



Hereby certifies that

BEARING MAN GROUP

A DIVISION ON HUMULANI MARKETING (PTY) LTD T/A BEARING MAN GROUP

Of: 6 Tetford Circle, Millenium Bridge Business Park, La Lucia Ridge, Durban, 4320, South Africa

Reg No: 1998/025570/07

Vat No: 4830244366

B-BBEE Status: Level 3 B-BBEE Recognition: 110%
Black Ownership: 25% + 1 Vote B-BBEE Category: DTi - Generic
Black Women Ownership: 11.10% Value added supplier: YES
For B-BBEE procurement, clients of this company can claim 137.50% of their purchases.

Element	Weighting	Achieved
Ownership	20	22.00
Management	10	6.88
Employment Equity	15	1.72
Skills Development	15	7.03
Preferential Procurement	20	17.72
Enterprise Development	15	15.00
Socio-economic Development	5	5.00
TOTAL -	100	75.35

Issue Date : 05 October 2012

Expiry Date : 04 October 2013

Technical Signatory
BEESCORE (Pty) Ltd

This B-BBEE Certificate is issued in accordance with the final B-BBEE Codes (100-700) of Good Practice gazetted on 09th February 2007. The measured entity has provided documentation as proof of compliance when claiming each point against each element. BEESCORE (Pty) Ltd retains copies of all documents presented and has issued this certificate in their place. BEESCORE (Pty) Ltd shall retain ownership of the B-BBEE Certificate. Should BEESCORE (Pty) Ltd in its sole discretion adjudge that the measured entity is misusing the B-BBEE Certificate, BEESCORE (Pty) Ltd reserves the right to immediately withdraw the BEE Certificate and the measured entity shall, upon written request by BEESCORE (Pty) Ltd forthwith return the B-BBEE Certificate.

BEESCORE (Pty) Ltd

Reg: 2001/020971/07 ABVA Membership No.: AM00056

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BVA115

B-BBEE VERIFICATION

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GENERIC SCORECARD

Measured Enterprise	Bearing Man Group a Division of Humulani Marketing (Pty) Ltd t/a Bearing Man Group	Physical Location	Durban
Registration Number	1998/025570/07	Certificate Number	BS G 041012

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score	
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of black people	3	25% + 1 vote	25.01%	3.00	22.00	
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	11.10%	2.00		
		Economic Interest of black people in the Enterprise	4	25%	25.01%	4.00		
		Economic Interest of black women in the Enterprise	2	10%	11.10%	2.00		
		Economic Interest of the following black natural people in the Enterprise: - black designated groups - black Participants in Employee Ownership Schemes - black beneficiaries of Broad based Ownership - black Participants in Co-operatives	1	2.5%	25.01%	1.00		
		Ownership fulfilment	1	Shares fully paid for	No	0.00		
		Current Equity Interest	7	25%	700.28%	7.00		
				10% of the Target in Yr 1 20% of the Target in Yr 2 40% of the Target in Yrs 3 & 4 60% of the Target in Yrs 5 & 6 80% of the Target in Yrs 7 & 8 100% of the Target in Yrs 9 & 10				
		Bonus Points: Involvement in the ownership of the Enterprise of black new entrants	2	10%	25.01%	2.00		
Bonus Points: Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes; Black beneficiaries of Public or General Benefit Schemes; or black Participants in Co-operatives	1	10%	25.01%	1.00				
Management Control	10	Exercisable Voting Rights of black Board members who are black, adjusted using the Adjusted Recognition for Gender	3	50%	50%	3.00	6.88	
		Black Executive Directors, adjusted using the Adjusted Recognition for Gender	2	50%	25%	1.00		
		Black Senior Top Management adjusted using the Adjusted Recognition for Gender	4	60%	25%	1.88		
		Bonus Points: Black Independent Non-Executive Board Members	1	40%	100%	1.00		
Employment Equity	15	Black Disabled Employees as a percentage of all employees using the Adjusted Recognition for Gender	2	2%	0%	0.00	1.72	
		Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	5	43%	0%	0.00		
		Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	6	63%	34.35%	1.72		
		Black employee in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	6	68%	0%	0.00		
		Bonus points for meeting or exceeding the EAP targets for each of the above indicators	3	87.50%		0.00		



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BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	15	Skills Development for black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender.	6	3%	1.37%	2.74	7.03
		Skills Development for black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender.	3	0.3%	0%	0.00	
		Number of black employees participating in In-Service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	3.57%	4.29	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	76.63%	12.00	17.72
		B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	24.22%	3.00	
		B-BBEE Procurement Spend from any of the following Supplier as a percentage of Total Measured Procurement Spend: - Suppliers that are 50% black owned - Suppliers that are 30% black women owned	3 2	15% 15%	8.87% 1.97%	2.22 0.50	
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of Net Profit After Tax or Turnover	15	3% of NPAT	5.08%	15.00	15.00
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit After Tax or Turnover	5	1% of NPAT	1.71%	5.00	5.00
Total							75.35

FINAL SCORE	75.35
STATUS	Level 3

BEE Status	BEE Points	BEE Recognition
Level One	≥100 points	135.00%
Level Two	≥85 but <100	125.00%
Level Three	≥75 but <85	110.00%
Level Four	≥65 but <75	100.00%
Level Five	≥55 but <65	80.00%
Level Six	≥45 but <55	60.00%
Level Seven	≥40 but <45	50.00%
Level Eight	≥30 but <40	10.00%
Non Compliant	<30	0.00%

