

Broad-Based Black Economic Empowerment Generic Verification Certificate

Enterprise Name: **Red Alert TSS (Pty) Ltd**
 Enterprise Registration No: **2005/021629/07**
 Enterprise VAT No: **4320221932**

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Contact Person:	Vanessa du Preez	

Date of assessment: 21 April 2017
 Expiry date: 20 April 2018
 B-BBEE scorecard type: Generic Scorecard

B-BBEE Contribution Summary	B-BBEE Score
Element	
Ownership	25.00
Management Control	13.54
Skills Development	15.55
Enterprise and Supplier Development	42.00
Socio-Economic Development	5.00

B-BBEE Score: 101.09
 B-BBEE Level After Discount: Level 1
 B-BBEE Recognition Level: 135%
 51% Or More Black Owned: YES
 30% Or More Black Women Owned: YES
 Empowering Supplier: YES
 Designated Group Supplier: NO
 Modified Flowthrough Principle Applied: NO

Signature



Mazars
 Technical Signatory: AS Balshaw
 21 April 2017

This Broad-Based Black Economic Empowerment verification is based on the provisions of the BEE Act (Act 53 of 2003), the Amended B-BBEE Codes of Good Practice, gazetted on 11 October 2013.

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Generic Scorecard

Ref No: REDA010-01

Measured entity: Red Alert TSS (Pty) Ltd

Element	Weighting	Criteria	Points	Target	Actual %	Actual Score	Total
Ownership	25	Voting rights					
		Exercisable voting rights in the hands of black people	4	25% + 1 vote	56.10%	4.00	25.00
		Exercisable voting rights in the hands of black women	2	10%	30.91%	2.00	
		Economic interest					
		Economic interest in the hands of black people	4	25%	56.10%	4.00	
		Economic interest in the hands of black women	2	10%	30.91%	2.00	
		Economic interest in the hands of black Designated Groups, black natural people in Employee Ownership Schemes, Broad-based Ownership Schemes or Co-Operatives	3	3%	23.10%	3.00	
New entrants	2	2%	25.10%	2.00			
Net value			8			8.00	
Management Control	19	Board participation					
		Exercisable voting rights of black board members as a percentage of all board members	2	50%	40.00%	1.60	13.54
		Exercisable voting rights of black female board members as a percentage of all board members	1	25%	20.00%	0.80	
		Black executive directors as a percentage of all executive directors	2	50%	33.33%	1.33	
		Black female executive directors as a percentage of all executive directors	1	25%	0.00%	0.00	
		Other executive management					
		Black executive management as a percentage of all executive directors	2	60%	25.00%	0.83	
		Black female executive management as a percentage of all executive directors	1	30%	0.00%	0.00	
		Senior management					
		Black employees in senior management as a percentage of all senior management	2	60%	*ΣScore RD	1.90	
		Black female employees in senior management as a percentage of all senior management	1	30%	*ΣScore RD	0.84	
		Middle management					
		Black employees in middle management as a percentage of all middle management	2	75%	*ΣScore RD	1.91	
		Black female employees in middle management as a percentage of all middle management	1	38%	*ΣScore RD	0.96	
		Junior Management					
Black employees in junior management as a percentage of all junior management	1	88%	*ΣScore RD	0.87			
Black female employees in junior management as a percentage of all junior management	1	44%	*ΣScore RD	0.90			
Employees with Disabilities							
Black employees with disabilities as a percentage of all employees	2	2%	1.60%	1.60			



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Skills Development	20	Skills Development Expenditure on any programme specified in the Learning Programmes Matrix	8	6%	*ΣScore RD	5.02						
		Skills development expenditure on Learning Programmes specified in the Learning Programme's Matrix for black employees as a percentage of Leviable Amount										
		Skills development expenditure on Learning Programmes specified in the Learning Programme's Matrix for black employees with disabilities as a percentage of Leviable Amount						4	0.3%	0.71%	4.00	
		Totals for Learnerships, Apprenticeships and Internships										15.55
		Number of black employees participating in Learnerships, Apprenticeships and Internships as a percentage of total employees						4	2.5%	*ΣScore RD	2.65	
Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of total employees	4	2.5%	*ΣScore RD	2.60								
Bonus points												
Enterprise and Supplier Development	40	Number of black people absorbed by the measured and Industry Entity at the end of the Learnership programme	5	100%	25.58%	1.28						
Enterprise and Supplier Development	40	B-BBEE procurement spend from all empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of Total Measured Procurement Spend	5	80%	96.78%	5.00	42.00					
		B-BBEE procurement spend from all empowering Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	3	15%	17.43%	3.00						
		B-BBEE procurement spend from all empowering Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	4	15%	46.62%	4.00						
		B-BBEE procurement spend from all empowering suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	9	40%	44.96%	9.00						
		B-BBEE procurement spend from all empowering suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	4	12%	44.01%	4.00						
		Bonus point - B-BBEE procurement spend from designated group suppliers that are at least 51% black owned	2	2%	0.00%	0.00						
		Supplier Development: Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2% of NPAT	7.61%	10.00						
		Enterprise Development: Annual value of all Enterprise Development Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	1.64%	5.00						
		Bonus point – Graduation of one or more Enterprise Development Beneficiaries to the Supplier Development Level	1			1.00						
		Bonus point – Creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1			1.00						

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Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions made by the measured entity as a percentage of the target	5	1% of NPAT	5.12%	5.00	5.00
TOTAL B-BBEE POINTS SCORED				101.09			
B-BBEE CONTRIBUTION LEVEL				Level One			
B-BBEE RECOGNITION LEVEL				135%			
Date of Assessment				21 April 2017			

* Σ Score⁹⁰: Total score of the qualifying six black race group employees for the applicable measurement category indicator

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