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Member of WTS Global

**Business
Services**

wts business services
**Broad Based Economic
Transformation**

Broad Based, Black Economic Empowerment (hereinafter "BEE"), whilst not compulsory, has become a business imperative for most organisations, but is also one of the biggest threats if not understood and implemented properly. The reality of BEE in context of the broader economy is that though the Broad-Based Black Economic Empowerment Act 2003 as amended by Act 46 of 2013, is not compulsory, the inclusion or exclusion of your business in trade could be determined by your strategic action towards BEE. BEE could be the single game changer in the future as new legislation increases the impact of non-compliance.



WTS offer our clients
end-to-end solutions
in all five elements
of BEE.

WTS Business Services (WTS) enables organisations to explore and optimise their BEE as part of the organisation's strategy to achieve the broader strategic objectives and assist in the understanding of BEE and manage its impact on the business and supply chain.

Our philosophy is to approach BEE as a **pro-active** inclusive approach to **business** and **strategy**.

At WTS we engage with an organisation (especially multi-national entities) at any stage of their BEE journey, whether that is at the strategy development phase, element specific initiative phase (such as skill development, supplier and enterprise development), general consultation, or BEE training / third party software solutions. Ignorance of BEE may pose many risks both directly or indirectly to a business of which the most common are:

- Ability to acquire a license, concession, contract or partnership agreement with any state or public entity, as BEE is one of the requirements that is considered when awarding government contracts and tax incentives (eg. ETI and APDP).
- Pressure from suppliers (eg. cancelling non-compliant supplier contracts) in driving their own BEE scorecards.

Advantages include:

- Strategic marketing advantage
- Opportunity to re-invent and innovate

We enable the business to focus on its operations, whilst we enhance the **assurance on compliance** and **strategic optimisation** of BEE.

Our BEE service offerings:

1. Employment equity
2. BEE consultation
3. BEE verifications, verification preparations (eg. pre-audit reviews) and facilitation
4. BEE transformation strategy, development and facilitation of initiatives (eg. cross industry collaborations)
5. Skills development training solutions and learnerships
6. BEE awareness training and workshops
7. Enterprise and supplier development programmes, administration and management of your supply chain
8. Third party software solution to for manage of your BEE management
9. Tax advisory and support services on all the above

Our Engagement Approach:

Despite many views around this topic, the fact remains that no business can afford to ignore the reality of BEE, not only for the sake of compliance but to advance and contribute strategically in South Africa. BEE in the context of business today remains complex for any South African organisation and the solution for each organisation is unique. Let us transform the way you think about BEE and engage in this area by adopting a pro-active strategic approach and untangle the complexities.

How Do We Approach BEE:



Our Services:

Employment Equity:

With the increased pressure of new legislation that may result in unaffordable penalties and fines of up to R2.7mil or 10% of annual turnover. Timely submission of EE reports to the Department of Labour is one of the aspects within this element that must be compliant. All companies, irrespective of their size, need to submit these reports on the first day of October annually.

BEE Consultation:

At WTS, we specialise in offering pro-active solutions for the difficulties many organisations face, not only with compliance but implementation as well. All our consultants are academically qualified in the field of BEE and have extensive knowledge in BEE as well as in general business practice, and are therefore able to provide solutions that are unique to your BEE difficulties.

BEE Verifications, Verification Preparations (eg pre-audit reviews) and Facilitation

Many organisations find the verification process a frustrating and daunting task because of the legal terms that they don't understand. At WTS, we understand the process along with its requirements. We offer pre-verification assessments as well as verification preparation and facilitation the entire engagement on the organisations behalf, acting as the transformation officer of the business.

BEE Transformation Strategy Development, Facilitation & Implementation:

Many organisations host an annual strategy break-away where organisational challenges and solutions are addressed. However, in our experience, we have always found that BEE is placed on the back burner as both a compliance and strategic initiative. BEE is complex, time consuming and frequently becomes costly exercise as business leaves the implementation to the last minute. WTS assists organisations to implement a BEE strategy that complies with the way they do business.

BEE Awareness Training:

With the increased complexity of BEE, the responsible individual within the organisation often finds it difficult to translate the requirements of the code and their

recommendations to the Board or Exco. At WTS, we have seen that a broad knowledge of the BEE legislation is the single most effective tactic to improve your overall approach to BEE.

Skills Development:

Developing the right skills not only for your organisation, as well as your industry and network is critical. The amended BEE codes have placed this element as a priority within the codes. Organisations cannot fulfil their BEE strategy without intentional planning within this area, and developing the optimal skills for their business. WTS will assist you to register your learnerships and administer your training spend. With our training tracking tool and our network of learning institutions we ensure that not only will the right skills transfer for your business be realised, but true transformation will take place.

Enterprise & Supplier Development Programmes, Administration & Management:

At WTS, we acknowledge that BEE within the supply chain has posed many challenges to the business be it the administration of knowing the status of your preferential procurement or the keeping track of suppliers certificates. This process has been proven to frequently cost the organisation vital points within their scorecard. We administer and manage your suppliers, offer solutions where you need to divert spend as well as create and implement supplier and enterprise development solutions and options that are unique to your organisation.

Third Party Software Solutions:

We are accredited software solution providers that allow an organisation to manage its own BEE whilst still offering the opportunity to prepare the verification files and assist in data validity.

Tax Services and Support:

Apart from WTS South Africa comprehensive range of tax services, we acknowledge the specific need for a dedicated tax focus on BEE.

About WTS:

WTS Global is a leading international tax network. We have a clear tax focus and offer a full-fledged tax service portfolio in all countries. To supplement our offering, we provide adjoining legal and financial advisory services.

Since our foundation in 2003 by WTS Germany we are continuously growing. Today we are represented in more than 100 countries through our hand-picked partner firms, which are strong players in their local markets. We offer innovative and highly customised solutions.

We strongly believe that tax services should be separated from audit services. Thus, we deliberately refrain from conducting annual audits throughout the countries in order to avoid potential conflict of interest. It is one of our utmost priorities to advise our clients on a sustainable and long-term basis.

We see ourselves as pioneers in tax with a strong affinity for new approaches. That notwithstanding, we provide pragmatic advice and are proud to be renowned as reliable business partners with high implementation competency.

WTS Global has been acknowledged regularly as a Tier 1 network by Chambers & Partners and has been recently awarded as European Indirect Tax Firm of the Year 2017 by International Tax Review.



**WTS: BEE solutions
advancing economic
transformation**



Este Welman (CA) SA

B.COM Accounting, B.COM HON, CTA, Chartered Accountant (S.A)
M.COM INT. AND NAT. Taxation; B-BEE Management Diploma (Wits)

WTS South Africa (a leading tax services and advisory firm), a member of WTS Global, has recently established itself in South Africa as an alternative global tax service provider to the Big 4 auditing firms. Given the local demands required by multi-national entities to conduct business in South Africa, WTS acquired the services of a specialist, namely Este Welman, in the field of BEE to assist such entities to navigate through its intricacies.

Este's passion to grow the economy through meaningful and strategic transformation is the main driving force behind her involvement in this field of expertise. Este has been actively involved in various businesses for the past 5 years developing BEE strategy and transforming organisations across South Africa.

Este is a qualified CA (SA), and obtained her masters in National and International Tax with Cum-Laude, from the North West University in 2005. Additionally, she holds a Diploma in BEE Management and is studying towards her PHD in Transformation Strategy.

Within the audit profession, Este was exposed to a vast field of industries, prior to joining the airline industry in 2007.

Within the corporate environment, Este fulfilled multiple roles including the role of Executive Finance Manager, acting CFO and GM: Strategy and Performance Management, whereby she was instrumental in developing strategies, understanding the unique challenges of business and implementing transformation.

contact us

for more information

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