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B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
 Verification Certificate*

FEEDEM GROUP (PTY) LTD

Certificate No: GEN0517-V1/AOSMP151.1

Registration No: 2016/235085/07
Vat No: 4510276688
Address: MEYERSDAL OFFICE PARK, BUILDING 3 & 4
 65 PHILIP ENGELBRECHT DRIVE
 MEYERSDAL
 ALBERTON

Verification standard applied: Amended Tourism B-BBEE Sector Code
Issue of the rating standard applied: Section 9 of the B-BBEE Amendment Act 46 of 2013
Scorecard Applied: Generic scorecard
Size of the enterprise: Turnover greater than R 45 million

Element	Weighting	Score
Ownership	27 points	27.00
Management Control	21 points	7.18
Skills Development	25 points	16.67
Enterprise and Supplier Development	42 points	42.00
Socio-Economic Development	8 points	8.00
Overall Score	123 points	100.85
Level of Compliance Obtained		1.00

Discounted Level: No
BEE procurement recognition level: 135 %
Black Ownership: 77.00%
Black Women Ownership: 32.06%
Black Designated Group Ownership: 10.79%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: Yes
Financial Year Measured: February'18
Date of Issue: 06 December 2018
Date of Expiry: 05 December 2019

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 39430 on Broad Based Black Economic Empowerment as gazetted on 20 November 2015.



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



BVA197

Name of Measured Entity: FEEDEM GROUP (PTY) LTD
Certificate number: GEN0517-V1/AOSMP151.1
SANAS Accreditation No: BVA197
B-BBEE Analyst: Marinda Gates
Technical signatory: Cornelius J. van Dyk



STATEMENT TSC100: MEASUREMENT OF THE OWNERSHIP ELEMENT					
Weighting Points	Ownership	Weighting Points	Compliance Target	Score	
27.00	2.1 VOTING RIGHTS				
	2.1.1	Exercisable Voting rights in the Entity in the hands of Black people	4.00	30.00%	4.00
	2.1.2	Exercisable Voting Rights in the Enterprise in the hands of Black women	2.00	15.00%	2.00
	2.2 ECONOMIC INTEREST				
	2.2.1	Economic Interest in the entity to which Black people are entitled	4.00	30.00%	4.00
	2.2.2	Economic Interest in the entity to which Black women are entitled	2.00	15.00%	2.00
	2.2.3	Economic Interest of any of the following black natural persons	3.00	3.00%	3.00
	2.2.3.1	Black Designated Groups			
	2.2.3.2	Black participants in employee share ownership programmes			
	2.2.3.3	Black people in broad based ownership schemes			
	2.2.4	Black new entrants	4.00	10.00%	4.00
2.3 REALISATION POINTS					
2.3.1	Net Value	8.00		8.00	
Total		27.00		27.00	

STATEMENT TSC200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT					
Weighting Points	Criteria	Weighting Points	Compliance Target	Score	
21.00	2.1. BOARD PARTICIPATION				
	2.1.1	Exercisable voting rights of black board members	2.00	50.00%	2.00
	2.1.2	Exercisable voting rights of black female board members	1.00	30.00%	0.56
	2.1.3	Black executive directors as a percentage of all executive directors	2.00	50.00%	0.00
	2.1.4	Black female executive directors as a percentage of all executive directors	1.00	30.00%	0.00
	2.2. OTHER EXECUTIVE MANAGEMENT				
	2.2.1	Black executive Management as a percentage of other executive management	4.00	60.00%	0.00
	2.2.2	Black female executive Management as a percentage of other executive manager	2.00	30.00%	0.00
	2.3 SENIOR MANAGEMENT				
	2.3.1	Black employees in Senior management as a percentage of all Senior management	0.00	60.00%	0.00
	2.3.2	Black female employees in Senior management as a percentage of all Senior management	0.00	30.00%	0.00
	2.4. MIDDLE MANAGEMENT				
	2.4.1	Black employees in Middle management as a percentage of all Middle management	2.00	75.00%	0.41
	2.4.2	Black female employees in Middle management as a percentage of all Middle management.	1.00	38.00%	0.26
	2.5. JUNIOR MANAGEMENT				
	2.5.1	Black employees in Junior management as a percentage of all Junior management	1.00	80.00%	0.49
	2.5.2	Black female employees in Junior management as a percentage of all Junior management.	1.00	40.00%	0.70
	2.6. EMPLOYEES WITH DISABILITIES				
	2.6.1	Black employees with disabilities as a percentage of all employees	2.00	2.00%	2.00
	2.7. BONUS POINTS				
	2.7.1	Number of black employees with disabilities over and above the 2% target for black employees with disabilities in terms of 2.6.1, as a percentage of all employees	2.00	1.00% (over and above 2% target in 2.6.1)	0.76
	Total		21.00		7.18

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STATEMENT TSC300: SKILLS DEVELOPMENT ELEMENT				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
25.00	2.1.1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people in any of the following three tourism sub-sectors as a percentage of leviable amount 2.1.1.1.1 Accommodation; 2.1.1.1.2 Hospitality and related services 2.1.1.1.3 Travel and related services	5.00	6.00%	2.13
	2.1.1.2. Skills development expenditure on learning programmes specified in the learning programme matrix for black people with disabilities in any of the above three tourism sub-sectors as a percentage of leviable amount	3.00	0.30%	3.00
2.1.2 LEARNERSHIPS, APPRENTICESHIPS AND INTERNSHIPS				
	2.1.2.1. Number of black people participating in Learnerships, Apprenticeships and internships paid for by the measured entity, as a percentage of total employees.	8.00	3.50%	4.49
	2.1.2.2. Number of black unemployed learners participating in learnerships, apprenticeships and internships paid for by the measured entity, as a percentage of number of total employees	4.00	3.00%	3.30
BONUS POINTS				
	2.1.3. Number of black people absorbed by the measured and / or industry entity at the end of the learnership/ apprenticeship/ internship	5.00	100.00%	3.75
Total		25.00		16.67

STATEMENT TSC400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
42.00	2.1. PREFERENTIAL PROCUREMENT			
	2.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent.	5.00	80.00%	5.00
	2.1.2. B-BBEE Procurement Spend from all empowering QSE suppliers as a percentage of Total Measured Procurement Spent.	3.00	15.00%	3.00
	2.1.3. B-BBEE Procurement Spend from all empowering EME suppliers as a percentage of Total Measured Procurement Spent.	4.00	15.00%	4.00
	2.1.4. B-BBEE Procurement Spent from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spent.	9.00	40.00%	9.00
	2.1.5. B-BBEE Procurement Spent from Empowering Suppliers that are at least 30% black women owned as a percentage of Total Measured Procurement Spent.	4.00	12.00%	4.00
	2.2. SUPPLIER DEVELOPMENT			
	2.2.1. Annual value of qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target.	10.00	3% of NPAT	10.00
	2.3 ENTERPRISE DEVELOPMENT			
	2.3.1. Annual value of qualifying Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of target.	5.00	0.5% of NPAT	5.00
2.4 BONUS POINTS				
2.4.1. Bonus points for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	1.00		1.00	
2.4.2. Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.	1.00		1.00	
Total		42.00		42.00

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STATEMENT TSC500: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
5.00	2.4.1. Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target.	5.00	1% of NPAT	5.00
	BONUS POINTS			
3.00	2.4.2. Status as TOMSA Levy collector	3.00		3.00
Total		8.00		8.00