



CALL: (012) 348 1193

MAIL: verifications@a-o-s.co.za

B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

RECORD ENGINEERING (PTY) LTD

Certificate No: GEN0615-V1/AOSMP85.3

Registration No: 2016/159119/07
Vat No: 4240113755
Address: 11 Ian Flemming Street
Kathu
Northern Cape
8446

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 | 25.00 |
| Management Control | 19 points | 12.05 |
| Skills Development | 20 points | 14.86 |
| Enterprise and Supplier Development | 42 points | 36.29 |
| Socio-Economic Development | 5 points | 5.00 |
| Overall Score | 111 points | 93.20 |
| Level of Compliance Obtained | | 3.00 |

Discounted Level: No
B-BBEE procurement recognition level: 110%
Black Ownership (Modified): 51.22%
Black Ownership (Actual): 37.90%
Black Women Ownership: 30.73%
Black Designated Group Ownership: 7.17%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: Yes
Financial Year Measured: February'2020
Date of Issue: 04 June 2020
Date of Expiry: 03 June 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:

RECORD ENGINEERING (PTY) LTD
 GEN0615-V1/AOSMP85.3
 BVA197
 Cornelius J. van Dyk
 Cornelius J. van Dyk



| STATEMENT 100: MEASUREMENT OF THE OWNERSHIP ELEMENT | | | | |
|--|---|-------------------------|--------------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 25 | 1.1. VOTING RIGHTS | | | |
| | 1.1.1. Exercisable Voting rights in the Entity in the hands of Black people | 4 | 25% + 1 Vote | 4.00 |
| | 1.1.2. Exercisable Voting Rights in the Enterprise in the hands of Black women | 2 | 10% | 2.00 |
| | 1.2. ECONOMIC INTEREST | | | |
| | 1.2.1. Economic Interest in the entity to which Black people are entitled | 4 | 25% | 4.00 |
| | 1.2.2. Economic Interest in the entity to which Black women people are entitled | 2 | 10% | 2.00 |
| | 1.2.3. Black designated groups | 3 | 3% | 3.00 |
| | 1.2.4. Black new entrants | 2 | 2% | 2.00 |
| | 1.3. REALISATION POINTS | | | |
| 1.3.1. Net Value | 8 | | 8.00 | |
| Total | | 25 | | 25.00 |

| STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT | | | | |
|---|---|-------------------------|--------------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 19 | 2.1. BOARD PARTICIPATION | | | |
| | 2.1.1. Exercisable voting rights of black board members | 2 | 50% | 2.00 |
| | 2.1.2. Exercisable voting rights of black female board members | 1 | 25% | 1.00 |
| | 2.1.3. Black executive directors as a percentage of all executive directors | 2 | 50% | 2.00 |
| | 2.1.4. Black female executive directors as a percentage of all executive directors | 1 | 25% | 0.00 |
| | 2.2. OTHER EXECUTIVE MANAGEMENT | | | |
| | 2.2.1. Black executive Management as a percentage of all executive management | 4 | 60% | 4.00 |
| | 2.2.2. Black female executive Management as a percentage of all executive management | 2 | 30% | 0.00 |
| | 2.3. SENIOR MANAGEMENT | | | |
| | 2.3.1 Black employees in Senior management as a percentage of all Senior management | 0 | 60% | 0.00 |
| | 2.3.2 Black female employees in Senior management as a percentage of all Senior management | 0 | 30% | 0.00 |
| | 2.4. MIDDLE MANAGEMENT | | | |
| | 2.4.1 Black employees in Middle Management as a percentage of all Middle Management | 2 | 75% | 0.50 |
| | 2.4.2 Black female employees in Middle Management as a percentage of all Middle Management. | 1 | 38% | 0.00 |
| | 2.5. JUNIOR MANAGEMENT | | | |
| | 2.5.1 Black employees in Junior Management as a percentage of all Junior Management. | 1 | 88% | 0.54 |
| | 2.5.2 Black female employees in Junior management as a percentage of all Junior Management. | 1 | 44% | 0.00 |
| | 2.6. EMPLOYEES WITH DISABILITIES | | | |
| | 2.6.1 Black employees with disabilities as a percentage of all employees | 2 | 2% | 2.00 |
| | Total | | 19 | |

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

RECORD ENGINEERING (PTY) LTD
 GEN0615-V1/AOSMP85.3
 BVA197
 Cornelius J. van Dyk
 Cornelius J. van Dyk



| STATEMENT 300: SKILLS DEVELOPMENT ELEMENT | | | | |
|--|---|------------------|-------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 20 | 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 | | | |
| | 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% | 1.26 |
| | 3.1.1.2 Skills Development expenditure on Bursaries for Black Students at Higher education Institutions | 4 | 2.5% | 1.29 |
| | 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 |
| | 3.1.2. LEARNERSHIPS, APPRENTICESHIPS, AND INTERNSHIPS | | | |
| | 3.1.2. Number of black people participating in Learnerships, Apprenticeships, and Internships as a percentage of total employees. | 6 | 5.00% | 5.53 |
| 5 | 3.3. BONUS POINTS | | | |
| | 3.1.3. Number of black people absorbed by the measured entity and industry entity at the end of the Learning Programme. | 5 | 100% | 2.78 |
| Total | | 25 | | 14.86 |

| STATEMENT 400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT | | | | |
|---|--|------------------|-------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 40 | 4.1. PREFERENTIAL PROCUREMENT | | | |
| | 4.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent. | 5 | 80% | 3.09 |
| | 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% | 1.70 |
| | 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% | 3.23 |
| | 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. | 11 | 50% | 7.11 |
| | 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 |
| | 4.2. BONUS POINTS | | | |
| | 4.2.1 B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned. | 2 | 2% | 2.00 |
| | 4.3. SUPPLIER DEVELOPMENT | | | |
| | 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 |
| | 4.4. ENTERPRISE DEVELOPMENT | | | |
| 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 | 4.16 | |
| 4.5. BONUS POINTS | | | | |
| 4 | 4.5.1. Bonus points for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level. | 1 | | 0.00 |
| | 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 |
| Total | | 46 | | 36.29 |

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

RECORD ENGINEERING (PTY) LTD
GEN0615-V1/AOSMP85.3
BVA197
Cornelius J. van Dyk
Cornelius J. van Dyk



STATEMENT 500: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT

| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
|-------------------------|--|-------------------------|--------------------------|--------------|
| 5 | 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 | 5.00 |
| Total | | 5 | | 5.00 |