

Superb Packaging CC

Certificate Number: 22/11/2012/QSE/001

Expiry Date: 21/11/2013

B-BBEE Approved Registered Auditor:

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B-BBEE Approved Registered Auditor Registration No: 507279B

CODE SERIES 801 : MEASUREMENT OF THE OWNERSHIP ELEMENT OF B-BBEE					
Weighting points	Category	Ownership	Weighting points	Compliance target	Score
25	Voting rights:	Exercisable Voting Rights in the Enterprise in the hand of black people	6	25%+1 Vote	0
	Economic Interest	Economic Interest of black people in the Enterprise	9	25%	0
	Realisation points:	Ownership fulfilment	1	Release from third party rights	0
		Net Value 10% first year 20% second year 40% third & fourth year 60% fifth & sixth year 80% seventh & eighth year 100% ninth & tenth year	9	Achieved Economic Interest compliance target	0
3	Bonus points	Involvement in the ownership of the Enterprise by black women;	2	10%	0
		Involvement in the ownership of the Enterprise by black Participants in Employee Ownership Schemes, Co-operatives or Broad-Based Ownership Schemes.	1	10%	0
	Total		28		0

CODE SERIES 802: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR B-BBEE					
Weighting points	Category	Management control	Weighting points	Compliance targets	Score
25	Management Control	Black Senior and Other Top Management adjusted using the Adjusted Recognition for Gender.	25	50.1%	0
2	Bonus points:	Black women representation as Top Managers	2	25%	0
	Total		27		0

CODE SERIES 803: MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT OF B-BBEE					
Weighting points	Employment Equity	Weighting points	Compliance targets		Score
			Years 0 – 5	Years 6 - 10	
25	Black employees of the Measured Entity who are Management as a percentage of all Management as a percentage of all Management adjusted using the adjusted Recognition for Gender	15	40% (16%) Sub-Min	60% (24%) Sub-Min	0
	Black employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition of Gender	10		60% (28%) Sub-Min	10
	Bonus point for meeting or exceeding the EAP targets in each category 2.1.1 to 2.1.4	2			1
	Total	27			11

CODE SERIES 804: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE				
Weighting points	Skills Development	Weighting point	Compliance target	Score
25	Adjusted Skills Development Spend on Learning Programmes for Black employment as a percentage of Leverageable amounts	25	2%	0
	Total	25		0

CODE SERIES 805: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE					
Weighting points	Preferential Procurement	Weighting points	Compliance Target		Score
			Years 0-5	Years 6-10	
25	B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Levels as a percentage of Total Measured Procurement Spend.	25	40%	50%	12.96
	Total	25			12.96

CODE SERIES 806: MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE				
Weighting points	Enterprise Development	Weighting points	Compliance Target	Score
25	Average annual value of all Qualifying contributions made y the Measured Entity as a percentage of the target.	25	2% of NPAT	22.17
	Total	25		22.17

CODE SERIES 807: MEASUREMENT OF THE SOCIAL DEVELOPMENT CONTRIBUTION OF B-BBEE				
Weighting points	Social Economic Development	Weighting points	Compliance Target	Score
25	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the garget	25	1% of NPAT	25
	Total	25		25

Broad-Based Black Economic Empowerment (B-BBEE) Rating:	71.13
B-BBEE Level:	4

B-BBEE Status and Procurement Recognition Levels

B-BBEE Contributor Status	Scorecard – Overall Score	Procurement Recognition Level: Claim value as % of Rand spend:
Level 1	= 100 points	135%
Level 2	= 85 - < 100 points	125%
Level 3	= 75 -< 85 points	110%
Level 4	= 65 -< 75 points	100%
Level 5	= 55 -< 65 points	80%
Level 6	= 45 -< 55 points	60%
Level 7	= 40 -< 45 points	50%
Level 8	= 30 -< 40 points	10%
Level 9/ Non-compliant	< 30 points	0%