Directors - adjusted using the Adjusted Recognition for Gender	2	50%	25.00%	1.00	
	Top Management		Black Senior Top Management - adjusted using the Adjusted Recognition for Gender	3	40%	25.00%	1.88	
			Black Other Top Management - adjusted using the Adjusted Recognition for Gender	2	40%	0.00%	0.00	
Management Control Bonus	1	Black Non-executive independent Board members	1	40%	0.00%	0.00		
Human Resource Empowerment	Employment Equity							6.04
	Employment Equity	15	Black Disabled Employees as a percentage of all employees using the Adjusted Recognition for Gender	2	2%	0.00%	0.00	
			Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	5	43%	32.61%	3.79	
			Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	63%	0.00%	0.00	
			Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	68%	38.24%	2.25	
	EE Bonus	3	Exceeding EAP Targets in EE Categories Above	3			0.00	
	Skills Development							0.78
	Skills Development Expenditure on Learning Programmes	15	Skills Development Expenditure on Learning Programmes for Black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender	6	3%	0.39%	0.78	
			Skills Development Expenditure on Learning Programmes for Black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender	3	0.3%	0.00%	0.00	
	Learning Programmes		Percentage of Black employees participating in In-service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	0.00%	0.00	
Indirect Empowerment	Preferential Procurement							14.97
	Preferential Procurement	20	BEE Procurement Spend from all Suppliers - based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	32.81%	7.87	
			BEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises - based on the applicable BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	22.87%	3.00	
			BEE Procurement Spend from Suppliers that are more than 50% Black owned	3	9%	17.50%	3.00	
			BEE Procurement Spend from Suppliers that are more than 30% Black women owned	2	6%	3.29%	1.10	
	Enterprise Development							15.00
	Enterprise Development	15	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the NPAT target	15	3%	1184.50%	15.00	
Socio-Economic Development							5.00	
Socio-Economic Development	5	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the NPAT target	5	1%	5.86%	5.00		