



PREMIER VERIFICATION

B-BBEE Verification Certificate

Issued to:

Metrofile Holdings Ltd

Including Subsidiaries as listed on Annexure A

41 Wordsworth Avenue, Senderwood, Bedfordview, 2007

Company Registration: 1983/012697/06

VAT: Not Registered

LEVEL FOUR (4) CONTRIBUTOR
B-BBEE RECOGNITION LEVEL- 100 %

*Generic Scorecard -
Codes of Good Practice 2013 (Section 9(1) : 36928)*

<u>Criteria</u>	<u>Result</u>	<u>Weight</u>
Ownership	22.00	25.00
Management Control	6.33	15.00
Skills Development	13.89	20.00
Enterprise & Supplier Development	39.97	40.00
Socio-Economic Development	5.00	5.00
Overall Result	87.19	105.00
Priority Elements Achieved	Yes	
Empowering Supplier	Yes	
Nature of Business	All Industries	

<u>Element</u>	<u>Result</u>
Black Ownership	52.47%
Black Female Ownership	31.28%
Designated Group Supplier	No
Modified Flow Through Applied	No

Re-Issue Date	23 January 2018
Issue Date	13 December 2017
Expiry Date	12 December 2018
Certificate Number	PV_1712007C022018

Bridget Ntombela
Premier Verification (Pty) Ltd


BBBEE Verification Agency
BVA100



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Metrofile Holdings Ltd
Annexure A Subsidiaries

<u>Company Name</u>	<u>Registration Number</u>	<u>VAT Number</u>
Metrofile Management Services (Pty) Ltd	1999/028220/07	4320189667
Metrofile (Pty) Ltd (Incorporating Divisions):	2003/016054/07	4430209686
Johannesburg (Incorporating Bloemfontein)		4430209686
Pretoria (Incorporating Nelspruit)		4580212159
Kwazulu Natal		4390212621
Eastern Cape		4260212024
Western Cape		4290213067
Metrofile Training Academy(Pty) Ltd	2007/020396/07	4320251749
CSX Customer Services (Pty) Ltd	2002/003921/07	4050265026
Global Continuity (SA) (Pty) Ltd	2003/023013/07	4590210276

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PREMIER VERIFICATION

B-BBEE Verification Services

Tel: 010 591 0591 | Fax: 086 626 7484 | Postal: Postnet Suite 334, Private Bag X11, Craighall, 2024
Address: No. 5 Second Road, Hyde Park, Fountain Grove Office Park, 1st Floor Block 1, Johannesburg
Email: info@p-v.co.za | Web: www.premierverification.com

Certificate # PV_1712007C022018

13 December 2017

Detailed BBBEE Verification Report of: Metrofile Holdings Ltd

Generic Enterprise Scorecard 2013 COGP		Result	Target
100	Ownership	22.00	25.00
200	Management Control	6.33	19.00
300	Skills Development	13.89	25.00
400	Enterprise and Supplier Development	39.97	44.00
500	Socio-Economic Development	5.00	5.00
Total		87.19	118.00

B-BBEE Status	Result
BBBEE Level Achieved	4
Priority Elements Achieved	Yes
Effective BBBEE Level - Priority Elements	4
B-BBEE Recognition Level	100.00%
Empowering Supplier	Yes
Black Ownership	52.47%
Black Female Ownership	31.28%
Black Designated Group Ownership	0.00%
Modified Flow Through Applied	No
Mandated Investments	Excluded
Enterprise Development Beneficiary	No
Supplier Development Beneficiary	No
Nature of Business	All Industries
Financial Period of Verification	30 June 2017
Certificate Issue Date	23 January 2018
Certificate Expiry Date	12 December 2018
Validate Certificate	PV - Validation
Certificate Number	PV_1712007C022018

Bridget Ntombela
Technical Signatory

Matthew Kearns
Verification Analyst

Schedule of Priority Elements					
Element	Target @ 40% of:	Points Weighting	Points Required	Points Achieved	Achieved
Ownership	Net Value	8.00	3.20	8.00	Yes
Skills Development - Spend	Total Points	12.00	4.80	5.94	Yes
Skills Development - Headcount	Total Points	13.00	5.20	7.96	Yes
Procurement	Total Points	25.00	10.00	24.97	Yes
Supplier Development	Total Points	10.00	4.00	10.00	Yes
Enterprise Development	Total Points	5.00	2.00	5.00	Yes
Priority Elements Achieved:					Yes



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2013 COGP

Criteria	Weighting	Target	% Achieved	Points Achieved
Ownership				
Exercisable Voting Rights in the Enterprise in the hands of black people:	4	25.10%	52.47%	4.00
Exercisable Voting Rights in the Enterprise in the hands of black women:	2	10.00%	29.87%	2.00
Economic Interest of Black people in the enterprise:	4	25.00%	52.47%	4.00
Economic Interest of Black women in the enterprise:	2	10.00%	31.28%	2.00
Economic Interest of the following black natural people in the enterprise: black designated groups, black participants in Employee Ownership Schemes, black beneficiaries of Broad-Based Ownership Schemes, or black Participants in Co-operatives.	3	3.00%	0.00%	0.00
Involvement in the ownership of the enterprise of black new entrants	2	2.00%	52.47%	2.00
Net Value	8	25.00%	44.29%	8.00
Management Control				
Exercisable voting rights of Black board members as a percentage of all board members	2	50.00%	40.00%	1.60
Exercisable voting rights of Black Female board members as a oercentage of all board members	1	25.00%	40.00%	1.00
Black executive directors as a percentage of all executive directors	2	50.00%	0.00%	0.00
Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
Black executive management as a percentage of all executive management	2	60.00%	0.00%	0.00
Black female executive management as a percentage of all executive management	1	30.00%	0.00%	0.00
Black Employees in Senior Management as a percentage of all Senior management	2	60.00%	Per EAP	0.00
Black Female Employees in Senior Management as a percentage of all Senior management	1	30.00%	Per EAP	0.00
Black Employees in Middle Management as a percentage of all Middle management	2	75.00%	Per EAP	0.52
Black Female Employees in Middle Management as a percentage of all Middle management	1	38.00%	Per EAP	0.36
Black Employees in Junior Management as a percentage of all Junior management	1	88.00%	Per EAP	0.45
Black Female Employees in Junior Management as a percentage of all Junior management	1	44.00%	Per EAP	0.41
Black employees with disabilities as a percentage of all employees	2	2.00%	1.99%	1.99



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Skills Development				
Skills Development Expenditure on Learning Programmes Specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount:	8	6.00%	Per EAP	1.94
Skills Development Expenditure on Learning Programmes Specified in the Learning Programme Matrix for black employee with disabilities as a percentage of Leivable Amount:	4.00	0.30%	0.50%	4.00
Number of black people participating in Learnerships, Apprenticeship and Internships as a percentage of total employees:	4.00	2.50%	Per EAP	4.00
Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of number of employees:	4	2.50%	Per EAP	3.96
Number of black people absorbed by the Measured and Industry Entity at the end of the Learnership Program:	5	100.00%	0.00%	0.00
Enterprise and Supplier Development				
BBBEE Procurement Spend from all Empowering Suppliers based on the BBBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	80.00%	79.54%	4.97
BBBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable BBBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	23.69%	3.00
BBBEE Procurement Spend from all Empowering Suppliers that are Exempted Micro Enterprises based on the applicable BBBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	20.93%	4.00
BBBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable BBBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	9	40.00%	43.13%	9.00
BBBEE Procurement Spend from all Empowering Suppliers that are at least 30% black women owned based on the applicable BBBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	39.30%	4.00
BBBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black Owned	2	2.00%	0.00%	0.00
Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	2.10%	10.00
Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	1.05%	5.00
Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to Supplier Development level	1	>=1	0.00%	0.00
Bonus points for creating one or more jobs as a result of Supplier Development initiatives by the Measured Entity.	1	>=1	0.00%	0.00



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Socio-Economic Development

Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target	5	1.00%	1.60%	5.00
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