



B-BBEE Verification Report

Gateway Airports Authority Limited SOC

22 August 2024



Verification Services (Pty) Ltd

Tel: 043 – 111 0089 Fax: 086 476 7452 Email: info@ikamvav.co.za

**Broad-Based Black Economic Empowerment
Verification Certificate
Gateway Airports Authority Limited SOC**

Certificate No: IKA/GAAL01/2024/01

Registration No:	1995/002792/6
VAT No:	4560151021
Physical Location:	N1 North to Makhando, Gateway Weg Building, Polokwane, 0700

Verification Standard Applied: Gazette number 38766 Amended DTIC Specialised Generic Scorecard
Issue of the rating standard applied: Section 9 of the B-BBEE Act 53 of 2003 as amended by Act 46 of 2013
Scorecard Applied: Generic Scorecard (> R50 Million annual turnover)

Element	Weighting	Score
Ownership	N/A	N/A
Management Control	20.00	11.64
Skills Development	30.00	11.24
Enterprise and Supplier Development	54.00	30.50
Socio-Economic Development	5.00	0.00
Overall Score	109.00	53.38

Item Description	Outcome	Item Description	Outcome
Broad Based BEE status level	Non-Compliant	Modified Flow has been applied (Yes/No)	N/A
B-BBEE procurement recognition level	0%	Exclusion Principle used (Yes/No)	Yes
Black Ownership	N/A	Empowering Supplier (Yes/No)	Yes
Black Women Ownership	N/A	Discounting Principle Applied (Yes/No)	Yes
Black New Entrant	N/A	Financial Period Measured	31 March 2024
Black Designated Ownership	N/A	Reflection of the Level and Points:	
Black Youth	N/A	• Participated in Y.E.S Initiative (Yes/No)	No
Black Disabled	N/A	• Achieve Y.E.S Target and 2.5 Absorption (Yes/No)	No
Black Unemployed	N/A	• Achieve 1.5 x Y.E.S Target and 5% absorption (Yes/No)	No
Black People Living in Rural Areas	N/A	• Achieve Double Y.E.S Target and 5% Absorption (Yes/No)	No
Black Military Veterans	N/A		


Lukhanyo Qwabe (Technical Signatory)

Date of Issue: 22 August 2024
Expiry Date: 21 August 2025
Revision Date: N/A
Period of Validity: 12 Months



BVA 263

Name of measured entity: Gateway Airports Authority Limited SOC
Certificate Number: IKA/GAAL01/2024/01
Technical Signatory: Lukhanyo Qwabe
SANAS Accreditation Number: BVA 263
Expiry Date: 21 August 2025



GENERIC SCORECARD

CODE SERIES 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT OF B-BBEE						
Weighting	Category	Management Control	Points	Compliance Target	Actual Score Achieved	Score
6	Board participation	Exercisable Voting Rights of black board members as a percentage of all board members	2.00	50%	4.00	2.00
		Exercisable Voting Rights of black female board members as a percentage of all board members	1.00	25%	1.50	1.00
		Black executive directors as a percentage of all executive directors	2.00	50%	0.00	0.00
		Black female executive directors as a percentage of all executive directors	1.00	25%	0.00	0.00
3	Other executive management	Black executive management as a percentage of all executive management	2.00	60%	3.33	2.00
		Black female executive management as a percentage of all executive management	1.00	30%	3.33	1.00
3	Senior management	Black employees in senior management as a percentage of all senior management	2.00	60%	1.03	1.03
		Black female employees in senior management as a percentage of all senior management	1.00	30%	0.00	0.00
3	Middle management	Black employees in middle management as a percentage of all middle management	2.00	75%	1.48	1.48
		Black female employees in middle management as a percentage of all middle management	1.00	38%	0.44	0.44
3	Junior management	Black employees in junior management as a percentage of all junior management	2.00	88%	1.86	1.86
		Black female employees in junior management as a percentage of all junior management	1.00	44%	0.83	0.83
2	Employees with disabilities	Black employees with disabilities as a percentage of all employees	2.00	2%	0.00	0.00
	Total		20.00			11.64

CODE SERIES 300: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE						
Weighting	Skills Development		Points	Compliance Targets	Actual Score Achieved	Score
13	Skills Development Expenditure on any program specified in the Learning Programmes Matrix for black people as a percentage of the Leivable amount:					
	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees as a percentage of the Leivable Amount		9.00	6%	0.28	0.28
	Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of the Leivable Amount		4.00	0.3%	0.00	0.00
12	Learnerships, Apprenticeships and Internships:					
	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees		6.00	2.5%	5.96	5.96
	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of number of employees		6.00	2.5%	0.00	0.00
5	Bonus points:					
	Number of black people absorbed by the Measured entity and industry at the end of the Learnerships/apprenticeship or intership programme		5.00	100%	5.00	5.00
	Total		30.00			11.24

Name of measured entity: Gateway Airports Authority Limited SOC

Certificate Number: IKA/GAAL01/2024/01

Technical Signatory: Lukhanyo Qwabe

SANAS Accreditation Number: BVA 263

Expiry Date: 21 August 2025



CODE SERIES 400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT OF B-BBEE					
Weighting	Enterprise and Supplier Development	Points	Compliance Target	Actual Score Achieved	Score
30	Preferential Procurement				
	B-BBEE procurement spend from all empowering suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5.00	80%	3.23	3.23
	B-BBEE procurement spend from all empowering suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4.00	15%	3.03	3.03
	B-BBEE procurement spend from all Exempt Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5.00	15%	8.32	5.00
	B-BBEE procurement spend from all empowering suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	11.00	40%	10.18	10.18
	B-BBEE procurement spend from all empowering suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5.00	12%	6.38	5.00
2	Bonus points				
	B-BBEE procurement spend from designated group suppliers that are at least 51% black owned	2.00	2%	2.00	2.00
15	Supplier Development				
	Annual value of all supplier development contributions made by the measured entity as a percentage of the target	15.00	0.20%	1.98	1.98
5	Enterprise Development				
	Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of the target	5.00	0.10%	0.08	0.08
2	Bonus points				
	Bonus point for graduation of one or more enterprise development beneficiaries to graduate to the supplier development level	1.00		No	0.00
	Bonus point for creating one or more jobs directly as a result of supplier development and enterprise development initiatives by the measured entity	1.00		No	0.00
	Total	54.00			30.50

Name of measured entity: Gateway Airports Authority Limited SOC
Certificate Number: IKA/GAAL01/2024/01
Technical Signatory: Lukhanyo Qwabe
SANAS Accreditation Number: BVA 263
Expiry Date: 21 August 2025



CODE SERIES 500: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE					
Weighting	Socio-Economic Development	Points	Compliance Target	Actual Score Achieved	Score
5	Average annual value of all Socio-Economic Development Contributions as a percentage of the target	5.00	0.10%	0.00	0.00
	Total	5.00			0.00

Total B-BBEE Points scored
B-BBEE Contribution Level
B-BBEE Recognition Level
Date of Assessment
Youth Employment Service

53.38
Non-Compliant Contributor (Discounted 1 level)
0%
22 August 2024
No

Declaration made by the following:

Preparer: Sivuyile Ntshaba
Date: 22/08/2024
Declaration: I, hereby declare that I prepared & completed the above document

Signature:

Senior Analyst

Reviewer: Lukhanyo Qwabe
Date: 22/08/2024
Declaration: I, hereby declare that I have reviewed the above document

Signature:

Technical Signatory