

## Broad-Based Black Economic Empowerment Verification Certificate

O'DWYER PERSONNEL CC

Certificate No:01/B-BBEE/2015/00281/QSE

Registration no: 2009/203895/23  
VAT no: 4690261591  
Head Office, Location: 1<sup>st</sup> Floor, Block A  
Century Falls  
Century Boulevard  
Century City


Verification standard applied: Codes of Good Practice on Black Economic Empowerment  
Issue of the rating standard applied: Section 9 of the B-BBEE Act 53 of 2003  
Scorecard applied: Qualifying Small Enterprises Scorecard (<R35 Million annual turnover)  
Financial year rated: 2014

Element	Element weighting	Score
Ownership	25	27
Management Control	25	27
Employment Equity	25	27
Skills Development	25	-
Preferential Procurement	25	25
Enterprise Development	25	-
Socio-Economic Development	25	-
<b>Overall Score</b>	<b>100</b>	<b>106</b>

**Broad Based BEE status level** : **A level ONE contributor to B-BBEE**  
**BEE procurement recognition level** : **135%**  
**Black Ownership** : **100%**  
**Black Women Ownership** : **100%**  
**Value Adding Supplier (Yes/No)** : **YES**

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 Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007 in terms of the Broad-Based Black Economic Empowerment Act of South Africa. Our limited assurance report dated 05 March 2015 is available for inspection at the registered office of O'DWYER PERSONNEL CC together with the accompanying Scorecard and should be referred to for an understanding of our limited assurance engagement and the extent of work performed.

This Certificate has been determined on the basis of information provided by management that may not be complete in all respects. We do not accept or assume responsibility to anyone, apart from O'DWYER PERSONNEL CC, for our work, for this report, or for the conclusion we have reached.

  
B-BBEE Approved Registered Auditor full Name: Gerhard Stols  
B-BBEE Approved Registered Auditor Registration No: 509360 B  
B-BBEE Approved Registered Auditor

Date of issue: 05/03/2015  
Expiring date: 04/03/2016  
Period of validity: 12 Months