



Glen Gables Office Park
Suite 2, Block B, South
c/o January Masilela & Lynnwood
MAIL: info@accountants-on-site.co.za
CALL: (012) 348 1193
IRBA: 507128B

*Broad-Based Black Economic Empowerment
Verification Certificate*

WAYMANS HR SOLUTIONS CC

Certificate No: EME0935 / 2014

Registration No: 2010/131503/23
Vat No: 4590256881
Address: SUITE 1A, REGENCY PAVILION
36 REGENCY DRIVE
ROUTE 21 CORPORATE PARK
IRENE

29072
56137

Verification standard applied: Codes of Good Practice on Black Economic Empowerment
Issue of the rating standard applied: Section 9 (1) of the B-BBEE Act 53 of 2003
Scorecard Applied: Exempt Micro Enterprise
Size of the enterprise: Turnover less than R 10 million.

Broad Based BEE status level: A level FOUR Contributor to B-BBEE.
BEE procurement recognition level: 100%
Black Ownership: 0%
Black Women Ownership: 0%
Value Adding Supplier: No
Empowering Supplier: Yes

Although the above mentioned is the current level of turnover/income and is closely related to the economic indicators, it may be more or less in future. Consequently, this Certificate does not serve as a guarantee that the income reflected will continue at the same levels.

Based on certain procedures performed, as set out on the following page, we have determined that the turnover / income is less than or equal to R10 million. Based on certain procedures performed, we have determined that the level of Black Ownership / Black Women Ownership is as set out in this Certificate. Our conclusion is subject to an inherent limitation in that our procedures performed were on historical financial information that has not been subject to audit or review.

Cornelius Jansen van Dyk
B-BBEE Approved Registered Auditor number: 507128B
B-BBEE Approved Registered Auditor.

Date of issue: 03 February 2014
Expiry date: 02 February 2015
Period of validity: 12 months



Accountants On Site

Glen Gables Office Park
Suite 2, Block B, South
c/o January Masilela & Lynnwood
MAIL: info@accountants-on-site.co.za
CALL: (012) 348 1193
IRBA: 507128B

Name of Measured Entity: WAYMANS HR SOLUTIONS CC
Certificate number: EME0935 / 2014
B-BBEE Approved Registered Auditor: Corné van Dyk
B-BBEE Approved Registered Registration No: 507128B

1. Procedures performed to verify completeness of Turnover / Income less than or equal to R10 million as declared by the EME for the year. As the measured entity is neither audited nor independently reviewed we performed some or all of the following procedures to verify the accuracy, completeness and validity of turnover as described on the certificate:

Inspected the confirmation letter from the following accountants that confirmed that the turnover is less than the prescribed value:

W. SMAL (C.A.)S.A.

REF NR - 04874501

2. Procedures performed to verify Black ownership:

N/A

B-BBEE Approved Registered Auditor full name: Corné van Dyk
B-BBEE Approved Registered Auditor number: 507128B
B-BBEE Approved Registered Auditor.

Date of issue: 03 February 2014
Expiry date: 02 February 2015
Period of validity: 12 months