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B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

AFI CONSULT (PTY) LTD

Certificate No: GEN0610-V1/AOSMP265.1

Registration No: 2000/025109/07
Vat No: 4420191142
Address: 21 Via Latina Ring
Irene Corporate Corner
Irene Farm Villages
0157

Verification standard applied: Amended Construction Sector Charter - Built Environment Professional
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 25 million

| Element | Weighting | Score |
|-------------------------------------|-------------------|--------------|
| Ownership | 31 points | 29.00 |
| Management Control | 22 points | 11.97 |
| Skills Development | 34 points | 23.47 |
| Preferential Procurement | 23 points | 16.89 |
| Supplier Development | 9 points | 9.00 |
| Socio-Economic Development | 6 points | 6.00 |
| Overall Score | 123 points | 96.33 |
| Level of Compliance Obtained | | 2.00 |

Discounted Level: No
B-BBEE procurement recognition level: 125%
Black Ownership (Actual): 51.00%
Black Women Ownership (Actual): 51.00%
Black Designated Group Ownership: 51.00%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: No
Financial Year Measured: February 2020
Date of Issue: 11 May 2020
Date of Expiry: 10 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 Construction Sector Code on Broad Based Black Economic Empowerment, Gazette 41287 as gazetted on 01 December 2017.

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



BVA197

Name of Measured Entity: AFI CONSULT (PTY) LTD
Certificate number: GEN0610-V1/AOSMP265.1
SANAS Accreditation No: BVA197
B-BBEE analyst: Byron Nysschen
Technical signatory: Cornelius J. van Dyk



| STATEMENT 100: MEASUREMENT OF THE OWNERSHIP ELEMENT | | | | |
|--|---|-------------------------|--------------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 27 | 1.1. VOTING RIGHTS | | | |
| | 1.1.1. Exercisable Voting rights in the Entity in the hands of Black people | 5.5 | 32.50% | 5.50 |
| | 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 | 5.5 | 32.50% | 5.50 |
| | 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, Employee share ownership schemes, Broad based ownership schemes and black participants in Co-operatives | 3 | 5% | 3.00 |
| | 1.2.4. Black new entrants | 5 | 6% | 5.00 |
| | 1.3. REALISATION POINTS | | | |
| | 1.3.1. Net Value | 4 | Annexure CSC100 (E) | 4.00 |
| 4 | 1.4. BONUS POINTS | | | |
| | 1.4.1. Exercisable voting rights in the entity in the hands of black people above 50% | 1 | Yes | 1.00 |
| | 1.4.2. Exercisable voting rights in the entity in the hands of black people above 75% | 2 | Yes | 0.00 |
| | 1.4.3. Exercisable voting rights in the entity in the hands of black women above 50% | 1 | Yes | 1.00 |
| Total | | 31 | | 29.00 |

| STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT | | | | |
|---|---|-------------------------|--------------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 4.5 | 2.1. BOARD PARTICIPATION | | | |
| | 2.1.1. Exercisable voting rights of black board members | 2.5 | 50% | 1.67 |
| | 2.1.2. Exercisable voting rights of black female board members | 1 | 20% | 1.00 |
| | 2.1.3. Black executive directors as a percentage of all executive directors | 2.5 | 50% | 1.67 |
| | 2.1.4. Black female executive directors as a percentage of all executive directors | 1 | 20% | 1.00 |
| | BONUS POINTS | | | |
| | 2.1.5. Exceeding the target for black executive directors in 2.1.3 above | 1 | >50% | 0.00 |
| | 2.1.6. Exceeding the target for black female executive directors in 2.1.4 above | 1 | >20% | 1.00 |
| | 2.2. OTHER EXECUTIVE MANAGEMENT | | | |
| | 2.2.1. Black executive Management as a percentage of all executive management | 4 | 60% | 2.22 |
| | 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 | 1.5 | 75% | 0.44 |
| | 2.4.2 Black female employees in Middle Management as a percentage of all Middle Management. | 1 | 30% | 0.37 |
| | 2.5. JUNIOR MANAGEMENT | | | |
| | 2.5.1 Black employees in Junior Management as a percentage of all Junior Management. | 0 | 0% | 0.00 |
| | 2.5.2 Black female employees in Junior management as a percentage of all Junior Management. | 0 | 0% | 0.00 |

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| STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT | | | | |
|--|---|------------------|-------------------|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| | 2.6. EMPLOYEES WITH DISABILITIES | | | |
| | 2.6.1 Black employees with disabilities as a percentage of all office based employees | 0.5 | 2% | 0.50 |
| | 2.7. BLACK PROFESSIONALS | | | |
| | 2.7.1 Black professionally registered employees as a percentage of all professionally registered employees | 2 | 50% | 0.80 |
| | 2.8. BONUS POINTS | | | |
| | 2.8.1. Black employees that are "youth" as defined by the National Youth Commission Act of 1996, as a percentage of all Employees using the adjusted recognition for gender | 2 | 30% | 1.30 |
| Total | | 4.5 | | 11.97 |

| STATEMENT 300: SKILLS DEVELOPMENT ELEMENT | | | | |
|---|---|------------------|---|--------------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 34 | 3.1. 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. Skills development expenditure on black people as a percentage of the Leviable amount | 7 | 2% | 7.00 |
| | 3.2. THE PROPORTION OF SKILLS DEVELOPMENT EXPENDITURE ON BLACK PEOPLE BY THE MEASURED ENTITY USING THE ADJUSTED RECOGNITION FOR GENDER EXPENDED ON THE FOLLOWING CATEGORIES OF BLACK PEOPLE: | | | |
| | 3.2.1. African people (as defined in the STATS SA EAP) | 2 | % Contribution of African People to EAP | 2.00 |
| | 3.2.2. Black Management (Executive, Senior and Middle Management Categories) | 3 | 15.00% | 3.00 |
| | 3.2.3. Black Management (Junior Management Category) | 1 | 10.00% | 0.39 |
| | 3.2.4. Bursaries or Scholarships for Black People | 4 | 15.00% | 0.75 |
| | 3.2. LEARNERSHIPS, APPRENTICESHIPS, NTERNSHIPS AND PROFESSIONAL REGISTRATION | | | |
| | 3.2.1. Number of black people participating in Category A, B, C or D Learning programmes as per the learning programme matrix, as a percentage of the total number of employees | 4 | 2.50% | 4.00 |
| | 3.2.2. Number of black employees registered as candiates with industry professional registration bodies as a percentage of the total number of such registered employees | 4 | 60.00% | 3.33 |
| | 3.2.3. Number of black people with disabilities on Category A, B, C or D learning programmes as per the learning programme matrix, as a percentage of black office based learners on those learning programmes. | 1 | 5.00% | 0.00 |
| | 3.3. MENTORSHIP | | | |
| | 3.3.1. Implementation of an approved and verified mentorship programme | 3 | Yes | 3.00 |
| | 3.4. BONUS POINTS | | | |
| | 3.4.1. Number of black people absorbed by the measured entity at the end of a Category A, B, C or D learning programme | 1 | 100% | 0.00 |
| | 3.4.3. The numer of black employees who registered as professional with industry professional bodies as a percentage of all employees who registered as such in the measurement period | 4 | 60% | 0.00 |
| Total | | 34 | | 23.47 |

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| STATEMENT 400: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT AND SUPPLIER DEVELOPMENT ELEMENT | | | | |
|---|---|------------------|-----------------------|-------|
| Weighting Points | Criteria | Weighting Points | Compliance Target | Score |
| 30 | 4.1. PREFERENTIAL PROCUREMENT | | | |
| | 4.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent. | 6 | 80% | 4.23 |
| | 4.1.2. B-BBEE Procurement Spend from all EME suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spent. | 3 | 20% | 3.00 |
| | 4.1.3. B-BBEE Procurement Spend from all Empowering Suppliers that are QSE suppliers as a percentage of Total Measured Procurement Spent. | 2 | 10% | 2.00 |
| | 4.1.4. B-BBEE Procurement Spent from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spent. | 4 | 20% | 4.00 |
| | 4.1.5. B-BBEE Procurement Spent from Empowering Suppliers that are at least 35% black women owned as a percentage of Total Measured Procurement Spent. | 3 | 12% | 1.83 |
| | 4.2. BONUS POINTS | | | |
| | 4.2.1 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% owned by Black Designated Groups based on the applicable B-BBEE procurement recognition levels as a percentage of Total measured procurement spend | 2 | 20% | 0.99 |
| | 4.2.2 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black women owned, based on the applicable B-BBEE procurement recognition levels as a percentage of Total measured procurement spend | 1 | 8% | 0.85 |
| | 4.3. SUPPLIER DEVELOPMENT PROGRAMMES | | | |
| | 4.3.1. Compliant Supplier and Contractor Development Programmes | 4 | Ann. CSC 400 (C) | 4.00 |
| | 4.4. SUPPLIER DEVELOPMENT CONTRIBUTIONS | | | |
| | 4.4.1. Annual value of all qualifying Supplier development contributions made by the measured entity as a percentage of the Target | 4 | 3% of NPAT | 4.00 |
| | 4.4.2. Annual value of all qualifying Supplier Development Contributions towards 51% Black women owned entities made by the measured entity as a percentage of target | 1 | 20% of value in 4.4.1 | 1.00 |
| | Total | | 30 | |

| 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. | 4 | 1.25% of NPAT | 4.00 |
| | 5.2. The portion of Qualifying Socio-economic contributions in 5.1 above spend on communities with limited services | 1 | 30% of the Target in 5.1 | 1.00 |
| 1 | Bonus Points | | | |
| | 5.3. Annual value of all contributions towards structured SED projects by the measured entity as a percentage of the target | 1 | 1.25% of NPAT | 1.00 |
| Total | | 6 | | 6.00 |