

BROAD-BASED BEE RATING

Final Report

Submitted to

A Solutions (Pty) Ltd

Registration Number	1998/001489/07
VAT Number	4780178044
BBBEE Status	Level 1
BBBEE Recognition Level	135%
Empowering Supplier	Yes
Validity Period	30 November 2019 – 29 November 2020
Certificate Number	HR/QSE/3504/19



Verification Manager
Honeycomb BEE Ratings



	CONTENTS	PAGE NUMBER
1.	INTRODUCTION	2
2.	A SOLUTIONS (PTY) LTD DETAILED SCORECARD	3
3.	CONCLUSION	5

1. INTRODUCTION

In February 2019, A Solutions (Pty) Ltd commissioned Honeycomb to conduct a BBBEE verification of the organization. Honeycomb's mandate was to assess, verify and validate both disclosed and undisclosed BBBEE-related information of A Solutions (Pty) Ltd. The BBBEE rating has been based on the ICT Codes of Good Practice on Black Economic Empowerment released by the Dti in November 2016.

A Solutions (Pty) Ltd is a qualifying small entity and is measured on all of the five elements of BBBEE – ownership, management control, skills development, Enterprise & Supplier Development and socio-economic development.

In conducting the verification, a comprehensive methodology was followed. Honeycomb followed a rigorous verification process that is aligned to best practice verification standards, the Dti ICT Codes of Good Practice and the South African National Accreditation System (SANAS). Data and information relating to the elements of the Scorecard was obtained, interviews with senior management, and personnel of A Solutions (Pty) Ltd were conducted as well as the verification of supporting documentation provided to Honeycomb.

All the information utilized for the verification was obtained from A Solutions (Pty) Ltd and the conclusions reached are based on this information. Based on the information provided and subject to the terms of the verification engagement Honeycomb is of the opinion that the rating reflected herein is accurate and reflects the true BBBEE status of A Solutions (Pty) Ltd.

The on-site verification was conducted on the 23rd of October 2019 by Mark Lowth.

2. A SOLUTIONS (PTY) LTD DETAILED SCORECARD

Component Indicator	Indicator Weightings	Indicator Target	Verified Level	Score
Ownership				23.69
Exercisable Voting rights in the enterprise in the hands of black People	5.00	30.00%	27.81%	4.64
Exercisable Voting rights in the enterprise in the hands of black women People	2.00	10.00%	19.81%	2.00
Economic interest of black people in the enterprise	5.00	30.00%	27.81%	4.64
Economic interest of black women in the enterprise	2.00	10.00%	19.81%	2.00
Economic interest - New Entrants or Designated Groups	3.00	2.00%	15.81%	3.00
Net value	8.00	formula	27.81%	7.42
Management and Control				8.87
Black representation at Executive Management	5.00	50.00%	25.00%	2.50
Black female representation at Executive Management	2.00	25.00%	25.00%	2.00
Black representation at Senior, Middle and Junior Management	6.00	60.00%	42.22%	4.22
Black female representation at Senior, Middle and Junior Management	2.00	30.00%	2.22%	0.15
Skills Development				25.00
Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leviabale amount	15.00	3.00%	16.22%	15.00
Skills development expenditure on learning programmes specified in the learning programme matrix for black females as a percentage of leviabale amount	7.00	1.00%	5.48%	7.00
Skills development expenditure on learning programmes specified in the learning programme matrix for black people with disabilities as a percentage of leviabale amount.	3.00	0.15%	0.18%	3.00
Bonus Points: Number of black people absorbed by the Measured and Industry Entity at the end of the learning programme	5.00	100.00%	0.00%	0.00

Enterprise and Supplier Development				30.93
B-BBEE procurement spend from all empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of total measured procurement spend	15.00	60.00%	68.42	15.00
B-BBEE procurement spend from empowering suppliers that are at least 51% black owned based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	5.00	15.00%	14.80	4.93
Bonus Points: B-BBEE procurement spend from designated group suppliers that are at least 51% black owned	1.00	1.00%	8.78	1.00
Annual value of all supplier development contributions made by the measured entity as a percentage of the target	5.00	2.00%	3.83	5.00
Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of the target	5.00	2.00%	2.94	5.00
Bonus point: for graduation of one or more enterprise development beneficiaries to graduate to the supplier development level	1.00	Yes	No	0.00
Bonus point: Created one or more jobs up to 10% of the workforce directly as a result of SD&ED initiatives	1.00	Yes	No	0.00
Bonus point: Created one or more jobs of 11% or more of the workforce as a result of SD&ED initiatives	1.00	Yes	No	0.00
Socio-Economic Development				11.24
Annual value of Socio-economic Development contributions made by the measured entity as a percentage of the target	12.00	1.00%	0.94%	11.24
YES Initiative				0.00
1.5 x YES Target and 5% Absorption	3.00	Yes/No	No	0.00
Total				100.73

3. CONCLUSION

- 3.1. A Solutions (Pty) Ltd achieved a BEE score of 100.73 Points.
- 3.2. Based on this score A Solutions (Pty) Ltd is a Level One (1) Contributor to BEE.
- 3.3. Accordingly, A Solutions (Pty) Ltd received a BEE Recognition Level of 135%.

B-BBEE Status	Qualification	B-BBEE Recognition Level
Level One Contributor	≥100 points on the Scorecard	135%
Level Two Contributor	≥95 but <100 points on the Scorecard	125%
Level Three Contributor	≥90 but <95 points on the Scorecard	110%
Level Four Contributor	≥80 but <90 points on the Scorecard	100%
Level Five Contributor	≥75 but <80 points on the Scorecard	80%
Level Six Contributor	≥70 but <75 points on the Scorecard	60%
Level Seven Contributor	≥55 but <70 points on the Scorecard	50%
Level Eight Contributor	≥40 but <55 points on the Scorecard	10%
Non-Compliant Contributor	<40 points on the Scorecard	0%