

EMPOWERDEX



Economic Empowerment Rating Agency

Durban

Contact Marketing at EMPOWERDEX: (+27) 31 566 1938

**Universal Print Group (Pty) Ltd
t/a Uniprint**

Registration Number: 1959/001011/07

an EMPOWERDEX Generic Scorecard Verification Report

AAA

Level Two Contributor

Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	A	21.00	20.00	Procurement Recognition Level	125.00%
Management & Control	A	9.81	10.00	Black Ownership	51.80%
Employment Equity	A	12.23	15.00	Black Women Ownership	14.19%
Skills Development	C	7.48	15.00	VAT Number	4610111330
Preferential Procurement	A	18.80	20.00	Value Adding Enterprise	Yes
Enterprise Development	A	15.00	15.00	Issue Date	15 November 2011
Socio-Economic Development	A	5.00	5.00	Expiry Date	14 November 2012
Overall Score	AAA	89.32	100.00	Re-Issue Date	14 December 2011
				Operational Capacity	Unconstrained

For EMPOWERDEX KZN

14 December 2011
Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 09 February 2007) and interpreted using the Interpretive Guide (released 29 June 2007)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

EMPOWERDEX	Contribution Level	Qualification	Procurement Recognition Level
AAA+	Level One Contributor	> 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	> 85 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	> 75 But < 85 points on the Scorecard	110.00%
A	Level Four Contributor	> 65 But < 75 points on the Scorecard	100.00%
BBB	Level Five Contributor	> 55 But < 65 points on the Scorecard	80.00%
BB	Level Six Contributor	> 45 But < 55 points on the Scorecard	60.00%
B	Level Seven Contributor	> 40 But < 45 points on the Scorecard	50.00%
C	Level Eight Contributor	> 30 But < 40 points on the Scorecard	10.00%
D	Non Compliant Contributor	< 30 points on the Scorecard	0.00%

Empowerdex Verification Services KwaZulu Natal (Pty) Ltd. Reg. 2006/019138/07
Directors: M Zungu, C Wu, T Pillay, L Ratsoma, A Mathura

Universal Print Group (Pty) Ltd

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Ownership	A	<p style="text-align: center;">AAA</p> <p style="text-align: center;">Department of Trade and Industry's Codes of Good Practice (Released February 2007)</p> <p style="text-align: center;">Level Two Contributor</p>	<p>Unconstrained Operational Capacity</p>
Management & Control	A		
Employment Equity	A		
Skills Development	C		
Preferential Procurement	A		
Enterprise Development	A		
Socio Economic Development	A		
Operational Capacity	A		

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Ownership:				
Verification date:				30 June 2011
Voting rights of black people:	25%	3.00	51.80%	3.00
Voting rights of black women:	10%	2.00	14.19%	2.00
Economic interest of black people:	25%	4.00	51.80%	4.00
Economic interest of black women:	10%	2.00	14.19%	2.00
Economic interest of designated groups:			0.00%	1.00
Black participants in employee ownership schemes:	2.5%	1.00	0.00%	
Black beneficiaries of broad based ownership schemes:			17.07%	
Black participants in co-operatives:			0.00%	
Ownership fulfillment:			Yes	1.00
Net value:	25.00%	7.00	100.00%	7.00
Bonus: black new entrant	10%	2.00	0.00%	0.00
Bonus: black participants in schemes of ownership	10%	1.00	17.07%	1.00
TOTAL SCORE: OWNERSHIP		23.00		21.00
Management & Control:				
Verification date:				30 June 2011
Black representation at board: (adjusted for gender)	50%	3.00	67.86%	3.00
Black representation of the executive directors: (adjusted for gender)	50%	2.00	60.00%	2.00
Black representation at senior top management: (adjusted for gender)	40%	3.00	37.50%	2.82
Black representation at other top management: (adjusted for gender)	40%	2.00	70.00%	2.00
Bonus points: black independent non-executive directors	40%	1.00	0.00%	0.00
TOTAL SCORE: MANAGEMENT & CONTROL		11.00		9.81
Employment Equity:				
Verification date:				30 June 2011
Total permanent workforce analyzed:				567
Total permanent black employees:				526
Total permanent black female employees:				71
Black disabled representation : (adjusted for gender)	2%	2.00	0.97%	0.97
Black representation at senior management : (adjusted for gender)	43%	5.00	48.21%	5.00
Black representation at middle management: (adjusted for gender)	63%	4.00	32.61%	2.08
Black representation at junior management : (adjusted for gender)	68%	4.00	54.04%	3.18
Bonus Points: meeting or exceeding EAP targets, senior management	87.90 %	1.00	67.86%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	87.90 %	1.00	60.87%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	87.90 %	1.00	97.54%	1.00
TOTAL SCORE: EMPLOYMENT EQUITY		18.00		12.23



Universal Print Group (Pty) Ltd

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Skills Development:				
Latest Skills Development Plan submitted to:				MAPP SETA
Skills development Period:				1 July 2010 – 30 June 2011
Skills development spend on black staff:				R 9,197,452.94
Skills development spend on black female staff:				R 1,203,397.99
Skills spend on black staff as a percentage of leviable amount: (adjusted for gender)	3%	6.00	5.47%	6.00
Skills spend on black disabled staff as a percentage of leviable amount: (adjusted for gender)	0.3%	3.00	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5%	6.00	1.23%	1.48
TOTAL SCORE: SKILLS DEVELOPMENT		15.00		7.48
Preferential Procurement:				
Preferential procurement policy:				Yes
Financial period verified:				1 July 2010 – 30 June 2011
Total expenditure:				R 604,693,461.74
Procurement exclusions:				R 255,471,854.00
Total measured procurement spend:				R 349,221,607.74
Total BEE procurement as a percentage of total measured procurement spend:	50%	12.00	67.85%	12.00
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10%	3.00	12.08%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9%	3.00	13.61%	3.00
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6%	2.00	2.39%	0.80
TOTAL SCORE: PREFERENTIAL PROCUREMENT		20.00		18.80
Enterprise Development:				
Enterprise development initiatives:				Yes
Annual/Cumulative recognition period:				Annual
Enterprise development as a percentage of NPAT:	3%	15.00	7.32%	15.00
TOTAL SCORE: ENTERPRISE DEVELOPMENT		15.00		15.00
Socio-Economic Development:				
Socio-economic development initiatives:				Yes
Annual/Cumulative recognition period:				Annual
Socio-economic development as a percentage of NPAT:	1%	5.00	6.49%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT		5.00		5.00
TOTAL SCORE:		107.00		89.32

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