



EMPOWERDEX

Economic Empowerment Rating Agency

Qualifying Small Enterprise B-BBEE Verification Certificate

Exova Jones Environmental South Africa (Pty) Ltd

Registration Number: 2015/025446/07

Address: Unit 2/D5 Quantum Park, 9 Quantum Road, Firgrove Business Park, Somerset West, 7130

Level Three Contributor

Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	14.51	25.00	≥ 51% Black Ownership	No
Management Control	8.00	15.00	Black Ownership Percentage	10.45%
Skills Development	30.00	25.00	≥ 30% Black Women Ownership	No
Enterprise and Supplier Development	33.00	30.00	Black Women Ownership Percentage	10.45%
Socio-Economic Development	5.00	5.00	Modified Flow Through Principle Applied	No
Total Score	90.51	100.00	51% Black Owned Designated Group Supplier	No
Empowering Supplier	Yes		VAT Number	4920269828
Procurement Recognition Level	110.00%		Issue Date	15 May 2018
Discounting Principle Applied	No		Expiry Date	14 May 2019
Recorded Procurement Recognition Level	110.00%		Re-issue Date	N/A

*51% Black-owned means an entity in which black people hold at least 51% of the exercisable voting rights, black people hold at least 51% of the economic interest and has earned all the points for net value.

*30% Black women owned means an entity in which black women hold more than 30% of the exercisable voting rights, black women hold more than 30% economic interest and has earned all the points for net value.

For EMPOWERDEX (Pty) Ltd – Cape Town

15 May 2018

Date

This verification certificate and the verification report are based on information provided to Empowerdex and represent an independent opinion based on the verification and analysis completed by Empowerdex. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Codes of Good Practice on Broad Based Black Economic Empowerment as Gazetted on 06 May 2015.

Empowerdex (Pty) Ltd Reg. 2001/027963/07
Directors: C Wu, V Jack, L Ratsoma, J Brebnor

Q18C03459



BVA 141



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C e r t i f i c a t e



An EMPOWERDEX QSE Scorecard Final Report

EXOVA JONES ENVIRONMENTAL SOUTH AFRICA (PTY) LTD

Registration Number: 2015/025446/07

AA

LEVEL 3 CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE	TARGET SCORE	B-BBEE ANALYSIS	RESULTS	
Ownership	C	14.51	25.00	≥ 51% Black Ownership	No
Management & Control	C	8.00	15.00	Black Ownership Percentage	10.45%
Skills Development	A	30.00	25.00	≥ 30% Black Women Ownership	No
Enterprise & Supplier Development	A	33.00	30.00	Black Women Ownership Percentage	10.45%
Socio-Economic development	A	5.00	5.00	Modified Flow-Through Principle Applied	No
Overall Score	AA	90.51	100.00	51% Black Owned Designated Group Supplier	No
Empowering Supplier		Yes	VAT Number	4920269828	
Recognised Procurement Recognition Level		110.00%	Issue Date	15 May 2018	
Discounting Principle Applicable		No	Expiry Date	14 May 2019	
Recorded Procurement Recognition Level		110.00%	Re-Issue Date	N/A	

This verification report is an independent opinion in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 11 October 2013). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

For EMPOWERDEX (Pty) Ltd – Cape Town

15 May 2018

Date



An EMPOWERDEX QSE Scorecard Final Report

EXECUTIVE SUMMARY PER ELEMENT: EXOVA JONES ENVIRONMENTAL SOUTH AFRICA (PTY) LTD

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP				
Verification Date	23 JANUARY 2018			
Voting rights of black people:	25.10% + 1 vote	5.00	10.45%	2.08
Voting rights of black women:	10.00%	2.00	10.45%	2.00
Economic interest of black people:	25.00%	5.00	10.45%	2.09
Economic interest of black women:	10.00%	2.00	0.00%	2.00
Economic interest of designated groups:				
Black participants in employee ownership schemes:	2.00%	3.00	10.45%	3.00
Black beneficiaries of broad based ownership schemes:				
Black participants in co-operatives:				
Net Value:	25.10%	8.00	10.45%	3.34
TOTAL SCORE: OWNERSHIP	25.00		14.51	
Sub minimum achieved	3.20		YES	
MANAGEMENT AND CONTROL				
Verification Date	23 JANUARY 2018			
Black representation at executive management:	50.00%	5.00	0.00%	0.00
Black Female representation at executive management:	25.00%	2.00	0.00%	0.00
Black representation at senior, middle and junior:	60.00%	6.00	63.64%	6.00
Black female representation at senior, middle and junior:	30.00%	2.00	36.36%	2.00
TOTAL SCORE: MANAGEMENT & CONTROL	15.00		8.00	
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:				
Skills development review period:	01 JANUARY 2017 – 31 DECEMBER 2017			
Skills spend on black people as a percentage of leviablename amount:	3.00%	15.00	3.13%	15.00
Skills spend on black female as a percentage of leviablename amount:	1.00%	7.00	3.05%	7.00
Skills spend on black disabled staff as a percentage of leviablename amount:	0.15%	3.00	0.26%	3.00
Bonus Points: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	100.00%	5.00
TOTAL SCORE: SKILLS DEVELOPMENT	25.00+5.00		30.00	
Sub minimum achieved	8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:	01 JANUARY 2017 – 31 DECEMBER 2017			
Total BEE procurement with Empowering Suppliers as a percentage of total measured procurement spend:	60.00%	15.00	85.06%	15.00
Total BEE procurement from 51% black owned suppliers as a percentage of total measured procurement spend:	15.00%	5.00	34.01%	5.00
Bonus Points: Procurement spend with designated groups whom are at least 51% Black Owned	1.00%	1.00	1.15%	1.00
TOTAL SCORE: Preferential Procurement	20.00+1.00		21.00	
Sub minimum achieved	10.00		YES	
Supplier Development:				
Financial period verified:	01 JANUARY 2017 – 31 DECEMBER 2017			
Supplier development contributions as a percentage of NPAT:	1.00%	5.00	1.60%	5.00
TOTAL SCORE: Supplier Development	5.00		5.00	
Sub minimum achieved	2.00		YES	

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Enterprise Development:				
Financial period verified:			01 JANUARY 2017 – 31 DECEMBER 2017	
Enterprise development contributions as a percentage of NPAT:	1.00%	5.00	1.60%	5.00
Bonus Points - Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus Points - For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	YES	1.00
TOTAL SCORE: Enterprise Development	5.00		7.00	
Sub minimum achieved	2.00		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	30.00 + 2.00		33.00	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:			01 JANUARY 2017 – 31 DECEMBER 2017	
Socio-economic development contributions as a percentage of NPAT:	1.00%	5.00	1.59%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	109.00		90.51	

ANALYST:

VUYISEKA RINTSANA

EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%

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