

## Broad-Based Black Economic Empowerment Verification Certificate

**SPECIAL ENVOY XPRESS CC**  
(T/A SPECIAL ENVOY )

Certificate No:01/B-BBEE/2015/01516QSE

Registration no: 1998/020156/23  
VAT no: 4680175298  
Head Office, Location: 5 Isando Road  
Isando  
Kempton Park  
PO Box 30020  
Jet Park  
1469

Verification standard applied: Integrated Transport Sector - Road Freight for B-BBEE  
Issue of the rating standard applied: Section 9 of the B-BBEE Act 53 of 2003  
Scorecard applied: QSE Scorecard Small Enterprise (<R35 million)  
Financial year rated: 2015

Element	Element weighting	Score
Ownership	25	-
Management Control	25	26,95
Employment Equity	25	23,16
Skills Development	25	-
Preferential Procurement	25	-
Enterprise Development	25	25,00
Socio-Economic Development	25	25,00
<b>Overall Score</b>	<b>100</b>	<b>100,11</b>

**Broad Based BEE status level : A level ONE contributor to B-BBEE**  
**BEE procurement recognition level : 135%**  
**Black Ownership : 26,00%**  
**Black Women Ownership : 26,00%**  
**Value Adding Supplier (Yes/No) : NO**

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 Integrated Transport Sector - Road Freight for B-BBEE on Black Economic Empowerment, gazetted on 21 August 2009 in terms of the Broad-Based Black Economic Empowerment Act of South Africa. Our limited assurance report dated 13 August 2015 is available for inspection at the registered office of SPECIAL ENVOY XPRESS 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 SPECIAL ENVOY XPRESS 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**  
tel: 012 546 7248 | fax: 086 672 5709  
260 Jack Hindon Street | Pretoria North | 0182  
PO Box 16949 | Pretoria North | 0116

**Date of issue: 13 August 2015**  
**Expiry date: 12 August 2016**  
**Period of validity: 12 Months**

GP Stols Financial Services  
Registered Firm IRBA Registration No: 903915

Name of measured entity: Special Envoy Xpress CC  
 Certificate Number: Certificate No:01/B-BBEE/2015/01516QSE  
 B-BBEE Approved Registered Auditor:  
 Full Name: Gerhard Stols  
 B-BBEE Approved Registered Auditor Registration No.: 509360 B

Expiry Date: 12 August 2016

Appendix A1



## Integrated Transport Sector - Road Freight for B-BBEE

CODE SERIES 801: MEASUREMENT OF OWNERSHIP ELEMENT FOR QSE					
Weighting points	Category	Ownership	Weighting points	Compliance Target	Score
25	Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people.	6	25% + 1 vote	6,00
	Economic Interest	Economic Interest of black people in the Enterprise.	9	25%	9,00
	Realisation points:	Ownership fulfilment.	1	Release from third party rights.	1,00
		Net Value. 10% first year. 20% second year. 40% third & fourth year. 60% fifth & sixth year. 80% seventh & eighth year. 100% ninth & tenth year.	9	Achieved Economic Interest compliance target.	9,00
3	Bonus point	Involvement in the ownership of the Enterprise by black women.	2	10%	2,00
		Involvement in the ownership of the Enterprise by black Participants in Employee Ownership Schemes, Co-operatives or Broad- Based Ownership Schemes.	1	10%	0,00
Total			28		27,00

CODE SERIES 802: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR QSE					
Weighting points	Category	Management Control	Weighting points	Compliance Target	Score
25	Management Control	Black Senior and Other Top Management adjusted using the Adjusted Recognition for Gender.	25	50,10%	24,95
	Bonus Points:	Black women representation at Top-Management	2	25,00%	2,00
Total			27		26,95

CODE SERIES 803: MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT FOR QSE					
Weighting points	Employment Equity	Weighting points	Compliance targets		Score
			Years 0 - 5		
25	Black employees of the Measured Entity who are Management as a percentage of all Management	7,5	40% (16%) Sub-Min		7,50
	Black Women Employees of the Measured Entity who are management as a % of all Management	7,5	20% (8%)	Sub-Min	7,50
	Black employees of the Measured Entity as a percentage of all employees	5	60% (28%) Sub-Min		5,00
	BlackWoman employees of the Measured Entity as a percentage of all employees	5	30% (12%) Sub-Min		2,16
2	Bonus point for meeting or exceeding the EAP targets in each category above	2			1,00
Total		27			23,16

CODE SERIES 804: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT FOR QSE				
Weighting points	Skills Development	Weighting points	Compliance Target	Score
25	Skills Development Spend on Learning Programmes for Black employees as a percentage of Leviable amounts.	12,5	2%	0,00
	Skills Development Spend on Learning Programmes for Black Woman employees as a percentage of Leviable amounts.	12,5	1%	0,00
	Total	25		0,00

CODE SERIES 805: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT FOR QSE				
Weighting points	Preferential Procurement	Weighting points	Compliance Target	Score
25	B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Levels as a percentage of Total Measured Procurement Spend.	25	40%	0,00
	Total	25		0,00

CODE SERIES 806: MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT FOR QSE				
Weighting points	Enterprise Development	Weighting points	Compliance Target	Score
25	Average annual value of all Qualifying Contributions made by the Measured Entity as a percentage of the target.	25	2% of NPAT	25,00
	Total	25		25,00

CODE SERIES 807 : MEASUREMENT OF THE SOCIAL ECONOMIC DEVELOPMENT CONTRIBUTIONS FOR QSE				
Weighting points	Social Economic Development	Weighting points	Compliance Target	Score
25	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the target.	25	1% of NPAT	25,00
	Total	25		25,00

B-BBEE Status and Procurement Recognition Levels:

B-BBEE Contributor Status	Scorecard - Overall Score	Procurement Recognition Level: Claim value as % of Rand spend:
Level 1 Contributor	= 100 points	135%
Level 2 Contributor	= 85 - < 100 points	125%
Level 3 Contributor	= 75 - < 85 points	110%
Level 4 Contributor	= 65 - < 75 points	100%
Level 5 Contributor	= 55 - < 65 points	80%
Level 6 Contributor	= 45 - < 55 points	60%
Level 7 Contributor	= 40 - < 45 points	50%
Level 8 Contributor	= 30 - < 40 points	10%
Non-compliant Contributor	< 30 points	0%