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B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

DENOON SAMPSON NDLOVU INCORPORATED

Certificate No: QSE2828-V1/AOSMP245.1

Registration No: 2002/008711/21
Vat No: 4640201986
Address: First Floor, Sandown House
Norwich Close
Sandton
2146

Verification standard applied: Amended Property Sector Charter - Service Based
Issue of the rating standard applied: Section 9 of the B-BBEE Amendment Act 46 of 2013
Scorecard Applied: Qualifying Small Enterprise
Size of the enterprise: Turnover less than R 50 million

Element	Weighting	Score
Ownership	27 Points	23.00
Management Control	9 Points	2.83
Employment Equity	11 Points	9.71
Skills Development	17 Points	20.00
Enterprise and Supplier Development	35 Points	35.00
Socio-Economic Development	2 Points	2.00
Economic Development	4 Points	0.00
Overall Score	105 Points	92.55
Adjusted Score	x 105/101 Points	96.21
Level of Compliance Obtained		2.00

Discounted Principle Applied: No
BEE Procurement Recognition Level: 125 %
Black Ownership: 25.10%
Black Women Ownership: 0.00%
Black Designated Group Ownership: 0.00%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: No
Financial Year End Verified: February '20
Date of Issue: 25 September 2020
Date of Expiry: 24 September 2021

This verification certificate and the verification report are based on information provided to Accountants-on-site (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Accountants-on-site (Pty) Ltd. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Gazette 40910 on Broad Based Black Economic Empowerment as gazetted on 9 June 2017

Cornelius J. van Dyk
Accountants-on-site (Pty) Ltd



BVA197

Name of Measured Entity: DENOON SAMPSON NDLOVU INCORPORATED
Certificate number: QSE2828-V1/AOSMP245.1
SANAS Accreditation No: BVA197
B-BBEE Analyst: Juvan Fraser
Technical signatory: Cornelius J. van Dyk



MEASUREMENT OF THE OWNERSHIP ELEMENT

Weighting Points	Ownership	Weighting Points	Compliance Target	Score
27	2.1.1 VOTING RIGHTS			
	2.1.1.1 Exercisable Voting rights in the Entity in the hands of Black people	5	25% + 1 Vote	5.00
	2.1.1.2 Exercisable Voting Rights in the Enterprise in the hands of Black women	2	10%	0.00
	2.1.2 ECONOMIC INTEREST			
	2.1.2.1 Economic Interest in the entity to which Black people are entitled	5	25%	5.00
	2.1.2.2 Economic Interest in the entity to which Black women people are entitled	2	10%	0.00
	2.1.2.3 Black new entrants or black designated groups	3	2%	3.00
	2.1.3 REALISATION POINTS			
	2.1.3.1 Net Value	10	Annexure 100C	10.00
Total		27		23.00

MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
9	3.1.1.1 EXECUTIVE MANAGEMENT			
	3.1.1.1.1 Black representation at Executive management	4	50%	2.00
	3.1.1.1.2 Black female representation at Executive management	2	25%	0.00
	3.2.1.1 OTHER EXECUTIVE MANAGEMENT			
	3.2.1.1.1 Black representation at other executive management	2	60%	0.83
	3.2.1.1.2 Black female representation at other executive management	1	30%	0.00
Total		9		2.83

MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
11	4.1.1.1 SENIOR, MIDDLE AND JUNIOR MANAGEMENT			
	4.1.1.1.1 Black representation at Junior, Middle and Senior Management as a percentage of all management	8	60%	5.71
	4.1.1.1.2 Black female representation at Junior, Middle and Senior Management as a percentage of all management	3	30%	3.00
2	4.2.1.1 BONUS POINTS			
	4.1.1.1.1 Black representation at Junior, Middle and Senior Management as a percentage of all management	1	80%	0.00
	4.1.1.1.2 Black female representation at Junior, Middle and Senior Management as a percentage of all management	1	40%	1.00
Total		13		9.71

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MEASUREMENT OF SKILLS DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
17	5.1.1.1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leviabile amount.	12	3%	12.00
	5.1.1.1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black females as a percentage of leviabile amount.	5	1.00%	5.00
3	BONUS POINTS			
	5.1.1.2 Number of black people in any sector absorbed by the measured entity and industry at the end of the learnership, internship or apprenticeship programme	3	100%	3.00
Total		20		20.00

MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
35	6.1.1.1 PREFERENTIAL PROCUREMENT			
	6.1.1.1.1 B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent.	10	60%	10.00
	6.1.1.1.2 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spend	15	15%	15.00
	6.1.1.3 SUPPLIER DEVELOPMENT			
	6.1.1.3.1 Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT	5.00
	6.1.1.4 ENTERPRISE DEVELOPMENT			
	6.1.1.4.1 Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of target.	5	1% of NPAT	5.00
Total		35		35.00

MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
2	6.1. Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target.	2	1% of NPAT	2.00
Total		2		2.00

MEASUREMENT OF THE ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE

Weighting Points	Economic Development	Weighting Points	Compliance Target	Score
4	Economic Development Investment in under-resourced areas as a percentage of total annual investment	4.00	10%	0.00
Total		4.00		0.00