



MOORE

Moore BEE Pretoria (Pty) Ltd- 2016/527039/07;
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Final BEE Verification Report

Tyris Construction (Pty) Ltd

19 March 2024



1. Details of Measured Entity:

Company Name	Tyris Construction (Pty) Ltd
Trade Name	Tyris Construction (Pty) Ltd
Address	Plot 200, Graham Road, Tiegerpoort, Pretoria, 0056
Registration Number	1995/007033/07
Vat Number	4040154967

2. Scorecard Overview:

Ownership	28.00
Management Control	19.22
Skills Development	17.57
Enterprise & Supplier Development	32.22
Socio Economic Development	6.00
TOTAL SCORE	103.00

3. B-BBEE Status:

BEE Recognition Level	LEVEL 1	Black Youth	28.67%
Discounting Principle Applied	NO	Black Disabled	0.71%
Enhanced Level	N/A	Black Unemployed	0.00%
Procurement Recognition Level	135%	Black People Living in Rural Areas	0.00%
Empowering Supplier Status	YES	Black Military Veterans	0.00%
Black Ownership	51.00%	Black New Entrants	51.00%
Black Female Ownership	29.05%	Participated in Y.E.S Initiative	NO
Modified Flow-Through applied	NO	Y.E.S Target & 2.5% Absorption	N/A
Black Ownership (Flow-through)	51.00%	1.5 x Y.E.S Target & 5% Absorption	N/A
Exclusion Principle used	NO	2 x Y.E.S Target & 5% Absorption	N/A
Black Designated Group	28.67%	Qualifying Enterprise Supplier Development Beneficiary	YES

Applicable BEE Codes	Amended Construction Sector Code (Gazette No: 41287)
Financial Period Measured	01 Mar 2022 - 28 Feb 2023
Verification Date	13 September 2023
Scorecard Number	5715-R1
Date of Issue	29 February 2024
Re-Issue Date	19 March 2024
Expiry Date	28 February 2025
Verification Analyst	Vessenza Marais
Technical Signatory	Annelize Ludik

4. Scorecard Summary:

Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4.5	35.00%	51.00%	4.50
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	14.00%	29.05%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4.5	35.00%	51.00%	4.50
	Economic Interest of black Women in the Enterprise	2	14.00%	29.05%	2.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	12.00%	28.67%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	5	5.00%	51.00%	5.00
Realisation Points	Net Equity Value	6	25.00%	12.24	6.00
Bonus Points	Exercisable Voting Rights in the Entity in the hands of Black People above 50%	1	50.00%	51.00%	1.00
	Exercisable Voting Rights in the Entity in the hands of Black People above 75%	2	75.00%	51.00%	0.00
	Exercisable Voting Rights in the Entity in the hands of Black Women above 50%	1	50.00%	29.05%	0.00
					28.00

Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	3	50.00%	75.00%	3.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	20.00%	25.00%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	75.00%	2.00
	Black female executive directors as a percentage of all executive directors	1	20.00%	25.00%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	4	60.00%	62.50%	4.00
	Black female Other Executive Management as a percentage of all Other Executive Management	1.5	30.00%	12.50%	0.63
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	1	75.00%	51.87%	0.69
	Black female Employees in Middle Management as a percentage of all Middle Management	0.5	30.00%	28.94%	0.48
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	62.24%	0.71
	Black female Employees in Junior Management as a percentage of all Junior Management	0.5	35.00%	15.43%	0.22
Disabled	Black Employees with Disabilities as a percentage of all office based Employees	0.5	2.00%	7.14%	0.50
Black Professionals	Black professionally registered Employees as a percentage of all professionally registered Employees	2	50.00%	83.33%	2.00
Bonus Points	Exceeding the target for Black Executive Directors above	1	50.00%	75.00%	1.00
	Exceeding the target for Black Female Executive Directors above	1	20.00%	25.00%	1.00
	Black Employees that are Youth as a percentage of all Employees using the Adjusted Recognition for Gender	2	30.00%	14.86%	0.99
					19.22

Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount	4	3.00%	2.68%	3.57
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on African People	2	83.00%	57.78%	1.39
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Executive, Senior & Middle Management)	2	15.00%	17.34%	2.00
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Junior Management)	1	10.00%	6.09%	0.61
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Bursaries or Scholarships for Black People	2	15.00%	58.73%	2.00
Learnerships, Apprenticeships, Internships and Professional Registrations	Number of black people participating in Category A, B, C or D learning programmes as per the Learning Programme Matrix, as a percentage of the total number of employees	3	2.50%	10.20%	3.00
	Number of Black Employees registered as candidates with industry professional registration bodies as a % of the total number of such registered Employees	3	60.00%	100.00%	3.00
	Number of Black People with Disabilities on Category A, B, C or D programmes as per the Learning Programme Matrix, as a percentage of black office based learners on those learning programmes	1	5.00%	0.00%	0.00
Mentorship	Implementation of an approved and verified Mentorship Program	3	Yes	No	0.00
Bonus Points	Number of black people absorbed by the Measured Entity at the end of a Category A, B, C or D learning programme	1	100.00%	0.00%	0.00
	The number of black employees that completed a Mentorship Programme during the last 3 years that were promoted during the Measurement Period expressed as a percentage of all such employees during those 3 years	2	15.00%	0.00%	0.00
	Number of Black Employees who registered as professionals with industry professional bodies as a % of all Employees who registered as such in the Measurement Period	2	60.00%	100.00%	2.00
					17.57

Preferential Procurement and Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	6	80.00%	56.48%	4.24
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	14.01%	2.80
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	21.57%	3.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	20.00%	35.63%	4.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 35% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	12.00%	7.96%	1.99
Bonus Points	B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	1	8.00%	4.99%	0.62
	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	3	20.00%	3.76%	0.56
Supplier Development Programmes	Compliant Supplier and Contractor Development Programmes	5	100.00%	100.00%	5.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	8	3.00%	8.24%	8.00
	Annual value of all Qualifying Supplier Development Contributions towards 51% Black Women Owned Entities made by the Measured Entity as a percentage of the target	2	20.00%	57.08%	2.00
					32.22

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	4	1.25%	3.51%	4.00
	The portion of Qualifying Socio Economic Development Contributions above spent on communities with limited services	1	0.38%	3.51%	1.00
Bonus Points	Annual Value of Contributions towards Structured SED Projects by the Measured Entity as a percentage of the target	1	1.25%	3.51%	1.00
					6.00

Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	103.00 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 1

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	135%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO