



FACILITATING PERFORMANCE THROUGH PEOPLE

18 November 2010

Dear Sir / Madam

Vikela Aluvin (Pty) Ltd - Broad-based Black Economic Empowerment

We have been guiding Vikela Aluvin (Pty) Ltd to further develop their B-BBEE strategy and scorecard. Vikela Aluvin has made progress with regard to B-BBEE and has followed a clear process in this regard for some time.

The Company has reviewed its position and strategy. We are in the final process of implementing learnerships and enterprise development initiatives that we expect will ensure the company has a strong scorecard when it is verified in February 2011. The strategy will improve its BBEE points as follows

	Element	Description	Target score
1.	Ownership	26,1% in Employee Ownership Trust – shares currently vesting fully in employees	15
2.	Management Control		0
3.	Employment Equity	Employment of learners with disabilities	3
4.	Skills Development	Invest in Disabled learnerships	9
5.	Preferential Procurement	In process of gathering Scorecards from all suppliers	9
6.	Enterprise Development	Invest 3% NPAT in developing a Black owned Micro enterprise	15
7.	Socio economic development	Invest 1% NPAT in a meaningful SED project supporting 80% Black people	5
	Total points		56
		Level 5 contributor (80% of spend claimable)	

This represents a major improvement on Vikela Aluvin's previous BBEE score.

Kind regards

Andrew Pons