



**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: QSE3086-V1/AOSMP084-79.02**

**Registration No:** 2009/005600/07  
**Vat No:** 4880101791  
**Address:** 11 De Villiers Road  
Bellville  
Cape Town  
7530

**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 (Gazette No: 40910)  
**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	7.67
Skills Development	17 Points	0.00
Enterprise and Supplier Development	35 Points	11.43
Socio-Economic Development	2 Points	0.00
Economic Development	4 Points	0.00
<b>Overall Score</b>	<b>105 Points</b>	<b>19.09</b>
<b>Adjusted Score</b>	<b>x 105/101 Points</b>	<b>19.85</b>
<b>Level of Compliance Obtained</b>	<b>Non compliant</b>	

<b>BEE Procurement Recognition Level:</b>	0 %	<b>Discount Principle applied:</b>	Yes
<b>Black Ownership:</b>	0.00%	<b>Black Women Ownership:</b>	0.00%
<b>Black Designated Group Ownership:</b>	0.00%	<b>Black New Entrant Ownership:</b>	0.00%
<b>Black Disabled Ownership:</b>	0.00%	<b>Modified F/T Principle applied:</b>	No
<b>Black People living in Rural areas Ownership:</b>	0.00%	<b>Exclusion Principle applied:</b>	No
<b>Black Youth Ownership:</b>	0.00%	<b>Participated in Y.E.S. Initiative:</b>	No
<b>Black Unemployed Ownership:</b>	0.00%	<b>Empowering Supplier (Yes/No):</b>	Yes
<b>Black Military Veterans Ownership:</b>	0.00%	<b>Financial Year measured:</b>	February'22

This certificate is based on information provided to Accountants-on-Site (Pty) Ltd and represents an independent opinion based on the verification and analysis completed by Accountants-on-Site (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade, Industry and Competition's Amended Property Sector Code on Broad-Based Black Economic Empowerment as gazetted on 09 June 2017.

Sharnè Geel

**Technical Signatory**  
Accountants-on-site (Pty) Ltd

**Issue date:** 23 February 2023  
**Expiry date:** 22 February 2024



**BVA197**

Name of Measured Entity: RODE AND ASSOCIATES (PTY) LTD  
Certificate Number: QSE3086-V1/AOSMP084-79.02  
SANAS Accreditation No: BVA197  
B-BBEE Analyst: Marinda Gates  
Technical Signatory: Sharnè Geel



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 Entity 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 are entitled	2	10%	0.00
	2.1.2.3 Black new entrants or Black designated groups or Collective enterprises	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 OTHER EXECUTIVE MANAGEMENT</b>			
	3.2.1.1.1 Black representation at other Executive management	2	60%	0.00
	3.2.1.1.2 Black female representation at other 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%	3.81
	4.1.1.1.2 Black female representation at Junior, Middle and Senior Management as a percentage of all management	3	30%	2.86
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%	1.00
<b>Total</b>		<b>13</b>		<b>7.67</b>

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<b>MEASUREMENT OF SKILLS DEVELOPMENT ELEMENT</b>				
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 the leviabale 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 the leviabale 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>

<b>MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT</b>				
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 the Total Measured Procurement Spend	10	60%	9.96
	6.1.1.1.2 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned as a percentage of the Total Measured Procurement Spend	15	15%	1.47
	<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>11.43</b>

<b>MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT</b>				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
2	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>

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