

Integra

Broad Based BEE SCORES

A SANAS Accredited Broad-based Black Economic Empowerment Verification Agency



BVA 052



BUSINESS PROFILE

Integra Scores is a member of the ESS Group of Companies



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1. INTRODUCTION

Integra Scores is a South African National Accreditation Service (SANAS) accredited B-BBEE Verification Agency, which was founded in 2005 in KwaZulu-Natal. **Integra Scores** is a wholly owned subsidiary of ESS (Pty) Ltd.

The **Integra Scores** team has been involved in the BEE environment from the inception of the Draft Codes of Good Practice, through the period of public feedback, to the gazetting of the final Codes in February 2007.

We are well-versed in the mechanics of the codes and BEE, and also understand the background and rationale that inspired them. As one of the first role players in this embryonic industry, **Integra Scores** was instrumental in the formation of the local BEE forum and was a founding member of the industry's professional body – the Association of BEE Verification Agencies (ABVA).

2. VISION

Integra Scores strives to facilitate the progress of transformation initiatives for its clients through BEE verification analysis and interpretation, and we use the guidelines of the B-BBEE Codes of Good Practice to promote business confidence.

3. MISSION

Integra Scores is focused on providing an integrous, accurate, reliable and quality verification service to its clients in the most efficient and effective manner. **Integra Scores** aims to enhance engagement in transformation initiatives in KZN through education and clear explanations of verification processes to provide its clients with an understanding of the best BEE business practices.

4. WHY WE STARTED

Integra Scores initially focused on consulting and educating business as to the competitive advantage that BEE compliance offers. Our belief is that the implementation of a BEE strategy is not about statutory compliance, but rather about the economic growth of the organisation (and thereafter the national economy) through meaningful upskilling, planned procurement and the engagement in enterprise and social initiatives.

5. B-BBEE VERIFICATIONS

As a SANAS accredited verification agency, **Integra Scores**, subscribes to the values of integrity, confidentiality and impartiality. The policies and procedures of the company have been developed to ensure that these values are upheld.

The result of this is that verification takes place in a controlled and efficient manner. From the process of engagement when all staff members are required to sign confidentiality agreements, through to the issuing of a final certificate, great care is taken to ensure that the Codes of Good Practice are implemented, while also ensuring that the Measured Entity achieves the score which it rightly deserves.

BEE verification requires that analysts check and verify documentation presented by the client – in much the same way as with financial auditing. **Integra Scores** guides the process of information gathering by giving the client a comprehensive list of the requirements, and also by checking that sufficient relevant documentation is available to conduct an on-site audit. It is through the examination of such evidence at an on-site audit that a BEE score can be arrived at and a certificate issued.

BEE certificates are valid for a year and hence, all Measured Entities are required to go through this process annually. While this might appear onerous, once the first verification has taken place and organisations have an understanding of what is required, this becomes easier and we have found that companies also achieve a better rating year-on-year.

Integra Scores has the responsibility of having to report all verified BEE scores to the Department of Trade and Industry and to forward to them copies of all certificates issued by us.

6. BBEE SOLUTIONS

While **Integra Scores** is a separate company, it is wholly owned by ESS (PTY) LTD. This means that **Integra Scores** is responsible for BEE verification and that ESS can undertake the additional services of:

- Strategy Planning
- BBEE Training
- BBEE Outsourced solutions (making us your BEE department!)
- Consulting

Any company that is consulted to by ESS will **not** be verified by **Integra Scores** as this would constitute a conflict of interest. However, if once verified, the Measured Entity feels that the score achieved could be improved upon; ESS would welcome the opportunity to assist with this.

7. OUR EXPERIENCE

Having been in the industry since inception, our experience ranges across industries and economic sectors and we are as comfortable assisting small businesses as we are in verifying large listed and foreign-owned multinational companies.

Our current client base includes over 1000 companies from all industry sectors. In addition to our Head Office in Durban, KZN, we have 6 regional offices. We currently service clients across the country.

8. RESOURCES & INFRASTRUCTURE

At **Integra Scores** we believe that it is the people of the organisation that determine its strength and success. Our team is carefully chosen not only for their technical expertise, but also for their passion and drive; a belief in the economy and the future of our country.

THE TEAM

Dean Harding	Managing Director	CA (SA)
Wayne van der Poll	Financial Director	CA (SA)
Shirlee Caffyn-Parsons	BEE Director	BA, HDE, B.Ed Psych
Toby Rochat	BEE KZN Manager	MBA
Garth Voigt	BEE E. Cape Manager	CA (SA)

9. CONTACT DETAILS

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