



Transcend Corporate Advisors is one of South Africa's leading empowerment and transformation advisory firms offering social responsibility, transformation and economic empowerment solutions to corporate clients in South Africa and some of its neighbouring economies.

Our specialist consultants focus on aiding our clients to develop and communicate a strategic, value-based view of social responsibility and socio-economic empowerment.

We have historically focused our services around Broad-Based Black Economic Empowerment (B-BBEE) in South Africa. Since 2008 our focus extends to include solutions to the challenges of carrying out successful and value-adding corporate empowerment, transformation, and sustainability programmes.

Our solutions include:

- specialist training (public and in-house);
- monitoring and evaluation tools (off-the-shelf and customised);
- implementation support;
- scenario planning and context briefings; and
- strategy development.

Our objective is to help our clients integrate social responsibility and socio-economic empowerment into their strategic vision, with an objective of encouraging sustainable business growth and social development.

DIVISIONS

1. Transcend Events & Training

As we keep our finger on the pulse of South Africa's economy, Transcend Events and Training offers events that make a difference. We have successfully delivered a number of conferences, workshops and courses.

These events have assisted businesses in staying up to date with the latest developments and changes, contributing to their business's sustainability. With only the best speakers and facilitators, our events have been a resounding success with concrete results.

2. Ownership Solutions

Ownership Solutions provides services to businesses that are committed to complying with Broad-Based Black Economic Empowerment.

Our turnkey BEE ownership advisory, communication and administration services are the most comprehensive available today. We specialise in employee ownership plans (ESOPs), broad-based ownership trusts, BEE partner selection and structuring Enterprise Development initiatives.

We add value through maximising your business' empowerment points while ensuring stakeholder buy-in to drive profitable growth. Unlike other providers, we partner with you for the life of the initiative, ensuring that all legal, financial and regulatory requirements are met, thereby offering total peace of mind.

SERVICES

1. Specialist Training

Our Transcend Events and Training team provide top quality public and customised, in-house training on various transformational subjects.

2. Transformational Strategy

Our transformational strategy development offering targets South Africa's leading companies and seeks to harness corporate growth and development opportunities as catalysts for implementation of sustainable corporate social responsibility and empowerment initiatives.

Our strategic interventions seek to align measurable outcomes, competitive advantage and socio-economic objectives in a manner that is both value-adding to the business and integrated into its overall strategic plan.

Techniques used as part of our strategic interventions range from familiar value-based methods to more innovative narrative story-building approaches. Wherever possible, strategic interventions link directly to achievable implementation plans and continuing monitoring, reporting and review processes.

3. Regulatory & Policy Advisory

Transcend, in partnership with the consulting team at Identity Partners, helps develop transformational policies at government, sectoral and organisational level and provides advisory support in interpreting those policies.

Our advisory capacity has been pivotal to developing Black Economic Empowerment regulation in South Africa. We have contributed to developing the Broad-Based Black Economic Empowerment Codes of Good Practice and the Financial Sector Charter and its subsequent draft Sector Code. We were also active in developing the Property Charter, the Forestry Charter, the Wine Sector Charter, the Legal Services Charter and the Accounting Professions Charter.

This team has aided the government of the Republic of Zambia with developing their Citizen Economic Empowerment policy.

Transcend is itself a leading source of guidance in interpreting the Broad-Based Black Economic Empowerment policies and regulations and we consult to many of South Africa's leading businesses

4. Multinational Support

Multinationals implementing social responsibility and empowerment initiatives in South Africa often face significant challenges. The complete unfamiliarity of head office management with the confusing and business intrusive South African BEE regulations makes matters worse. This, considered in a context in which the same multinationals are seeking compliance with a different set of international social responsibility duties, often leads multinationals into compliance cul-de-sacs.

Transcend seeks to integrate compliance objectives and strategic vision in a manner that satisfies head offices' governance needs, while still ensuring valuable contributions to the socio-economic development of South Africa. Our teams are experts in briefing head offices on the challenges of South African policy and regulatory compliance, and have a comprehensive understanding of the home country policy and regulatory compliance challenges

5. Broad-Based Black Economic Empowerment Due Diligence

Our Broad-Based Black Economic Empowerment Due Diligence service is a premier service offering helping clients either seeking BEE compliance verification.

Transcend works in close conjunction with Verification agencies to ensure that clients enjoy the benefit of accurate, transparent and professional data on the levels of BEE compliance.

6. Transcend Integrator

Transcend Integrator is our flagship software based monitoring and evaluation tool for Broad-Based Black Economic Empowerment. It is a comprehensive **software program** that allows you to plan, manage and record the transformation process within your company. It enables you to measure and model your empowerment credentials against the most current Broad Based Black Economic Empowerment Codes of Good Practice. Some versions have the added functionality of managing and reporting on Employment Equity, Skills Development and Preferential Procurement. Integrator will help you to, measuring and manage your Current State, Developing a Sustainable BEE Strategy, Model your Future State – BEE, Prepare for BEE Verification.

CLIENTS

Absa, Afgri, African Rainbow Minerals, Alexander Forbes, Allan Gray, Anglo American Platinum, Anglo American, Aveng, Barloworld, BHP Billiton, Bytes Technology Group, Consol, Dorbyl, Ellerine Holdings, Exxaro, FirstRand, Imperial Holdings, Investec, Kagiso Media, Mittal Steel SA, Pretoria Portland Cement, Primedia, Santam, SASOL, Standard Bank, Steinhoff International and Woolworths.

Our multinational clients cover a wide range of industries and countries of origin. We have advised 44% of the top 50 multinationals in South Africa and proudly include within our portfolio some of the world's best-known corporate brands. The following list includes 50 of our most valued multinational clients: Actis, Alstom, AstraZeneca, Barclays, BMW, BNP Paribas, Caterpillar, Coca-Cola, Commerzbank, Estee Lauder, General Electric, General Motors, IBM, Intel, Johnson & Johnson, Knorr Bremse, Kuehne and Nagel, Louis Dreyfus, Mamoet, Medtronic, Merck, Metier, Microsoft, Nokia-Siemens, Novartis, Oracle, Parmalat, Shell, Siemens, Tata, UTI and Virgin.

Transcend is a private sector focused consulting house, but we value our relationships with several regarded South African public sector enterprises. We also have links to several developmental financial institutions and government departments. These clients include the Department of Public Enterprises, Department of Trade and Industry, the Industrial Development Corporation, the National Empowerment Fund, the Pebble Bed Modular Reactor Company, PetroSA, Sentech, Transnet and the Umsobomvu Youth Fund.

Transcend has client relationships with a few BEE investment houses which include the CIDA Empowerment Fund, Kagiso Trust Investments, Identity Partners, Nozala, Shanduka Group, Thebe Investments and Tiso

BBBEE STATUS

Transcend Corporate Advisors are proudly a **Level 1 Contributor** as verified by Nera; a SANAS accredited BEE Verification Agency. We also qualify as a Qualifying Small Enterprise, a value adding enterprise and a category B enterprise development beneficiary.

For further information visit our website at www.transcend.co.za or contact Brian Hendrikz at brian@transcend.co.za or +27 (11) 442 2433.