



EMPOWERDEX

Economic Empowerment Rating Agency

Generic B-BBEE Verification Certificate

Broll Property Group (Pty) Ltd

Registration Number: 1991/006198/07

Address: 2nd Floor , Broll House, 27 Fricker Road , Illovo , Johannesburg , 2196

Level Four Contributor

Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	10.39	20.00	Procurement Recognition Level	100.00%
Management	6.57	10.00	Black Ownership	20.00%
Employment Equity	7.30	15.00	Black Women Ownership	20.00%
Skills Development	3.19	15.00	VAT Number	4680134998
Preferential Procurement	18.42	20.00	Value Adding Enterprise	Yes
Enterprise Development	15.00	15.00	Issue Date	19 May 2010
Socio-Economic Development	5.00	5.00	Expiry Date	18 May 2011
Total Score	65.87	100.00	Re-Issue Date	N/A



For EMPOWERDEX (Pty) Ltd

19 May 2010

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 9 February 2007.

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

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BBBEE Verification Agency

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C e r t i f i c a t e



Executive Summary: Broll Property Group (Pty) Ltd

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Ownership	C	<p style="text-align: center;">A</p> <p style="text-align: center;">Department of Trade and Industry's Codes of Good Practice (Released February 2007)</p> <p style="text-align: center;">Level Four Contributor</p>	<p>Unconstrained Operational Capacity</p>
Management & Control	B		
Employment Equity	C		
Skills Development	D		
Preferential Procurement	A		
Enterprise Development	A		
Socio Economic Development	A		
Operational Capacity	A		

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Ownership:				
Verification date:	01 January 2009 – 31 December 2009			
Voting rights of black people:	25.10%	3.00	20.00%	2.40
Voting rights of black women:	10.00%	2.00	20.00%	2.00
Economic interest of black people:	25.00%	4.00	20.00%	3.20
Economic interest of black women:	10.00%	2.00	20.00%	2.00
Economic interest of designated groups:	2.50%	1.00	0.00%	0.00
Black participants in employee ownership schemes:			0.00%	
Black beneficiaries of broad based ownership schemes:			0.00%	
Black participants in co-operatives:			0.00%	
Ownership fulfillment:	Yes	1.00	No	0.00
Net value:	10.00%	7.00	1.13%	0.79
Bonus: black new entrant	10.00%	2.00	0.00%	0.00
Bonus: black participants in schemes of ownership	10.00%	1.00	0.00%	0.00
TOTAL SCORE: OWNERSHIP	20.00		10.39	
Management & Control:				
Verification date:	01 January 2009 – 31 December 2009			
Black representation at board: (adjusted for gender)	50.00%	3.00	31.82%	1.91
Black representation of the executive directors: (adjusted for gender)	50.00%	2.00	25.00%	1.00
Black representation at senior top management: (adjusted for gender)	40.00%	3.00	25.00%	1.88
Black representation at other top management: (adjusted for gender)	40.00%	2.00	15.63%	0.78
Bonus points: black independent non-executive directors	40.00%	1.00	100.00%	1.00
TOTAL SCORE: MANAGEMENT & CONTROL	10.00		6.57	
Employment Equity:				
Verification date:	01 January 2009 – 31 December 2009			
Total permanent workforce analyzed:	828			
Total permanent black employees:	425			
Total permanent black female employees:	208			
Black disabled representation : (adjusted for gender)	2.00%	2.00	0.00%	0.00
Black representation at senior management : (adjusted for gender)	43.00%	5.00	17.57%	2.04
Black representation at middle management: (adjusted for gender)	63.00%	4.00	25.61%	1.63
Black representation at junior management : (adjusted for gender)	68.00%	4.00	61.74%	3.63
Bonus Points: meeting or exceeding EAP targets, senior management	87.50%	1.00	18.92%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	87.50%	1.00	26.83%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	87.50%	1.00	55.47%	0.00
TOTAL SCORE: EMPLOYMENT EQUITY	15.00		7.30	



Executive Summary: Broll Property Group (Pty) Ltd

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Skills Development:				
Latest Skills Development Plan submitted to:				SERVICES SETA
Skills development review period:				01 January 2009 – 31 December 2009
Skills development spend on black staff:				R1,345,009
Skills development spend on black female staff:				R843,963
Skills spend on black staff as a percentage of leviabale amount: (adjusted for gender)	3.00%	6.00	0.76%	1.52
Skills spend on black disabled staff as a percentage of leviabale amount: (adjusted for gender)	0.30%	3.00	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5.00%	6.00	1.39%	1.67
TOTAL SCORE: SKILLS DEVELOPMENT	15.00		3.19	
Preferential Procurement:				
Preferential procurement policy:				Yes
Financial period verified:				01 January 2009 – 31 December 2009
Total expenditure:				R261,574,911
Procurement exclusions:				R177,007,364
Total measured procurement spend:				R84,567,547
Total BEE procurement as a percentage of total measured procurement spend:	50.00%	12.00	47.38%	11.37
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10.00%	3.00	23.16%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9.00%	3.00	6.14%	2.05
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6.00%	2.00	6.14%	2.00
TOTAL SCORE: PREFERENTIAL PROCUREMENT	20.00		18.42	
Enterprise Development:				
Enterprise development initiatives:				Yes
Cumulative recognition period:				01 January 2009 – 31 December 2009
Enterprise development as a percentage of NPAT:	3.00%	15.00	4.60%	15.00
TOTAL SCORE: ENTERPRISE DEVELOPMENT	15.00		15.00	
Socio-Economic Development:				
Socio-economic development initiatives:				Yes
Cumulative recognition period:				01 January 2009 – 31 December 2009
Socio-economic development as a percentage of NPAT:	1.00%	5.00	1.94%	5.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00		5.00	
TOTAL SCORE:	100.00		65.87	

Analyst:

Andile Kungwayo

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