

Name of Measured Entity:

B & R PRODUCTS (PTY) LTD

Certificate number:

GEN0145 /2014

B-BBEE Approved Registered Auditor:

Corné van Dyk

B-BBEE Approved Registered Registration No:

507128B

**CODE SERIES 100 : MEASUREMENT OF THE OWNERSHIP ELEMENT OF B-BBEE**

Weighting Points	Ownership	Weighting Points	Compliance Target	Score
20	1.1. Voting Rights:			
	1.1.1 Exercisable Voting Rights in the Enterprise in the hands of black people	3	25% + 1 Vote	0.00
	1.1.2 Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	0.00
	1.2 Economic Interest			
	1.2.1 Economic Interest of black people in the Enterprise	4	25%	0.00
	1.2.2 Economic Interest of black women in the Enterprise	2	10%	0.00
	1.2.3 Economic Interest of the following black natural people in the Enterprise: 1.2.3.1 black designated groups 1.2.3.2 black participants in Employee Ownership Schemes 1.2.3.3 black beneficiaries of Broad-based Ownership Schemes 1.2.3.4 black participants in Co-Operatives	1	2.50%	0.00
	1.3 Realisation Points			
	1.3.1 Ownership Fulfilment	1	Refer to paragraph 10.1	0.00
	1.3.2 Net Value	7	Refer to Annexe C paragraph 4	0.00
3	1.4 Bonus Points			
	1.4.1 Involvement in the ownership of the Enterprise of black new entrants	2	10%	0.00
	1.4.2 Involvement in the ownership of the Enterprise of black: 1.4.2.1 Participants in Employee Ownership Schemes 1.4.2.2 beneficiaries of Broad-based Ownership Schemes 1.4.2.3 Participants in Co-Operatives	1	10%	0.00
	Total	23		0.00

CODE SERIES 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR B-BBEE

Weighting Points	Management Control	Weighting Points	Compliance Target	Score
10	2.1 Board Participation			
	2.1.1 Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	3	50%	0.00
	2.1.2 Black Executive Directors using the Adjusted Recognition for Gender	2	50%	0.00
	2.2 Top Management			
	2.2.1 Black Senior Top Management using the Adjusted Recognition for Gender	3	40%	0.00
	2.2.2 Black Other Top Management using the Adjusted Recognition for Gender	2	40%	0.00
1	2.3 Bonus Points			
	Black Independent Non-Executive Board Members	1	40%	0.00
Total		11		0.00

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CODE SERIES 300: MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT OF B-BBEE

Weighting Points	Employment Equity	Weighting Points	Compliance Target	Score
15	3.1 Black Disabled Employees as a percentage of all employees using the Adjusted Recognition for Gender	2	3%	0.00
	3.2. Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	5	60%	0.00
	3.3 Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	75%	0.00
	3.4 Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	80%	2.50
3	2.1.5. Bonus points for meeting or exceeding the EAP targets under each category under 3.2 to 3.4	3		0.00
Total		18		2.50

CODE SERIES 400: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE

Weighting Points	Skills Development	Weighting points	Compliance Target	Score
15	4.1 Skills Development Expenditure on any programme specified in the Learning Programmes Matrix			
	4.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees as a percentage of Leviable Amount using the Adjusted Recognition for Gender	6	3%	0.00
	4.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of Leviable Amount using the Adjusted Recognition for Gender	3	0.3%	0.00
	4.2 Learnerships			
	4.2.1. Number of black employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	0.00
Total		15		0.00

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**CODE SERIES 500: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE**

Weighting points	Preferential Procurement	Weighting points	Compliance Target	Score
20	2.1.1. B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	12	70%	12.00
	2.1.2. B-BBEE Procurement Spend from Qualifying Small Enterprises and Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	3	15%	0.53
	2.1.3. B-BBEE Procurement Spend from any of the following Suppliers as a percentage of the Total Measured Procurement Spend:			
	2.1.3.1 Supplier that are 50% Black Owned (3 out of 5 Points)	3	12%	0.24
	2.1.3.2. Suppliers that are 30% Black Women Owned (2 out of 5 points)	2	8%	0.13
Total		20		12.90

CODE SERIES 600: MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE

Weighting points	Enterprise Development	Weighting points	Compliance Target	Score
15	Average Annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	15	3% of NPAT	12.78
Total		15		12.78

CODE SERIES 700: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE

Weighting Points	Socio-Economic Development	Weighting Points	Compliance Target	Score
5	Average Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target	5	1% of NPAT	1.82
Total		5		1.82

LIST OF CONTRIBUTIONS TOWARDS ENTERPRISE DEVELOPMENT:

Date	Beneficiary	Type of Contribution	Amount
29/07/2014	INQUVEST	Grant Contribution	R 125 000.00

LIST OF CONTRIBUTIONS TOWARDS SOCIO-ECONOMIC DEVELOPMENT:

Date	Beneficiary	Type of Contribution	Amount
2013 FIN YEAR	VARIOUS	Grant Contribution	R 5 250.00
20/06/2013	COMPASS	Grant Contribution	R 250.00
08/03/2013	AAAKEE	Grant Contribution	R 250.00
27/08/2014	DOOR OF HOPE	Grant Contribution	R 16 500.00