



**CALL:** (012) 348 1193  
**MAIL:** verifications@a-o-s.co.za

**B-BBEE VERIFICATION AGENCY**

*Broad-Based Black Economic Empowerment  
Verification Certificate*

**RE - SOLVE CONSULTING (PTY) LTD**

**Certificate No: GEN0611-V1/AOSMP85.3**

**Registration No:** 2005/007463/07  
**Vat No:** 4870219328  
**Address:** 209 Ontdekkers Rd  
Horison Ext 1  
Roodepoort  
1724

**Verification standard applied:** Amended codes of Good Practice on Black Economic Empowerment  
**Issue of the rating standard applied:** Section 9 of the B-BBEE Amendment Act 46 of 2013  
**Scorecard Applied:** Generic scorecard  
**Size of the enterprise:** Turnover greater than R 50 million

Element	Weighting	Score
Ownership	25 points	13.73
Management Control	19 points	6.40
Skills Development	20 points	23.01
Enterprise and Supplier Development	40 points	46.00
Socio-Economic Development	5 points	4.96
Y.E.S. Program		3.00
<b>Overall Score</b>	<b>109 points</b>	<b>97.10</b>
<b>Level of Compliance Obtained</b>		<b>1.00</b>

**Discounted Level:** No  
**Y.E.S. enhancement:** Yes  
**B-BBEE procurement recognition level:** 135%  
**Black Ownership:** 18.33%  
**Black Women Ownership:** 0.00%  
**Black Designated Group Ownership:** 0.00%  
**Empowering Supplier (Yes/No):** Yes  
**Modified Flow Through Principle applied:** No  
**Financial Year Measured:** February'2020  
**Date of Issue:** 06 May 2020  
**Date of Expiry:** 05 May 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 Codes of Good Practice on Broad Based Black Economic Empowerment as gazetted on 11 October 2013.

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



BVA197

Name of Measured Entity:  
 Certificate number:  
 SANAS Accreditation No:  
 B-BBEE analyst:  
 Technical signatory:

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<b>STATEMENT 100: MEASUREMENT OF THE OWNERSHIP ELEMENT</b>				
<b>Weighting Points</b>	<b>Criteria</b>	<b>Weighting Points</b>	<b>Compliance Target</b>	<b>Score</b>
<b>25</b>	<b>1.1. VOTING RIGHTS</b>			
	1.1.1. Exercisable Voting rights in the Entity in the hands of Black people	4	25% + 1 Vote	2.93
	1.1.2. Exercisable Voting Rights in the Enterprise in the hands of Black women	2	10%	0.00
	<b>1.2. ECONOMIC INTEREST</b>			
	1.2.1. Economic Interest in the entity to which Black people are entitled	4	25%	2.93
	1.2.2. Economic Interest in the entity to which Black women people are entitled	2	10%	0.00
	1.2.3. Black designated groups	3	3%	0.00
	1.2.4. Black new entrants	2	2%	2.00
	<b>1.3. REALISATION POINTS</b>			
	1.3.1. Net Value	8		5.87
<b>Total</b>		<b>25</b>		<b>13.73</b>

<b>STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT</b>				
<b>Weighting Points</b>	<b>Criteria</b>	<b>Weighting Points</b>	<b>Compliance Target</b>	<b>Score</b>
<b>19</b>	<b>2.1. BOARD PARTICIPATION</b>			
	2.1.1. Exercisable voting rights of black board members	2	50%	0.80
	2.1.2. Exercisable voting rights of black female board members	1	25%	0.00
	2.1.3. Black executive directors as a percentage of all executive directors	2	50%	1.33
	2.1.4. Black female executive directors as a percentage of all executive directors	1	25%	0.00
	<b>2.2. OTHER EXECUTIVE MANAGEMENT</b>			
	2.2.1. Black executive Management as a percentage of all executive management	2	60%	0.00
	2.2.2. Black female executive Management as a percentage of all executive management	1	30%	0.00
	<b>2.3. SENIOR MANAGEMENT</b>			
	2.3.1 Black employees in Senior management as a percentage of all Senior management	2	60%	0.48
	2.3.2 Black female employees in Senior management as a percentage of all Senior management	1	30%	0.48
	<b>2.4. MIDDLE MANAGEMENT</b>			
	2.4.1 Black employees in Middle Management as a percentage of all Middle Management	2	75%	0.79
	2.4.2 Black female employees in Middle Management as a percentage of all Middle Management.	1	38%	0.22
	<b>2.5. JUNIOR MANAGEMENT</b>			
	2.5.1 Black employees in Junior Management as a percentage of all Junior Management.	1	88%	0.60
	2.5.2 Black female employees in Junior management as a percentage of all Junior Management.	1	44%	0.18
	<b>2.6. EMPLOYEES WITH DISABILITIES</b>			
	2.6.1 Black employees with disabilities as a percentage of all employees	2	2%	1.53
	<b>Total</b>		<b>19</b>	

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<b>STATEMENT 300: SKILLS DEVELOPMENT ELEMENT</b>				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
20	<b>3.1.1 SKILLS DEVELOPMENT EXPENDITURE ON ANY PROGRAMME SPECIFIED IN THE LEARNING PROGRAMME MATRIX (LPM) FOR BLACK PEOPLE AS A PERCENTAGE OF THE LEVIABLE AMOUNT</b>			
	3.1.1.1 Skills development expenditure on Learning Programmes specified in the LPM for black people as a percentage of the Leviable Amount.	6	3.5%	5.73
	3.1.1.2 Skills Development expenditure on Bursaries for Black Students at Higher education Institutions	4	2.5%	3.46
	3.1.1.3 Skills development expenditure on Learning Programmes specified in the LPM for black employees with disabilities as a percentage of the Leviable Amount.	4	0.30%	4.00
<b>3.1.2. LEARNERSHIPS, APPRENTICESHIPS, AND INTERNSHIPS</b>				
	3.1.2. Number of black people participating in Learnerships, Apprenticeships, and Internships as a percentage of total employees.	6	5.00%	6.00
<b>3.3. BONUS POINTS</b>				
5	3.1.3. Number of black people absorbed by the measured entity and industry entity at the end of the Learning Programme.	5	100%	3.82
<b>Total</b>		<b>25</b>		<b>23.01</b>

<b>STATEMENT 400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT</b>					
Weighting Points	Criteria	Weighting Points	Compliance Target	Score	
40	<b>4.1. PREFERENTIAL PROCUREMENT</b>				
	4.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent.	5	80%	5.00	
	4.1.2. B-BBEE Procurement Spend from all Empowering Suppliers that are QSE suppliers as a percentage of Total Measured Procurement Spent.	3	15%	3.00	
	4.1.3. B-BBEE Procurement Spend from all EME suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spent.	4	15%	4.00	
	4.1.4. B-BBEE Procurement Spent from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spend.	9	40%	11.00	
	4.1.5. B-BBEE Procurement Spent from Empowering Suppliers that are at least 30% black women owned as a percentage of Total Measured Procurement Spend.	4	12%	4.00	
	<b>4.2. BONUS POINTS</b>				
	4.2.1 B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned.	2	2%	2.00	
	<b>4.3. SUPPLIER DEVELOPMENT</b>				
	4.3.1. Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.	10	2% of NPAT	10.00	
	<b>4.4. ENTERPRISE DEVELOPMENT</b>				
	4.4.1. 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	
	<b>4.5. BONUS POINTS</b>				
4	4.5.1. Bonus points for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	1		1.00	
	4.5.2. Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.	1		1.00	
<b>Total</b>		<b>44</b>		<b>46.00</b>	

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**STATEMENT 500: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT**

<b>Weighting Points</b>	<b>Criteria</b>	<b>Weighting Points</b>	<b>Compliance Target</b>	<b>Score</b>
<b>5</b>	5.1. Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT	4.96
<b>Total</b>		<b>5</b>		<b>4.96</b>