

Ferreira & Partners

Registered Auditors

Chartered Accountants (S.A.)

Broad-Based Black Economic Empowerment Exempt Micro-Enterprise Verification Certificate

Labour Guide CC

Certificate No: EME/013/2025

Registration no: 2001/068498/23

Registered address: 318 Grysvalkloop
Wierda Park
Centurion
0157

Verification standard applied:	B-BBEE Codes of Good Practice and relevant Sector Codes
Issue of the rating standard applied:	Section 9 of the B-BBEE Act 53 of 2003
Scorecard applied:	Exempt Micro Enterprise Scorecard
Size of the enterprise:	Exempt Micro Enterprise (Less than or equal to 10 million)
Financial Year Ending:	28 February 2025

We have inspected and verified the information provided regarding the ownership and revenue status on the affidavit (Annexure A consisting of 1 page) and based on the information of the entity and what its shareholders provided in the affidavit, we hereby certify that, in terms of the Revised Codes of Good Practice of 2013 the entity qualifies as follows:

Broad Based BEE Status:	Level 4 Contributor to B-BBEE
BEE procurement recognition level:	100 %
Black Ownership:	0 %
Black Women Ownership:	0 %
Value Adding Supplier:	Yes

We informed the measured entity that the affidavit endorsed by a commissioner of Oath is a valid BEE certificate. However, the measured entity requested us to verify the content of the affidavit.

Although the abovementioned 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. Where the entity is a start-up enterprise this EME Certificate is valid only for contracts with a single value of less than or equal to R 10 million. Should the contract value being tendered for be higher than R 10 million and less than R35 million, the EME will be required to submit a QSE Verification Certificate with any tender. For contracts over R35 million a B-BBEE Verification Certificate based on the Generic Codes must be submitted.

Based on our procedures, which do not constitute an audit or review, we have determined that the turnover / income is less than, or equal to, R10 million and that the level of Black Ownership / Black Women Ownership is at a *Level 4*

We do not accept or assume responsibility to anyone other than those who engaged us, for our work, for this report, or for the conclusion we have reached.

I confirm that my findings were based and calculated after perusing the relevant and necessary documentation in regards to the confirmation of ownership and revenue.


Registered Auditor: Walter Ferreira
IRBA Registration No.: 567729
Registered Auditor

Date of issue: 14 January 2025

Expiring date: 13 January 2026

Period of validity: 12 Months

Ferreira & Partners

Practice Number: 931262

Represented by: WM Ferreira, ID Number: 8405125225089

Contact Number: 0824669410 Email: financial@ferreirapartners.co.za

Address: 13 Konglomoraat ave, Zwartkop, centurion, 0157

SWORN AFFIDAVIT – B-BBEE EXEMPTED MICRO ENTERPRISE - GENERAL

I, the undersigned,

Full name & Surname	Marthinus Christoffel Bechhoff
Identity number	690722 5071 083

Hereby declare under oath as follows:

1. The contents of this statement are to the best of my knowledge a true reflection of the facts.
2. I am a Member / ~~Director / Owner~~ of the following enterprise and am duly authorised to act on its behalf:

Enterprise Name:	Labour Guide
Trading Name (If Applicable):	Labour Guide
Registration Number:	CK2001/068498/23 VAT 4910205287
Enterprise Physical Address:	318 Gysvalkloop Wierda Park 0157
Type of Entity (CC, (Pty) Ltd, Sole Prop etc.):	Close Corporation
Nature of Business:	Labour Law + Health + Safety Training
Definition of "Black People"	As per the Broad-Based Black Economic Empowerment Act 53 of 2003 as Amended by Act No 46 of 2013 "Black People" is a generic term which means Africans, Coloureds and Indians – (a) who are citizens of the Republic of South Africa by birth or descent; or (b) who became citizens of the Republic of South Africa by naturalisation- i. before 27 April 1994; or ii. on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalization prior to that date;"
Definition of "Black Designated Groups"	"Black Designated Groups means: (a) unemployed black people not attending and not required by law to attend an educational institution and not awaiting admission to an educational institution; (b) Black people who are youth as defined in the National Youth Commission Act of 1996; (c) Black people who are persons with disabilities as defined in the Code of Good Practice on employment of people with disabilities issued under the Employment Equity Act; (d) Black people living in rural and under developed areas; (e) Black military veterans who qualifies to be called a military veteran in terms of the Military Veterans Act 18 of 2011;"

3. I hereby declare under Oath that:

- The Enterprise is 0 % Black Owned as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,
- The Enterprise is 0 % Black Female Owned as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,
- The Enterprise is 0 % Black Designated Group Owned as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,
- Black Designated Group Owned % Breakdown as per the definition stated above:
 - Black Youth % = 0 %
 - Black Disabled % = 0 %
 - Black Unemployed % = 0 %
 - Black People living in Rural areas % = 0 %
 - Black Military Veterans % = 0 %

- Based on the Financial Statements/Management Accounts and other information available on the latest financial year-end of 28 Feb'25, the annual Total Revenue was R10,000,000.00 (Ten Million Rands) or less
- Please Confirm on the below table the B-BBEE Level Contributor, **by ticking the applicable box.**

100% Black Owned	Level One (135% B-BBEE procurement recognition level)	
At least 51% Black Owned	Level Two (125% B-BBEE procurement recognition level)	
Less than 51% Black Owned	Level Four (100% B-BBEE procurement recognition level)	X

4. I know and understand the contents of this affidavit and I have no objection to take the prescribed oath and consider the oath binding on my conscience and on the Owners of the Enterprise which I represent in this matter.
5. The sworn affidavit will be valid for a period of 12 months from the date signed by commissioner.



Deponent Signature: [Signature]

Date: 12 March 2025

Commissioner of Oaths
Signature & stamp