



CALL: (012) 348 1193
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B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

SOUTH AFRICAN MARITIME SAFETY AUTHORITY

Certificate No: GEN0656-V1/AOSMP147.09.1

Registration No: N/A
Vat No: N/A
Address: 146 Lunnon Road
Hillcrest
Pretoria
0083

Verification standard applied: Integrated and Sub-Sector Transport B-BBEE Charter: Public Sector SOE and Agencies
Issue of the rating standard applied: Section 9(1) of the B-BBEE Act 53 of 2003
Scorecard Applied: Generic Scorecard
Size of the enterprise: Turnover greater than R 35 million

Element	Weighting	Score
Management Control	10 Points	9.90
Employment Equity	15 Points	13.89
Skills Development	25 Points	11.61
Preferential Procurement	30 Points	29.98
Enterprise Development	15 Points	15.00
Socio-Economic Development	5 Points	4.86
Overall Score	100 points	85.25

Broad Based BEE status level: A level TWO contributor to B-BBEE.
BEE procurement recognition level: 125 %
Black Ownership: 0.00%
Black Women Ownership: 0.00%
Value Adding Supplier (Yes /No): No
Black Designated Group Ownership - None 0.00%
Black New Entrant status: 0.00%
Empowering Supplier (Yes/No): Yes
Exclusion Principle used: No
Modified Flow Through Principle applied: No
Financial year end verified: March'2020
Date of Issue: 16 March 2021
Date of Expiry: 15 March 2022

This verification certificate and the verification report are based on information provided to Accountants-on-site (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Accountants-on-site (Pty) Ltd. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Gazette 32511 on Broad Based Black Economic Empowerment as gazetted on 21 August 2009.

Cornelius Jansen van Dyk
Accountants-on-site (Pty) Ltd



BVA197

Name of Measured Entity: SOUTH AFRICAN MARITIME SAFETY AUTHORITY
Certificate number: GEN0656-V1/AOSMP147.09.1
SANAS Accreditation No: BVA197
B-BBEE Analyst: Juvan Fraser
Technical signatory: Cornelius J. van Dyk



MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR B-BBEE				
Weighting Points	Management Control	Weighting Points	Compliance Target	Score
10.00	2.1 Board Participation			
	2.1.1 Exercisable Voting Rights of Black Board Members	1.50	70.00%	1.50
	2.1.2 Exercisable Voting Rights of Black Women Board Members	1.50	35.00%	1.50
	2.1.3 Percentage Black People who are Executive Directors	1.00	70.00%	1.00
	2.1.4 Percentage Black Women who are Executive Directors	1.00	35.00%	1.00
	2.2 Top Management			
	2.2.1 Percentage Black People who hold Senior Top Management positions	2.00	70.00%	2.00
	2.2.2 Percentage Black Women who hold Senior Top Management positions	2.00	35.00%	1.90
	2.2.3 Percentage Black People who hold Other Top Management positions	0.00	70.00%	0.00
	2.2.4 Percentage Black Women who hold Other Top Management positions	0.00	35.00%	0.00
	2,2,5 Percentage of Black disabled representation in management	1.00	1.00%	0.00
1.00	2.3 Bonus Points			
	Black Independent Non-Executive Board Members	1.00	20.00%	1.00
Total		11.00		9.90

MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT OF B-BBEE				
Weighting Points	Employment Equity	Weighting Points	Compliance Target	Score
15.00	% Black People in Senior Management	2.00	70.00%	2.00
	% Black Women in Senior Management	1.00	35.00%	0.00
	% Black People in Middle Management	2.00	70.00%	2.00
	% Black Women in Middle Management	2.00	35.00%	1.04
	% Black People in Junior Management	2.00	70.00%	2.00
	% Black Women in Junior Management	2.00	35.00%	2.00
	% Black ople living with disabilities as a percentage of all employees	1.00	3.00%	0.85
	% Black Women living with disabilities as a percentage of all employees	1.00	1.00%	1.00
	Black women as a percentage of staff below junior management levels	1.00	35.00%	1.00
	Black youth as a percentage of all employees	1.00	10.00%	1.00
	3.00	Bonus points for meeting or exceeding the EAP targets	3.00	
Total		18.00		13.89

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MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE				
Weighting Points	Skills Development	Weighting points	Compliance Target	Score
25.00	4.1 Skills Development Expenditure on any programme specified in the Learning Programmes Matrix			
	4.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees as a percentage of total payroll	5.00	3.00%	0.99
	4.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees as a percentage of total payroll	5.00	3.00%	0.65
	4.2 Learnerships			
	4.2.1. Number of black employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees	6.00	5.00%	4.22
	4.2.2 Number of black women employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees	6.00	3.00%	5.75
	4.3 Skills Development Expenditure on any programme specified in the Learning Programmes Matrix			
	4.3.1 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of total payroll	1.50	0.50%	0.00
	4.3.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees with disabilities as a percentage of total payroll	1.50	0.25%	0.00
	Total		25.00	

MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE				
Weighting points	Preferential Procurement	Weighting points	Compliance Target	Score
30.00	2.1.1. B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	12.00	70.00%	11.98
	2.1.2. B-BBEE Procurement Spend from Qualifying Small Enterprises and Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	10.00	15.00%	10.00
	2.1.3. B-BBEE Procurement Spend from any of the following Suppliers as a percentage of the Total Measured Procurement Spend:			
	2.1.3.1 Supplier that are 50% Black Owned (3 out of 5 Points)	4.00	9.00%	4.00
	2.1.3.2. Suppliers that are 30% Black Women Owned (2 out of 5 points)	4.00	6.00%	4.00
	2.1.4. Bonus points: procurement from black people living with disability	3.00	1.00%	0.00
Total		33.00		29.98

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MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE				
Weighting points	Enterprise Development	Weighting points	Compliance Target	Score
15.00	Expenditure on supplier development initiatives as a proportion of total discretionary spend/NPAT	15.00	3% of NPAT or 0.1% of discretionary spend	15.00
Total		15.00		15.00

MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE				
Weighting Points	Socio-Economic Development	Weighting Points	Compliance Target	Score
5.00	Expenditure on social development programmes as a % of NPAT or discretionary spend	5.00	1% of NPAT or 0.1% of discretionary spend	4.86
Total		5.00		4.86