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B-BBEE VERIFICATION AGENCY

Broad-Based Black Economic Empowerment Verification Certificate

AMASONDO FLEET SERVICES (PTY) LTD

Certificate No: GEN0795-V1/AOSMP084-31.02

Registration No: 2000/015762/07
Vat No: 4630192112
Address: 12 Corobrik Road
 Meadowdale
 Gauteng
 1614

Verification standard applied: Integrated and Sub-Sector Transport B-BBEE Charter: Road Freight
Issue of the rating standard applied: Section 9(1) of the B-BBEE Act 53 of 2003
Scorecard applied: Generic Scorecard (Gazette No: 32511)
Size of the enterprise: Turnover greater than R 35 million

Element	Weighting	Score
Ownership	20 points	21.13
Management Control	17.5 points	11.63
Employment Equity	7.5 points	10.50
Skills Development	15 points	15.00
Preferential Procurement	20 points	13.94
Enterprise Development	15 points	9.59
Socio-Economic Development	5 points	4.12
Overall Score	100 points	85.90
Level of Compliance Obtained		2

BEE Procurement Recognition Level:	125 %	Value Adding Supplier (Yes /No):	No
Black Ownership:	57.51%	Black Women Ownership:	41.71%
Black Designated Group Ownership:	14.71%	Black New Entrant Ownership:	5.65%
Black Disabled Ownership:	0.00%	Modified F/T Principle applied:	No
Black People living in Rural areas Ownership:	0.00%	Exclusion Principle applied:	No
Black Youth Ownership:	2.07%	Participated in Y.E.S. Initiative:	No
Black Unemployed Ownership:	0.00%	Empowering Supplier (Yes/No):	Yes
Black Military Veterans Ownership:	0.00%	Financial Year measured:	August'21

This certificate is based on information provided to Accountants-on-Site (Pty) Ltd and represents an independent opinion based on the verification and analysis completed by Accountants-on-Site (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade, Industry and Competition's Integrated Transport Sector Code on Broad-Based Black Economic Empowerment as gazetted on 21 August 2009.

Cornelius J. van Dyk
 Technical Signatory
 Accountants-on-site (Pty) Ltd

Issue date: 30 May 2022
Expiry date: 29 May 2023



BVA197

Name of Measured Entity: AMASONDO FLEET SERVICES (PTY) LTD
Certificate Number: GEN0795-V1/AOSMP084-31.02
SANAS Accreditation No: BVA197
B-BBEE Analyst: Marinda Gates
Technical Signatory: Cornelius J. van Dyk



MEASUREMENT OF THE OWNERSHIP ELEMENT OF B-BBEE					
Weighting Points	Ownership	Weighting Points	Compliance Target	Score	
20.00	1.1. Voting Rights:				
	1.1.1	Exercisable Voting Rights in the Enterprise in the hands of black people	3.00	25% + 1 Vote	3.00
	1.1.2	Exercisable Voting Rights in the Enterprise in the hands of black women	2.00	10.00%	2.00
	1.2 Economic Interest:				
	1.2.1	Economic Interest of black people in the Enterprise	4.00	25.00%	4.00
	1.2.2	Economic Interest of black women in the Enterprise	2.00	10.00%	2.00
	1.2.3	Economic Interest of the following black natural people in the Enterprise:	1.00	2.50%	1.00
	1.2.3.1	Black designated groups or Collective enterprises			
	1.2.3.2	Black participants in Employee Ownership Schemes			
	1.2.3.3	Black beneficiaries of Broad-Based Ownership Schemes			
	1.2.3.4	Black participants in Co-Operatives			
1.3 Realisation Points					
1.3.1	Ownership Fulfilment	1.00	Refer to paragraph 10.1	1.00	
1.3.2	Net Value	7.00	Refer to Annex C paragraph 4	7.00	
4.00	1.4 Bonus Points				
	1.4.1	Involvement in the ownership of the Enterprise of black new entrants	2.00	10.00%	1.13
	1.4.2	Involvement in the ownership of the Enterprise of black:	2.00	10.00%	0.00
	1.4.2.1	Participants in Employee Ownership Schemes			
	1.4.2.2	Beneficiaries of Broad-Based Ownership Schemes			
1.4.2.3	Participants in Co-Operatives				
Total		24.00		21.13	

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	50.00%	1.50
	2.1.2	Exercisable Voting Rights of Black Women Board Members	1.50	25.00%	1.50
	2.1.3	Percentage Black People who are Executive Directors	1.00	50.00%	1.00
	2.1.4	Percentage Black Women who are Executive Directors	1.00	25.00%	0.00
	2.2 Top Management				
	2.2.1	Percentage Black People who hold Senior Top Management positions	7.00	40.00%	7.00
	2.2.2	Percentage Black Women who hold Senior Top Management positions	4.00	20.00%	0.00
	2.2.3	Percentage Black People who hold Other Top Management positions	0.00	40.00%	0.00
	2.2.4	Percentage Black Women who hold Other Top Management positions	0.00	20.00%	0.00
1.00	2.3 Bonus Points				
		Black Independent Non-Executive Board Members	1.00	40.00%	0.63
Total		17.00		11.63	

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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	0.00	43.00%	0.00
	% Black Women in Senior Management	0.00	22.00%	0.00
	% Black People in Middle Management	1.75	63.00%	1.75
	% Black Women in Middle Management	1.75	32.00%	1.75
	% Black People in Junior Management	0.00	68.00%	0.00
	% Black Women in Junior Management	0.00	34.00%	0.00
	% Black Women who are semi- and unskilled (i.e. Employees below Junior Management)	2.00	15.00%	2.00
	% Black people living with disabilities as a percentage of all employees	1.00	2.00%	1.00
	% Black Women living with disabilities as a percentage of all employees	1.00	1.00%	1.00
3.00	Bonus points for meeting or exceeding the EAP targets in each category of employment equity	3.00		3.00
Total		10.50		10.50

MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE					
Weighting Points	Skills Development	Weighting points	Compliance Target	Score	
15.00	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 Leviale Amount	3.00	3.00%	3.00
		4.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees as a percentage of Leviale Amount	3.00	1.50%	3.00
		4.1.3 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of Leviale Amount	1.50	0.30%	1.50
		4.1.4 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees with disabilities as a percentage of Leviale Amount	1.50	0.15%	1.50
		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	3.00	5.00%	3.00
		4.2.2 Number of black women employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees	3.00	2.50%	3.00
	Total		15.00		15.00

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MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE				
Weighting Points	Preferential Procurement	Weighting Points	Compliance Target	Score
20.00	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	50.00%	12.00
	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	3.00	10.00%	0.19
	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)	3.00	9.00%	1.75
	2.1.3.2. Suppliers that are 30% Black Women Owned (2 out of 5 points)	2.00	6.00%	0.00
Total		20.00		13.94

MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE				
Weighting Points	Enterprise Development	Weighting Points	Compliance Target	Score
15.00	Average Annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	15.00	3% of NPAT	9.59
Total		15.00		9.59

MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE				
Weighting Points	Socio-Economic Development	Weighting Points	Compliance Target	Score
5.00	Average Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target	5.00	1% of NPAT	4.12
Total		5.00		4.12