

Broad-Based Black Economic Empowerment Qualifying Small Enterprise Verification Certificate

Enterprise Name: **Kal-Glove CC**
Enterprise Registration No: **1989/017376/23**
Enterprise VAT No: **4270105622**


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Contact Person:	Louis Nel	Ref No:	KALG030-02

Date of assessment: 28 March 2014
Expiry date: 27 March 2015
B-BBEE scorecard type: Qualifying Small Enterprise

B-BBEE Contribution Summary	B-BBEE Score
Direct Empowerment	
Ownership	Excluded
Management Control	Excluded
Human Resource Development	
Employment Equity	18.31
Skills Development	Excluded
Indirect Empowerment	
Preferential Procurement	25.00
Enterprise Development	25.00
Socio-Economic Development	25.00

B-BBEE Score: **93.31**
B-BBEE Status Level: **LEVEL TWO**
B-BBEE Recognition Level: **125%**
More than 50% Black Owned: **NO**
More than 30% Black Women Owned: **NO**
Value-Adding Supplier: **NO**

Signature


Mazars
Technical Signatory: AS Balshaw
28 March 2014

Mazars East London contact details

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Qualifying Small Enterprise Scorecard
Ref No: KALG0300-02
Measured entity: Kal-Glove CC

Element	Weighting	Criteria	Points	Target	Actual %	Actual Score	Total	
Ownership	25	Voting rights Exercisable voting rights in the hands of black people	6	25% + 1 vote			Excluded	
		Economic interest Economic interest in the hands of black people	9	25%				
		Ownership fulfilment	1	Yes				
		Net equity interest	9	10% of target (Yr 1) 20% of target (Yr 2) 40% of target (Yr 3,4) 60% of target (Yr 5,6) 80% of target (Yr 7,8) 100% of target (Yr 9,10)				
		Bonus points: Involvement in the ownership of black women Involvement in the ownership of black participants, or in Employee Ownership Schemes, Broad-Based Ownership Schemes or Co-operatives	2	10%				
Management Control	25	Black representation at Top-Manager level	25	50.1%			Excluded	
		Bonus points: Black women representation at Top-Manager level	2	25%				
Employment Equity	25	Black employees who are management as a percentage of all management adjusted using Adjusted Recognition for Gender	15	Yrs 0-5 40%	Yrs 6-10 60%	37.50%	9.38	18.31
		Black employees as a percentage of all employees adjusted using the Adjusted Recognition for Gender	10	Yrs 0-5 60%	Yrs 6-10 70%	62.50%	8.93	
		Bonus points: Meeting of exceeding the EAP targets in each category	2			0.00		
Skills Development 25		Adjusted Skills Development Spend on Learning Programmes for Black employees as a percentage of Leivable Amount	25	2%			Excluded	
Preferential Procurement	25	B-BBEE procurement spend from suppliers based on the B-BBEE procurement recognition levels as a percentage of Total Measured Procurement Spend	25	Yrs 0-5 40%	Yrs 6-10 50%	50.62%	25.00	25.00
Enterprise Development	25	Average annual value of all Qualifying Contributions made from the commencement of this statement or the inception date to the date of measurement as a percentage of the target	25	2% of NPAT		27.78%	25.00	25.00
Socio-Economic Development	25	Average annual value of all Qualifying Contributions 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		4.17%	25.00	25.00
TOTAL B-BBEE POINTS SCORED				93.31				
B-BBEE CONTRIBUTION LEVEL				Level Two				
B-BBEE RECOGNITION LEVEL				125%				
Date of Assessment				28 March 2014				