



CALL: (012) 348 1193
MAIL: verifications@a-o-s.co.za

B-BBEE VERIFICATION AGENCY

Broad-Based Black Economic Empowerment Verification Certificate

IMCD SOUTH AFRICA (PTY) LTD

Certificate No: GEN0871-V1/AOSMP084-09.07

Registration No: 1962/000158/07
Vat No: 4140118623
Address: 275 Oak Avenue
Randburg
Johannesburg
2194

Verification standard applied: Amended Codes of Good Practice on Black Economic Empowerment
Issue of the rating standard applied: Section 9 of the B-BBEE Amendment Act 46 of 2013
Scorecard applied: Generic scorecard (Gazette No: 42496 and 36928)
Size of the enterprise: Turnover greater than R 50 million

Element	Weighting	Score
Ownership	25 points	0.00
Management Control	19 points	8.62
Skills Development	20 points	13.66
Enterprise and Supplier Development	40 points	28.80
Socio-Economic Development	5 points	5.00
Y.E.S. Program	3 points	0.00
Overall Score	109 points	56.08
Level of Compliance Obtained		6.00

B-BBEE Procurement Recognition Level:	60%	Discounted Level:	Yes
Black Ownership:	0.00%	Black Women Ownership:	0.00%
Black Designated Group Ownership:	0.00%	Black New Entrant Ownership:	0.00%
Black Disabled Ownership:	0.00%	Modified F/T Principle applied:	No
Black People living in Rural areas Ownership:	0.00%	Exclusion Principle applied:	No
Black Youth Ownership:	0.00%	2.0 x Y.E.S. Target & 5% Absorption:	Yes
Black Unemployed Ownership:	0.00%	Empowering Supplier (Yes/No):	Yes
Black Military Veterans Ownership:	0.00%	Financial Year measured:	December'21

This certificate is based on information provided to Accountants-on-Site (Pty) Ltd and represents an independent opinion based on the verification and analysis completed by Accountants-on-Site (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade, Industry and Competition's Codes of Good Practice on Broad-Based Black Economic Empowerment as gazetted on 11 October 2013.

Cornelius J. van Dyk
Technical Signatory
Accountants-on-site (Pty) Ltd

Issue date: 29 December 2022
Expiry date: 28 December 2023



BVA197

Name of Measured Entity: IMCD SOUTH AFRICA (PTY) LTD
Certificate Number: GEN0871-V1/AOSMP084-09.07
SANAS Accreditation No: BVA197
B-BBEE Analyst: Sharnè Geel
Technical Signatory: Cornelius J. van Dyk



STATEMENT 100: MEASUREMENT OF THE OWNERSHIP ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
25	1.1. VOTING RIGHTS			
	1.1.1. Exercisable Voting rights in the Entity in the hands of Black people	4	25% + 1 Vote	0.00
	1.1.2. Exercisable Voting Rights in the Entity in the hands of Black women	2	10%	0.00
	1.2. ECONOMIC INTEREST			
	1.2.1. Economic Interest in the Entity to which Black people are entitled	4	25%	0.00
	1.2.2. Economic Interest in the Entity to which Black women people are entitled	2	10%	0.00
	1.2.3. Black designated groups or Collective enterprises	3	3%	0.00
	1.2.4. Black new entrants	2	2%	0.00
	1.3. REALISATION POINTS			
	1.3.1. Net Value	8		0.00
Total		25		0.00

STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
19	2.1. BOARD PARTICIPATION			
	2.1.1. Exercisable voting rights of black board members	2	50%	1.00
	2.1.2. Exercisable voting rights of black female board members	1	25%	1.00
	2.1.3. Black executive directors as a percentage of all executive directors	2	50%	0.00
	2.1.4. Black female executive directors as a percentage of all executive directors	1	25%	0.00
	2.2. OTHER EXECUTIVE MANAGEMENT			
	2.2.1. Black Executive Management as a percentage of all Executive Management	2	60%	1.67
	2.2.2. Black female Executive Management as a percentage of all Executive Management	1	30%	0.56
	2.3. SENIOR MANAGEMENT			
	2.3.1 Black employees in Senior Management as a percentage of all Senior Management	2	60%	1.00
	2.3.2 Black female employees in Senior Management as a percentage of all Senior Management	1	30%	0.02
	2.4. MIDDLE MANAGEMENT			
	2.4.1 Black employees in Middle Management as a percentage of all Middle Management	2	75%	0.42
	2.4.2 Black female employees in Middle Management as a percentage of all Middle Management	1	38%	0.25
	2.5. JUNIOR MANAGEMENT			
	2.5.1 Black employees in Junior Management as a percentage of all Junior Management	1	88%	0.45
	2.5.2 Black female employees in Junior Management as a percentage of all Junior Management	1	44%	0.79
	2.6. EMPLOYEES WITH DISABILITIES			
	2.6.1 Black employees with disabilities as a percentage of all employees	2	2%	1.47
Total		19		8.62

Name of Measured Entity: IMCD SOUTH AFRICA (PTY) LTD
Certificate Number: GEN0871-V1/AOSMP084-09.07
SANAS Accreditation No: BVA197
B-BBEE Analyst: Sharnè Geel
Technical Signatory: Cornelius J. van Dyk



STATEMENT 300: SKILLS DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
20	3.1.1 SKILLS DEVELOPMENT EXPENDITURE ON ANY PROGRAMME SPECIFIED IN THE LEARNING PROGRAMME MATRIX (LPM) FOR BLACK PEOPLE AS A PERCENTAGE OF THE LEVIABLE AMOUNT			
	3.1.1.1 Skills development expenditure on Learning Programmes specified in the LPM for black people as a percentage of the Leviable Amount	6	3.5%	3.25
	3.1.1.2 Skills Development expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.5%	0.41
	3.1.1.3 Skills development expenditure on Learning Programmes specified in the LPM for black employees with disabilities as a percentage of the Leviable Amount	4	0.30%	4.00
	3.1.2. LEARNERSHIPS, APPRENTICESHIPS AND INTERNSHIPS			
	3.1.2. Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%	6.00
	3.3. BONUS POINTS			
5	3.1.3. Number of black people absorbed by the measured entity and industry entity at the end of the Learning Programme	5	100%	0.00
Total		25		13.66

STATEMENT 400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
42	4.1. PREFERENTIAL PROCUREMENT			
	4.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	5	80%	3.33
	4.1.2. B-BBEE Procurement Spend from all Empowering Suppliers that are QSE suppliers as a percentage of Total Measured Procurement Spend	3	15%	3.00
	4.1.3. B-BBEE Procurement Spend from all EME suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15%	0.05
	4.1.4. B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spend	11	50%	2.77
	4.1.5. B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% black women owned as a percentage of Total Measured Procurement Spend	4	12%	1.53
	4.3. SUPPLIER DEVELOPMENT			
	4.3.1. Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2% of NPAT	10.00
	4.4. ENTERPRISE DEVELOPMENT			
	4.4.1. Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of target	5	1% of NPAT	5.00
4	4.5. BONUS POINTS			
	4.2.1 B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned	2	2%	1.11
	4.5.1. Bonus points for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1		1.00
	4.5.2. Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1		1.00
Total		46		28.80

Technical Signatory:

Cornelius J. van Dyk



Weighting Points	Criteria	Weighting Points	Compliance Target	Score
5	5.1. Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	5.00
Total		5		5.00