

Broad-Based Black Economic Empowerment Generic Construction Sector Code Certificate

Enterprise Name: Amanz' Abantu Services (Pty) Ltd
Enterprise Registration No: 1997/006767/07
Enterprise VAT No: 4550168241

Incorporating:

Enterprise Name: Impilo Yabantu Services (Pty) Ltd
Enterprise Registration No: 2007/015543/07
Enterprise VAT No: 4450254965

Enterprise Name: Uzinzo Water Services (Pty) Ltd
Enterprise Registration No: 2004/032588/07
Enterprise VAT No: 4890224449


Physical Address:	59 Beach Road Nahoon East London 5241	Tel:	043 735 3581
		Fax:	043 735 3933
		Email:	meredith@aserve.co.za
		Ref No:	AMAN040-01
Contact Person:	Meredith Nel		

Date of assessment: 22 May 2012
Expiry date: 21 May 2013
B-BBEE scorecard type: Generic Scorecard under Construction Sector Code

B-BBEE Contribution Summary	B-BBEE Score
Direct Empowerment	
Ownership	23.57
Management	10.00
Human Resource Development	
Employment Equity	5.14
Skills Development	10.11
Indirect Empowerment	
Preferential Procurement	20.00
Enterprise Development	11.57
Socio-Economic Development	5.00

B-BBEE Score: 85.39
B-BBEE Status Level: LEVEL TWO
B-BBEE Recognition Level: 125%
More than 50% Black Owned: YES
More than 30% Black Women Owned: NO
Value-Adding Supplier: YES

Signature


Grant Thornton
Technical Signatory: AS Balshaw
22 May 2012

Grant Thornton East
London contact details.

T: 043 720 6056
F: 043 720 6059
E: tbalshaw@gt.co.za
W: www.gt.co.za

Physical Address
26 Vincent Road
Vindeni
East London
5247

Postal Address
PO Box 313
East London
5200

This B-BBEE certificate is based on the provisions of the Construction Sector Code which was gazetted on 5 June 2009 by the Department of Trade and Industry.

This B-BBEE certificate is issued in terms of the provisions applicable to Contractors under the Construction Sector Code.



Grant Thornton



BVA 041



Construction Sector Generic Scorecard – (Contractor)

Ref No: AMAN010-01

Measured entity: Amanz' Abantu Services (Pty) Ltd
Impilo Yabantu Services (Pty) Ltd
Uzinzo Water Services (Pty) Ltd

Element	Weighting	Criteria	Points	Target		Actual %	Actual Score	Total
Ownership	25	Voting rights Exercisable voting rights in the hands of black people	4	Yrs 0-4 27.5%	Yrs 5-7 30%	65.63%	4.00	23.57
		Exercisable voting rights in the hands of black women	2	10%		11.87%	2.00	
		Economic interest Economic interest in the hands of black people	5	Yrs 0-4 27.5%	Yrs 5-7 30%	65.63%	5.00	
		Economic interest in the hands of black women	2	10%		11.87%	2.00	
		Economic interest in the hands of black natural people in black designated groups, Employee Ownership Schemes, Broad-based Ownership Schemes or Co-Operatives	5	10%		7.14%	3.57	
		Ownership fulfilment	1				1.00	
		Net value	6				6.00	
Management Control	10	Board participation Exercisable voting rights of black Board members using the Adjusted Recognition for Gender	5	40%		41.48%	5.00	10.00
		Top Management Black senior top management using the Adjusted Recognition for Gender	5	Yrs 0-4 25%	Yrs 5-7 40%	30.86%	5.00	
Employment Equity	10	Black employees in the Senior Management Categories as a percentage of all such employees using the Adjusted Recognition for Gender	5.25	Yrs 0-4 35%	Yrs 5-7 60%	7.72%	1.16	5.14
		Black employees in the Junior Management Categories as a percentage of all such employees using the Adjusted Recognition for Gender	4.25	Yrs 0-4 68%	Yrs 5-7 80%	64.85%	3.98	
		Black disabled employees as a percentage of all office based employees adjusted using the Adjusted Recognition for Gender	0.5	Yrs 0-4 2%	Yrs 5-7 3%	0.00%	0.00	
Skills Development	15	Skills Development Expenditure on any program specified in the Learning Programmes Matrix Skills development expenditure on all employees as a percentage of Leviable Amount	2	1.5%		4.04%	2.00	10.11
		The portion of Skills development expenditure, spent on black employees, as a percentage of Skills development expenditure on all employees, using the Adjusted Recognition for Gender	3	70%		118.33%	3.00	
		The portion of Skills development expenditure, spent on black employees in all management categories, as a percentage portion of Skills development expenditure spent on black employees, using the Adjusted Recognition for Gender	1.5	25%		57.18%	1.50	
		Leaverships Number of leavers participating in Leaverships or Category B, C and D programmes as a percentage of total employees	1	2.0%		6.90%	1.00	

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Element	Weighting	Criteria	Points	Target	Actual %	Actual Score	Total	
		Black learnership and/or Black Category B, C and D programme participants as a percentage of total learnerships and Category B, B and D programme participants, using the Adjusted Recognition for Gender	2.5	70%	112.52%	2.50		
		Black people with disabilities participating in learnerships and/or Black Category B, C and D programme participants as a percentage of total learnerships and Category B, B and D programme participants, using the Adjusted Recognition for Gender	1	5%	0.00%	0.00		
		Bursaries Scholarship and/or Bursary expenditure on black students, as a percentage of Leviable amount	2	0.3%	0.02%	0.11		
		Mentorship Implementation of an approved and verified mentorship programme	.2	Yes to all criteria	No	0.00		
Preferential Procurement	20	B-BBEE procurement spend from all suppliers based on the B-BBEE procurement recognition levels as a percentage of Total Measured Procurement Spend	12	Yrs 0-4 50%	Yrs 5-7 70%	71.42%	12.00	20.00
		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 the Total Measured Procurement Spend	3	Yrs 0-4 10%	Yrs 5-7 15%	13.62%	3.00	
		B-BBEE Procurement Spend from any of the following suppliers as a percentage of Total Measured Procurement Spend:		Yrs 0-4	Yrs 5-7			
		• Suppliers that are 50% black owned	3	9%	12%	19.13%	3.00	
		• Suppliers that are 30% black women owned	2	6%	6%	7.35%	2.00	
Enterprise Development	15	Enterprise Development Programme Compliance with the requirements and Guidelines for an Enterprise Development Program, calculated on the basis of the ED Matrix.	5			Yes	1.57	11.57
		Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of NPAT	10	3% of NPAT		4.52%	10.00	
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions made by the measured entity as a percentage of NPAT	5	1% of NPAT		1.02%	5.00	5.00
TOTAL B-BBEE POINTS SCORED			85.39					
B-BBEE CONTRIBUTION LEVEL			Level Two					
B-BBEE RECOGNITION LEVEL			125%					
Date of Assessment			22 May 2012					