

# AQRate

## VERIFICATION SERVICES

AQRate (Pty) Ltd (Reg no. 2002/001364/C7) | 1st Floor Anom House, Old Oak Office Park, c/o Old Oak & Durban Roads, Bellville, 7530 |  
Tel. 086 12 77 283 | www.aQrate.co.za

### MEASURED ENTERPRISE

Company Name	KLM Empowered Human Solutions Specialists (Pty) Ltd
Trade Name	KLM Empowered
Location	H Santos Building, 2nd Floor, West Wing 30 Arena Close, Bruma 2198
Registration Number	2004/029096/07
VAT Number	4280215775
Certificate Number	KLM 010072 - REV 2

### B-BBEE SCORE PER ELEMENT

Equity Ownership	25.00
Management Control	13.33
Skills Development	30.00
Enterprise and Supplier Development	26.94
Socio Economic Development	5.00
<b>Total Score</b>	<b>100.27</b>

### B-BBEE STATUS

Final B-BBEE Status	Level One Contributor	
B-BBEE Procurement Recognition Level	135%	
Empowering Supplier	Yes	
Black Ownership	Flow-Through	Modified Flow-Through
Voting Rights of Black People	30.00%	N/A
Voting Rights of Black Women	30.00%	N/A
Economic Interest of Black People	30.00%	N/A
Economic Interest of Black Women	30.00%	N/A
51% Black-Owned	No	
30% Black-Women Owned	No	
Designated Group Supplier	No	
Applicable Scorecard	Qualifying Small Enterprise Scorecard	
Applicable BEE Code	Gazetted Codes 38766	
Issue Date	06 September 2017	
Expiry Date	05 September 2018	

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Level 1  
CONTRIBUTOR

B-BBEE Verified Company

William Smith  
Technical Signatory





INDEPENDENT CREDIBLE ASSURANCE

Date: 06 September 2017

**KLM Empowered Human Solutions Specialists (Pty) Ltd**

H Santos Building, 2<sup>nd</sup> Floor

30 Arena Close, Bruma

Johannesburg

2198

For Attention: Lyn Mansour

Per Email: lyn.mansour@klmempowered.com

Dear Lyn,

**RE: CONFIRMATION OF BLACK OWNERSHIP STATUS**

AQRate was requested to confirm the black women ownership status awarded as per the Verification Certificate, number KLM 010072 – REV 2, issued to KLM Empowered Human Solutions Specialists (Pty) Ltd (“KLM”) on even date.

1. KLM has an effective black women shareholding of 30% held by The KLM PDI Empowerment Trust (IT12540/05). The Amended Codes of Good Practice Gazette No.36928, published on 11 October 2013 (“the Codes”), has defined a “30% Black Women Owned” entity as an entity in which:

*(a) Black women hold more than 30% of the exercisable voting rights as determined under Codes series 100;*

*(b) Black women hold more than 30% of the economic interest as determined under Codes series 100; and*

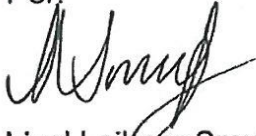
(c) Has earned all the points for Net Value under Statement 100”.

2. AQRate has verified KLM to have an effective 30% black women economic interest as well as voting rights held by The KLM PDI Empowerment Trust and to have earned the full 8 points for Net Value. However, according to the definition stated above, Black Women ownership is required to be more than 30% to be considered to be a “Black Women Owned Entity”.

Yours Faithfully

**AQRATE (PTY) LTD**

Per:



**Lizel Loibner-Smuts**  
Legal Advisor



## B-BBEE VERIFICATION REPORT

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### AMENDED CODES QSE SCORECARD

<b>Measured Enterprise</b>	KLM Empowered Human Solutions Specialists (Pty) Ltd	<b>Issue Date</b>	06 September 2017
<b>Registration Number</b>	2004/029096/07	<b>Certificate Number</b>	KLM 010072 - REV 2

BEE Elements	Weighting	Indicators	Indicator Weighting	Target	Actual %	Score	Total Score
Equity Ownership	25	Exercisable Voting Rights in the Enterprise in the hands of Black People	5	25%+ 1 vote	30.00%	5.00	25.00
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10.00%	30.00%	2.00	
		Economic Interest in the Entity to which Black People are entitled	5	25.00%	30.00%	5.00	
		Economic Interest in the Entity to which Black Women are entitled	2	10.00%	30.00%	2.00	
		Economic Interest of any of the following black natural people in the Measured Entity: - Black Designated Groups - Black New Entrants	3	2%	6.00%	3.00	
		Net Value	8	As defined	30.00%	8.00	
Management Control	15	<b>Executive Management:</b> Black representation at Executive Management	5	50.00%	33.33%	3.33	13.33
		Black Female representation at Executive Management	2	25.00%	33.33%	2.00	
		<b>Senior, Middle, Junior Management</b> Black representation at Senior, Middle and Junior Management	6	60.00%	66.67%	6.00	
		Black Female representation at Senior, Middle and Junior Management	2	30.00%	33.33%	2.00	
		Skills Development Expenditure on Learning Programmes for black people as a percentage of Leviable Amount	15	3%	36.32%	15.00	
Skills Development Expenditure on Learning Programmes for black females as a percentage of Leviable Amount	7	1.0%	12.14%	7.00			
Skills Development Expenditure for black disabled people as a percentage of Leviable Amount	3	0.15%	4.30%	3.00			
<b>BONUS POINTS:</b> Number of black people absorbed by the measured entity and industry at the end of the learning programme	5	100.0%	100.00%	5.00			



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BEE Elements	Weighting	Indicators	Indicator Weighting	Target	Actual %	Score	Total Score	
Enterprise & Supplier Development	30	<b>PREFERENTIAL PROCUREMENT:</b>						
		B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	15	60%	54.49%	13.62	26.94	
		B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned, as a percentage of Total Measured Procurement Spend	5	15%	3.97%	1.32		
		<b>BONUS POINTS</b>						
		B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned based on the B-BBEE Recognition Level	1	1%	4.55%	1.00		
		<b>ENTERPRISE &amp; SUPPLIER DEVELOPMENT</b>						
		Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	10.12%	5.00		
Annual value of all Enterprise Development and Sector Specific Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	5.08%	5.00				
<b>BONUS POINTS</b>								
Graduation of one or more Enterprise Development beneficiaries to Supplier Development	1	Yes	No	0.00				
Creating one or more jobs directly as a result of Supplier and Enterprise Development initiatives by the Measured Entity	1	Yes	Yes	1.00				
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit after Tax or Turnover	5	1% of NPAT	1.15%	5.00	5.00	

**TOTAL SCORE** 100.27

**LEVEL BEFORE PRIORITY ELEMENTS CHECKED** Level 1 Contributor

**FINAL SCORE AFTER PRIORITY ELEMENTS CHECKED** Level 1 Contributor

**FINAL STATUS AWARDED** Level One Contributor

**% RECOGNITION** 135%

#### Broad-Based BEE Status Categories

Level One Contributor	≥100 points	135% Recognition
Level Two Contributor	≥95 but <100 points	125% Recognition
Level Three Contributor	≥90 but <95 points	110% Recognition
Level Four Contributor	≥80 but <90 points	100% Recognition
Level Five Contributor	≥75 but <80 points	80% Recognition
Level Six Contributor	≥70 but <75 points	60% Recognition
Level Seven Contributor	≥55 but <70 points	50% Recognition
Level Eight Contributor	≥40 but <55 points	10% Recognition
Non-Compliant Contributor	<40 points	0% Recognition

Lydia Turner  
Verification Analyst

William Smith  
Technical Signatory