



AQRate
VERIFICATION SERVICES

B-BBEE VERIFICATION REPORT

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AMENDED CODES QSE SCORECARD

Measured Entity	KLM Empowered Human Solutions Specialists	Issue Date	13 March 2019
Registration Number	2004/029096/07	Certificate Number	KLM010072-REV3

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	30.10%	5.00	25.00
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10.00%	30.10%	2.00	
		Economic Interest in the Entity to which Black People are entitled	5	25.00%	30.10%	5.00	
		Economic Interest in the Entity to which Black Women are entitled	2	10.00%	30.10%	2.00	
		Economic Interest of any of the following black natural people in the Measured Entity: - Black Designated Groups - Black New Entrants	3	2%	20.07% 30.10%	3.00	
		Net Value	8	As defined		8.00	
Management Control	15	Executive Management: Black representation at Executive Management	5	50.00%	50.00%	5.00	14.67
		Black Female representation at Executive Management	2	25.00%	50.00%	2.00	
		Senior, Middle, Junior Management Black representation at Senior, Middle and Junior Management	6	60.00%	75.00%	6.00	
		Black Female representation at Senior, Middle and Junior Management	2	30.00%	25.00%	1.67	
Skills Development	25	Skills Development Expenditure on Learning Programmes for black people as a percentage of Leviable Amount	15	3%	55.89%	15.00	28.13
		Skills Development Expenditure on Learning Programmes for black females as a percentage of Leviable Amount	7	1.0%	38.38%	7.00	
		Skills Development Expenditure for black disabled people as a percentage of Leviable Amount	3	0.15%	5.35%	3.00	
		BONUS POINTS: Number of black people absorbed by the measured entity and Industry at the end of the learning programme	5	100.0%	62.50%	3.13	



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Enterprise & Supplier Development	30	PREFERENTIAL PROCUREMENT: B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	15	60%	49.01%	12.25	28.21
		B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned, as a percentage of Total Measured Procurement Spend	5	15%	14.88%	4.96	
		BONUS POINTS B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned based on the B-BBEE Recognition Level	1	1%	8.22%	1.00	
		ENTERPRISE & SUPPLIER DEVELOPMENT Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	1.23%	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	2.41%	5.00	
		BONUS POINTS 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	No	0.00	
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	1.02%	5.00	5.00

TOTAL SCORE 101.01

LEVEL BEFORE PRIORITY ELEMENTS CHECKED Level 1 Contributor

FINAL SCORE AFTER PRIORITY ELEMENTS CHECKED Level 1 Contributor

ADDITIONAL LEVEL AND POINTS FOR QUALIFYING Y.E.S EMPLOYERS + 0 LEVELS + 0 POINTS

FINAL SCORE 101.01

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

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