



Broad-Based BEE – The Complete Guide

By Vuyo Jack

with Kyle Harris

The BEE Codes of Good Practice are a key pillar in South Africa's economic transformation, allowing both the public and private sector to initiate active empowerment. Finally gazetted in February 2007, these Codes form the basis of the BEE scorecard system and will affect every organisation in the country. As such, any business operating in South Africa will find it increasingly difficult to remain viable without adopting the principles of broad-based BEE and complying with the Codes of Good Practice.

Yet whether readers are in government, run a family business or manage a multinational, these Codes are often quite technical and difficult to interpret. With a foreword by Cyril Ramaphosa, *Broad-Based BEE – the Complete Guide* provides clear guidance to readers on how to interpret and apply the Codes.

Vuyo Jack's company Empowerdex was appointed by the dti to be part of the team that formulated and drafted the Codes. He therefore has an intimate understanding of BEE and its consequences for the South African business community. As chairman of Empowerdex – the best-known BEE rating agency in the country – Vuyo has also witnessed and unpacked a multitude of BEE deals. His experience of their successes and failures has been incorporated into the book to assist readers in strategising and constructing the most appropriate empowerment deals for their specific situation.

This definitive guide will give readers privileged insight into:

- The historical, ethical and social context of BEE;
- The rationale behind the Codes;
- The development of the Codes;
- The objectives of the Codes;
- A detailed analysis of the Codes themselves, and, most importantly
- The strategic application of the Codes in business.

This book provides a detailed account of what is arguably the most important event in the business environment since the Companies Act, and is an essential companion to anyone operating in business or government. It will be followed in July by another book by Vuyo Jack focusing on BEE in smaller businesses (QSEs).

About the author

Vuyo Jack is a chartered accountant and chairman of Empowerdex. He is also visiting professor of the School of Management at the University of the Free State. He left the auditing profession to develop an index through which to rate public companies on their BEE initiatives. His success in developing a credible rating system, based on internationally accepted business standards, resulted in his incorporation into the dti-commissioned team tasked with developing the BEE Codes of Good Practice. Vuyo Jack is a man with an inspiring entrepreneurial story. His devotion and emotional commitment to developing a model that addresses social imperatives, and yet retains sound economic principles, has won him wide acclaim as a business leader.

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