



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

**B-BBEE VERIFICATION AGENCY**

*Broad-Based Black Economic Empowerment  
 Verification Certificate*

**RODE AND ASSOCIATES (PTY) LTD**

**Certificate No: QSE2526-V1**

Registration No: 2009/005600/07  
 Vat No: 4480101791  
 Address: 11 DE VILLIERS STREET  
 BELLVILLE  
 CAPE TOWN  
 SOUTH AFRICA

Verification standard applied: Amended Property Sector Charter - Estate Agents/Broking/  
 Valuation Companies  
 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 35 million

Element	Weighting	Score
Ownership	27 Points	0.00
Management Control	9 Points	0.00
Employment Equity	11 Points	4.67
Skills Development	17 Points	0.00
Enterprise and Supplier Development	35 Points	22.32
Socio-Economic Development	2 Points	0.00
Economic Development	4 Points	0.00
<b>Overall Score</b>	<b>105 Points</b>	<b>26.98</b>
<i>Level of Compliance Obtained</i>		<b>Non compliant</b>

Discounted Principle Applied: Yes  
 BEE Procurement Recognition Level: 0 %  
 Black Ownership: 0%  
 Black Women Ownership: 0%  
 Black Designated Group Ownership: 0%  
 Empowering Supplier (Yes/No): Yes  
 Modified Flow Through Principle applied: No  
 Financial Year End Verified: February '17  
 Date of Issue: 29 January 2018  
 Date of Expiry: 28 January 2019

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

Michelle Joubert  
 Accountants-on-site (Pty) Ltd



BVA197

Certificate number:

QSE2526-V1

SANAS Accreditation No:

BVA197

B-BBEE Analyst

Marinda Gates

Technical signatory

Michelle Joubert


**MEASUREMENT OF THE OWNERSHIP ELEMENT**

Weighting Points	Ownership	Weighting Points	Compliance Target	Score
27	<b>2.1.1 VOTING RIGHTS</b>			
	2.1.1.1 Exercisable Voting rights in the Entity in the hands of Black people	5	25% + 1 Vote	0.00
	2.1.1.2 Exercisable Voting Rights in the Enterprise in the hands of Black women	2	10%	0.00
	<b>2.1.2 ECONOMIC INTEREST</b>			
	2.1.2.1 Economic Interest in the entity to which Black people are entitled	5	25%	0.00
	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%	0.00
	<b>2.1.3 REALISATION POINTS</b>			
	2.1.3.1 Net Value	10	Annexure 100C	0.00
<b>Total</b>		<b>27</b>		<b>0.00</b>

**MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
9	<b>3.1.1.1 EXECUTIVE MANAGEMENT</b>			
	3.1.1.1.1 Black representation at Executive management	4	50%	0.00
	3.1.1.1.2 Black female representation at Executive management	2	25%	0.00
	<b>3.2.1.1 EXECUTIVE MANAGEMENT</b>			
	3.2.1.1.1 Black representation at Non-Executive management	2	60%	0.00
	3.2.1.1.2 Black female representation at Non-Executive management	1	30%	0.00
<b>Total</b>		<b>9</b>		<b>0.00</b>

**MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
11	<b>4.1.1.1 SENIOR, MIDDLE AND JUNIOR MANAGEMENT</b>			
	4.1.1.1.1 Black representation at Junior, Middle and Senior Management as a percentage of all management	8	60%	2.67
	4.1.1.1.2 Black female representation at Junior, Middle and Senior Management as a percentage of all management	3	30%	2.00
2	<b>4.2.1.1 BONUS POINTS</b>			
	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%	0.00
<b>Total</b>		<b>13</b>		<b>4.67</b>



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%	0.00
	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%	0.00
3	<b>BONUS POINTS</b>			
	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%	0.00
<b>Total</b>		<b>20</b>		<b>0.00</b>

MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
35	<b>6.1.1.1 PREFERENTIAL PROCUREMENT</b>			
	6.1.1.1.1 B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent.	10	60%	8.92
	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%	13.40
	<b>6.1.1.3 SUPPLIER DEVELOPMENT</b>			
	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	0.00
	<b>6.1.1.4 ENTERPRISE DEVELOPMENT</b>			
	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	0.00
<b>Total</b>		<b>35</b>		<b>22.32</b>

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	0.00
<b>Total</b>		<b>2</b>		<b>0.00</b>

MEASUREMENT OF THE ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE				
Weighting Points	Economic Development	Weighting Points	Compliance Target	Score
4.00	Economic Development Investment in under-resourced areas as a percentage of total annual investment	4.00	10%	0.00
<b>Total</b>		<b>4.00</b>		<b>0.00</b>