

**Broad-Based Black Economic Empowerment  
Verification Certificate  
EXPRESS EMPLOYMENT PROFESSIONALS SA (PTY) LTD**

Certificate No: LE/2016/06/006

<b>Registration number:</b>	1997/018470/07	<b>VAT number:</b>	4660173347
<b>Physical Address:</b>	1 <sup>st</sup> Floor Unit 16 Oxford Office Park 3 Bauhinia street Highveld Techno Park 0157	<b>Postal Address:</b>	1st Floor Unit 16 Oxford Office Park 3 Bauhinia street Highveld Techno Park 0157

<b>Verification Standard Applied:</b>	<b>Codes of Good Practice on Black Economic Empowerment</b>
<b>Issue of the rating standard applied:</b>	<b>Section 9 of the B-BBEE Act 53 of 2003</b>
<b>Scorecard Applied:</b>	<b>Generic Scorecard (&gt; R50 Million annual turnover)</b>

Element	Weighting Points	Score
Ownership	25.00	25.00
Management Control	15.00	14.57
Skills Development	20.00	16.84
Enterprise and Supplier Development	40.00	37.16
Socio-Economic Development	5.00	5.00
<b>Overall Score</b>		<b>98.58</b>

<b>Broad Based BEE status adjusted level</b>	:	<b>A Level 2 Contributor to B-BBEE</b>
<b>BEE procurement recognition level</b>	:	<b>125.00%</b>
<b>Black Ownership</b>	:	<b>25.00%</b>
<b>Black Women Ownership</b>	:	<b>25.00%</b>
<b>Modified Flow-Through (Yes/ No)</b>	:	<b>No</b>
<b>Empowering Supplier (Yes/No)</b>	:	<b>Yes</b>
<b>Designated Group Supplier (Yes/No)</b>	:	<b>No</b>

Based on our work performed, we have no reason to believe that the B-BBEE status reflected in this Certificate has not been determined in all material respects, in accordance with the Amended Codes of Good Practice on Black Economic Empowerment gazetted on 11 October 2013 in terms of the Broad-Based Black Economic Empowerment Act of South Africa.

This Certificate has been determined on the basis of information provided by the measured entity. We do not accept or assume responsibility to anyone other than Express Employment Professionals (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.



**Arthur Alexander Luiz**  
IRBA Registration No. : 179515B  
B-BBEE Approved Registered Auditor

<b>Date of issue:</b>	<b>04 July 2016</b>
<b>Expiry date:</b>	<b>03 July 2017</b>
<b>Period of validity:</b>	<b>12 Months</b>