



BROAD-BASED BEE VERIFICATION CERTIFICATE

WE CERTIFY THAT

JVR PSYCHOMETRICS (PTY) LTD

COMPANY REGISTRATION NUMBER: 2001/015618/07 VAT NUMBER: 4300195064

15 HUNTER STREET | FERNDAL | RANDBURG | 2195

HAS BEEN ASSESSED AND VERIFIED WITH THE B-BBEE ACT (NO. 53 OF 2013) AND THE AMENDED B-BBEE CODES OF GOOD PRACTICE, GAZETTE 36928 and 42496 AND HAS ACHIEVED THE FOLLOWING.



B-BBEE STATUS LEVEL: 4

B-BBEE PROCUREMENT RECOGNITION LEVEL: 100%

ELEMENT	WEIGHTING	ACHIEVED	CERTIFICATE NUMBER	CR-25060201
OWNERSHIP	25.00	22.00	BLACK OWNERSHIP %	50.52%
MANAGEMENT CONTROL	19.00	7.56	BLACK FEMALE OWNERSHIP %	25.76%
SKILLS DEVELOPMENT	20.00	15.22	BLACK DESIGNATED GROUP %	0.00%
ENTERPRISE & SUPPLIER DEV	42.00	31.71	BLACK PARTICIPANTS IN EMPLOYEE OWNERSHIP SCHEMES	0.00%
SOCIO-ECONOMIC DEV	5.00	5.00	BLACK YOUTH	0.00%
TOTAL	111.00	81.48	BLACK DISABLED	0.00%
			BLACK UNEMPLOYED	0.00%
			BLACK PEOPLE LIVING IN RURAL AREAS	0.00%
			BLACK MILITARY VETERANS	0.00%
			BLACK NEW ENTRANTS %	50.50%
PARTICIPATED IN Y.E.S. INITIATIVE		NO	MODIFIED FLOW THROUGH PRINCIPLE	YES
ACHIEVED Y.E.S. TARGET & 2.5% ABSORPTION		NO	EXCLUSION PRINCIPLE USED	NO
ACHIEVED 1.5 X Y.E.S. TARGET & 5% ABSORPTION		NO	EMPOWERING SUPPLIER	YES
ACHIEVED DOUBLE Y.E.S TARGET & 5% ABSORPTION		NO	DISCOUNTING PRINCIPLE USED	NO
			ISSUE DATE	02 JUNE 2025
			RE-ISSUE DATE	N/A
			EXPIRY DATE	01 JUNE 2026
			BEE CATEGORY	GENERIC
			MEASUREMENT PERIOD	01 MAR 2024 - 28 FEB 2025


LIMPHO KAO
TECHNICAL SIGNATORY



BVA 276