



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

7/5/2019

FORM BBEE 1

SECTION A: DETAILS OF ENTITY

Name of Entity / Organisation	Italtile Limited
Registration Number	1955/000558/06
Physical Address	The Italtile Building Corner William Nicol Drive and Peter Place, Bryanston
Telephone Number	011 510 9000
Email Address	mhlangat@italtile.co.za
Indicate Type of Entity / Organisation	JSE listed company
Industry / Sector	Retail
Relevant Code of Good Practice	Amended Generic Codes
Name of Verification Agency	EmpowerLogic (Pty) Ltd - 1995/000523/07
Name of Technical Signatory	Ms. Favours Mphahlele

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	e.g. 25 points		13.63
Management Control	e.g. 19 points		12.30
Skills Development	e.g. 20 points		15.11
Enterprise and Supplier Development	e.g. 40 points	2.33	30.55
Socio-Economic Development	e.g. 5 points		5.00
Total Score	e.g. 109 points	2.33	76.59
Priority Elements Achieved	YES / NO and specify them	No - did not achieve Ownership element	
Empowering Supplier Status	YES / NO and specify them	Yes	
Final B-BBEE Status Level	Level Six		

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

SECTION C: FINANCIAL REPORT

1. BASIC ACCOUNTING DETAILS:

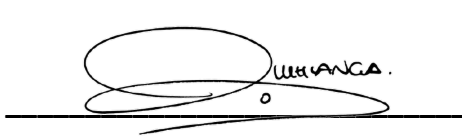
- a. Accounting Officer's Name:
- b. Address:
- c. Accounting Policy: (*Your accounts are done?*)
- | Weekly | Monthly | Other (specify) |
|--------|---------|-----------------|
| | ✓ | |
- d. Has the attached Financial Statements and Annual Report been approved by the entity?

2. PLEASE ATTACH THE FOLLOWING:

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

3. Entity Annual Turnover:

4. Sign-off and Date

 <hr style="width: 80%; margin: 0 auto;"/> <p>Signature</p>	<p>18 March 2019</p> <hr style="width: 80%; margin: 0 auto;"/> <p>Date</p>
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Compliance Reporting Matrix (Annexure)

1. Ownership and Management Control

Categories	% / Number for each Category	Race Classification	Gender				Age	Location			Disability			
Black Ownership	10.60% Black Voting Rights		Information unavailable as B-BBEE certificates were used for entities and this information not available											
	Black Women Voting Rights													
	5.27% Black Economic Interest													
	10.60% Black Women Economic Interest													
	5.27%													
Non-Exec Directors	60%	A	3	AM	0	AF	3	Refer Appendix 1	GP	3	EC	0	Male	0
		C	0	CM	0	CF	0		MP	0	NC	0	Female	0
		I	0	IM	0	IF	0		FS	0	KZN	0	Total	0
	Total : 3 of 5	Total	3	Total Male	0	Total Female	3		LP	0	NW	0		
									WC	0	Total	3		
Exec Directors	100%	A	1	AM	0	AF	1	Refer Appendix 1	GP	1	EC	0	Male	0
		C	0	CM	0	CF	0		MP	0	NC	0	Female	0
		I	0	IM	0	IF	0		FS	0	KZN	0	Total	0
	Total : 1 of 3	Total	1	Total Male	0	Total Female	1		LP	0	NW	0		
									WC	0	Total	1		
Other Executive Management	100%	A	2	AM	2	AF	0	Refer Appendix 1	GP	4	EC	0	Male	0
		C	1	CM	1	CF	0		MP	0	NC	0	Female	0
		I	1	IM	0	IF	1		FS	0	KZN	0	Total	0
	Total : 4 of 8	Total	4	Total Male	3	Total Female	1		LP	0	NW	0		
									WC	0	Total	4		
Senior Management	56%	A	45	AM	39	AF	6	Refer Appendix 1	GP	44	EC	0	Male	0
		C	10	CM	6	CF	4		MP	5	NC	0	Female	0
		I	5	IM	3	IF	2		FS	5	KZN	3	Total	0
	Total : 60 of 108	Total	60	Total Male	48	Total Female	12		LP	0	NW	0		
									WC	3	Total	60		
Middle Management	54%	A	19	AM	15	AF	4	Refer Appendix 1	GP	18	EC	1	Male	0
		C	7	CM	5	CF	2		MP	3	NC	0	Female	0
		I	0	IM	0	IF	0		FS	0	KZN	1	Total	0
	Total : 26 of 48	Total	26	Total Male	20	Total Female	6		LP	0	NW	0		
									WC	3	Total	26		
Junior Management	66%	A	191	AM	137	AF	54	Refer Appendix 1	GP	172	EC	7	Male	1
		C	13	CM	10	CF	3		MP	6	NC	0	Female	0
		I	9	IM	6	IF	3		FS	3	KZN	10	Total	1
	Total : 213 of 323	Total	213	Total Male	153	Total Female	60		LP	3	NW	1		
									WC	11	Total	213		
Dividends Declared	27,396,725.71													

Compliance Reporting Matrix (Annexure)

2. Skills Development

Categories	% /Number for each Category	Race Classification		Gender				Age	Location				Disability	Value Thereof	
Black Employees	326	A	283	AM	175	AF	108		GP	270	EC	6	Male	4	10,680,543
		C	35	CM	28	CF	7		MP	7	NC	0	Female	1	
		I	8	IM	3	IF	5		FS	4	KZN	0	Total	5	
		Total	326	Total Male	206	Total Female	120		LP	1	NW	1			
									WC	37	Total	326			
Black People on internships; apprenticeship, learnership	64	A	56	AM	33	AF	23		GP	57	EC	1	Male	0	2,249,386
		C	6	CM	3	CF	3		MP	1	NC	0	Female	2	
		I	2	IM	0	IF	2		FS	0	KZN	0	Total	2	
		Total	64	Total Male	36	Total Female	28		LP	1	NW	1			
									WC	3	Total	64			
Unemployed black people	91	A	83	AM	40	AF	43		GP	79	EC	0	Male	13	1,785,217
		C	4	CM	2	CF	2		MP	0	NC	0	Female	8	
		I	4	IM	1	IF	3		FS	0	KZN	0	Total	21	
		Total	91	Total Male	43	Total Female	48		LP	0	NW	0			
									WC	12	Total	91			
Black people absorbed	5	A	4	AM	3	AF	1		GP	5	EC	0	Male	3	151,596
		C	0	CM	0	CF	0		MP	0	NC	0	Female	1	
		I	1	IM	0	IF	1		FS	0	KZN	0	Total	4	
		Total	5	Total Male	3	Total Female	2		LP	0	NW	0			
									WC	0	Total	5			

3. Enterprise and Supplier Development

Categories	Number of EME's	% Black Ownership	Number of QSE's	% Black Ownership	Value Thereof
Enterprise Development	0	51.00%	0	51.00%	10,285,208
	0	55.00%	0	55.00%	
	0	60.00%	0	60.00%	
	0	65.00%	0	65.00%	
	0	70.00%	0	70.00%	
	0	75.00%	0	75.00%	
	0	80.00%	0	80.00%	
	0	85.00%	0	85.00%	
	0	90.00%	0	90.00%	
	0	95.00%	0	95.00%	
	6	100.00%	0	100.00%	
Total	6	Total	0		

Compliance Reporting Matrix (Annexure)

Appendix 1 - Age for Ownership and Management Control

Age	Non-Exec Directors	Exec Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
18	0	0	0	0	0	0
19	0	0	0	0	0	0
20	0	0	0	0	0	0
21	0	0	0	0	0	0
22	0	0	0	0	0	1
23	0	0	0	0	0	0
24	0	0	0	1	1	2
25	0	0	0	0	3	4
26	0	0	0	2	1	7
27	0	0	0	1	1	6
28	0	0	0	3	1	11
29	0	0	0	3	0	12
30	0	0	3	6	1	11
31	0	0	0	0	1	10
32	0	0	0	0	0	9
33	0	0	0	5	2	13
34	0	0	0	3	0	16
35	0	0	0	2	1	4
36	0	1	0	5	2	11
37	0	0	0	4	0	9
38	1	0	0	3	2	5
39	0	0	1	2	2	6
40	0	0	0	3	1	9
41	0	0	0	4	0	7
42	1	0	0	3	1	12
43	0	0	0	3	1	8
44	0	0	1	4	1	6
45	0	0	0	1	0	4
46	0	0	0	0	0	5
47	1	0	0	1	1	7
48	0	0	0	0	0	3
49	0	0	0	0	0	3
50	0	0	1	0	0	1
51	0	0	0	0	0	1
52	0	0	0	0	1	1
53	0	0	0	0	0	1
54	0	0	0	0	2	1
55	0	0	0	0	0	1
56	0	0	0	1	0	2
57	0	0	0	0	0	1
58	0	0	0	0	0	3
59	0	0	0	0	0	0
60	0	0	0	0	0	0
61	0	0	0	0	0	0
62	0	0	0	0	0	0
63	0	0	0	0	0	0
64	0	0	0	0	0	0
65	0	0	0	0	0	0
66	0	0	0	0	0	0
67	0	0	0	0	0	0
68	0	0	0	0	0	0
69	0	0	0	0	0	0
70	0	0	0	0	0	0
Total	3	1	6	60	28	213

Compliance Reporting Matrix (Annexure)

Appendix 2 - Age for Skills Development

Age	Black Employees	Black People on internships; apprenticeship, learnership	Unemployed black people	Black people absorbed
18	2	0	2	0
19	3	0	3	1
20	1	0	1	0
21	16	5	7	0
22	7	2	3	1
23	13	8	11	2
24	14	15	15	0
25	18	5	4	1
26	21	6	3	0
27	18	4	1	0
28	12	0	0	0
29	14	3	5	0
30	15	5	11	0
31	11	2	12	0
32	18	3	0	0
33	12	2	5	0
34	15	1	8	0
35	10	1	0	0
36	12	0	0	0
37	6	1	0	0
38	13	0	0	0
39	7	0	0	0
40	7	0	0	0
41	8	0	0	0
42	8	0	0	0
43	10	1	0	0
44	8	0	0	0
45	5	0	0	0
46	5	0	0	0
47	4	0	0	0
48	5	0	0	0
49	1	0	0	0
50	0	0	0	0
51	0	0	0	0
52	1	0	0	0
53	0	0	0	0
54	1	0	0	0
55	0	0	0	0
56	3	0	0	0
57	0	0	0	0
58	0	0	0	0
59	2	0	0	0
60	0	0	0	0
61	0	0	0	0
62	0	0	0	0
63	0	0	0	0
64	0	0	0	0
65	0	0	0	0
66	0	0	0	0
67	0	0	0	0
68	0	0	0	0
69	0	0	0	0
70	0	0	0	0
Total	326	64	91	5

420 Witch-Hazel Avenue, Eco Glades 2, Block C, Eco Park, Centurion, 0144
Private Bag X31, Pretoria, 0001

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Email: MRamare@beecommission.gov.za / bee-info@beecommission.gov.za



Ms Tsundzukani Mhlanga
Executive Director: Group Finance and Administrator
Italtile Limited
The Italtile Building
Corner William Nicol Drive and Peter Place
Bryanston
2191

Per e-mail: mhlgat@italtile.co.za

Dear Ms Tsundzukani Mhlanga

COMPLIANCE REPORT FOR ITALTILE LIMITED

1. We acknowledge receipt of your B-BBEE compliance report submitted on 20 May 2019, as prescribed by section 13G of the Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003) as amended by Act 46 of 2013 ("the B-BBEE Act").
2. The following reference number **7/5/2019** has been assigned to this matter, and it must be cited on all future correspondence.
3. Should you wish to clarify any issues raised in this latter, please do not hesitate to contact us on +27 12 649 0918 or MRamare@beecommission.gov.za

We look forward to your cooperative towards creating an inclusive industrialized economy that is globally competitive.

Yours sincerely


Ms Busisiwe Ngwenya
Compliance Division
B-BBEE Commission

20 105/2019