

<b>CODE SERIES 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT OF B-BBEE</b>				
<b>Weighting percentage</b>	<b>Category &amp; Management Control Indicator</b>	<b>Weighting points</b>	<b>Compliance Target</b>	<b>Score</b>
10	2.1 Board participation:			
	2.1.1 Exercisable Voting Rights of black Board members who are black adjusted using the Adjusted Recognition for Gender	3	50%	
	2.1.2 Black Executive Directors adjusted using the Adjusted Recognition for Gender	2	50%	
	2.2 Top Management:			
	2.2.1 Black Senior Top Management adjusted using the Adjusted Recognition for Gender	3	40%	
	2.2.2 Black Other Top Management adjusted using the Adjusted Recognition for Gender	2	40%	
	2.3 Bonus points:			
	2.3.1 Black Independent Non-Executive Board Members	1	40%	

CODE SERIES 300: MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT OF B-BBEE					
Weighting percentage	Measurement Category & Criteria	Weighting points	Compliance targets		Score
			Years 0 - 5	Years 6 - 10	
15	2.1.1 Black Disabled Employees as a percentage of all employees	2	2%	3%	
	2.1.2 Black employees in Senior Management as a percentage of all such employees using the adjusted recognition for gender	5	43%	60%	
	2.1.3 Black employees in Middle Management as a percentage of all such employees using the adjusted recognition for gender	4	63%	75%	
	2.1.4 Black employees in Junior Management as a percentage of all such employees using the adjusted recognition for gender	4	68%	80%	
	2.1.5 Bonus point for meeting or exceeding the EAP targets in each category under 2.1.1 to 2.1.4	3			

<b>CODE SERIES 400: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE</b>				
<b>Weighting percentage</b>	<b>Skills Development Element</b>	<b>Weighting points</b>	<b>Compliance Target</b>	<b>Score</b>
15	2.1.1 Skills Development Expenditure on any program specified in the Learning Programmes Matrix:			
	2.1.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees as a percentage of Leivable Amount	6	3%	
	2.1.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender	3	0.3%	
	2.1.2 Learnerships			
	2.1.2.1 Number of black employees participating in Learnerships or Category B, C and D Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	

**CODE SERIES 500: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE**

Weighting percentage	Criteria	Weighting points	Compliance Target		Score
	2.1.1 B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	70%	
	2.1.2 B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	15%	
	2.1.3 B-BBEE Procurement Spend from any of the following Supplier as a percentage of Total Measured Procurement Spend: 2.1.3.1 Suppliers that are 50% black owned (3 out of 5 points); or 2.1.3.2 Suppliers that are 30% black women owned (2 out of 5 points)	5	15%	20%	

**CODE SERIES 600: MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE**

Weighting percentage	Criteria	Weighting points	Compliance Target	Score
15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	15	3% of NPAT	

**CODE SERIES 700: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE**

Weighting percentage	Criteria	Weighting points	Compliance Target	Score
5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target	5	1% of NPAT	

## Example Certificate 2

Insert Auditor or Accounting Officer Name & Firm Logo

## Example Certificate 3

**Broad-Based Black Economic Empowerment  
Exempt Micro-Enterprise Verification Certificate  
For A Level Four Contributor<sup>9</sup>**

Certificate No: EME L4 / XXX / Date

<Insert Exempt Micro-Enterprise Entity Name>

Type of entity	<i>Company / Close Corporation / Partnership / Trust / Sole Trader</i>
Registration No.	
Address	

The above mentioned <Auditing Firm/Accounting Officer> is the <Auditor / Accounting Officer> of the above mentioned <Company /Close Corporation/other entity> appointed from <insert date>.

We completed our audit of the financial statements for the period ended <insert period> on which we expressed an <unqualified / modified> opinion on <insert date>. / We have performed the agreed upon procedures set out in Appendix A<sup>10</sup> for the period ended <insert period> in determining the turnover/income levels and have not performed an audit of the financial statements.<sup>11</sup>

The audited/unedited financial statements of <insert Company / Close Corporation/ Entity Name><sup>5</sup> for the period ended <insert period> reflected an annual turnover/income less than or equal to R 5 million.

Although the abovementioned is the current level of turnover/income and is closely related to the economic indicators, it may be more or less in future. Consequently, this Certificate does not serve as a guarantee that the income reflected will continue at the same levels.

The entity is a Value-Adding Enterprise as defined in the Codes of Good Practice on Broad-Based Black Economic Empowerment. (If applicable)

The entity is a start up enterprise and this Certificate is only valid for contracts with a single value of less than or equal to R 5 million. Should the contract value be higher than R 5 million please contact the auditor/accounting officer. (If applicable)

Auditor's/Accounting Officer's Signature

Name of Individual Registered Auditor/Accounting Officer

Professional designation (if applicable)

Registered Auditor (if applicable)

Address

**Date of Issue:**

**Expiry Date<sup>12</sup>:**

Insert Auditor or Accounting Officer Name & Firm Logo

**Broad-Based Black Economic Empowerment  
Exempt Micro-Enterprise Verification Certificate**

<sup>9</sup> This certificate is issued in terms of Government Gazette Vol. 500 No. 29617 dated 9 February 2007.

<sup>10</sup> Agreed upon procedures not included

<sup>11</sup> Delete whichever is Not Applicable

<sup>12</sup> This Certificate is valid for one year from date of issue