

**Broad Based Black Economic Empowerment Verification Certificate**

Issued to

**Terrier Technologies (Pty) Ltd**

**Level 4 Contributor**

**Measured Entity**

**Company Name** Terrier Technologies (Pty) Ltd  
**Registration Number** 2000/031028/07  
**VAT Number** 4060229749  
**Address** Unit 14 Northlake Industrial Business Park  
 Malcom Moodie Crescent  
 Jet Park

**BEE Status**

**BBBEE Status Level** Level 4

<b>Element Levels</b>	EO:Level 3; MC:Level 5; EE:Level 2; PP:Level 5;
<b>Black Ownership (flow through principle)</b>	20% Black Ownership; 20% Black Women Ownership
<b>Value Adding Vendor</b>	Yes

**Issue Date** 2008/05/09  
**Expiry Date** 2009/05/09  
**Certificate Number** ELC0854QSEBB  
**Version** Final  
**Applicable Scorecard** QSE  
**Applicable BBBEE Codes** Code 800 Gazetted on 9 February 2007

**BEE Procurement Recognition Levels**

Level	Qualification	%
1	≥ 100 Points	135%
2	≥ 85 but < 100	125%
3	≥ 75 but < 85	110%
4	≥ 65 but < 75	100%
5	≥ 55 but < 65	80%
6	≥ 45 but < 55	60%
7	≥ 40 but < 45	50%
8	≥ 30 but < 40	10%
Non-Compliant	<30	0%



**EmpowerLogic (Pty) Ltd**

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per L Majjja

Member - Verification Committee

**Enquiries**

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## QSE: Broad Based Black Economic Empowerment Profile

**Broad Based Black Economic Empowerment Score**  
**Level 4 - 73.46%**

**Direct Empowerment**  
**70.51%**

**Human Resource Development**  
**94.41%**

**Indirect Empowerment**  
**58.4%**

**Residual**  
**N/A**

**Ownership**  
**83.12%**

**Employment Equity**  
**94.41%**

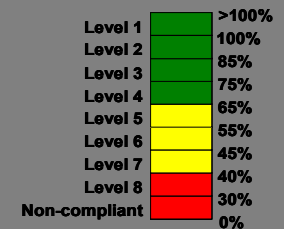
**Preferential Procurement**  
**58.4%**

**Socio-Economic Development**  
**N/A**

**Management Control**  
**57.9%**

**Skills Development**  
**N/A**

**Enterprise Development**  
**N/A**



## QSE: Broad Based Black Economic Empowerment Scorecard

Objective	Code	Measure	Weight	Actual Value	Actual Base	Target	Result	Points	
<b>Broad Based Black Economic Empowerment Contribution</b>			<b>100%</b>				<b>73.46%</b>	<b>73.46</b>	
Objective : Ownership			<b>25.00%</b>	<b>Selected</b>			<b>83.12%</b>	<b>20.78</b>	
Ownership	801	Exercisable Voting Rights by Black People	6.00%	20.00%	100.00%	25.10%	<b>79.68%</b>	4.78	
		Economic Interest to which Black People are entitled	9.00%	20.00%	100.00%	25.00%	<b>80.00%</b>	7.20	
		Ownership Fulfillment	1.00%	No	Yes	Yes	<b>0.00%</b>	-	
		A - Net Value	9.00%	20.00%	100.00%	2.50%	<b>100.00%</b>	7.20	
		B - EI using Normal Flow Through		20.00%	100.00%	25.00%	<b>80.00%</b>		
		<b>Bonus Points:</b>							
Involvement in the ownership by Black Women			2.00%	20.00%	100.00%	10.00%	<b>80.00%</b>	1.60	
Objective : Management Control			<b>25.00%</b>	<b>Selected</b>			<b>57.90%</b>	<b>14.48</b>	
Management Control	802	Black Representation at Top Management Level	25.00%	1.00	4	50.10%	<b>49.90%</b>	12.48	
		<b>Bonus Points:</b>							
Black Women Representation at Top Management Level			2.00%	1.00	4	25.00%	<b>100.00%</b>	2.00	
Objective : Employment Equity			<b>25.00%</b>	<b>Selected</b>			<b>94.41%</b>	<b>23.60</b>	
Employment Equity	803	No of Black Employees in Management vs Total Employees in Management		10	16				
		No of Black Women Employees in Management vs Total Employees in Management		3	16				
		No of Black Employees vs Total No of Employees		48	62				
		No of Black Women Employees vs Total No of Employees		8	62				
		Black Employees in Management using the Adjusted Recognition for Gender	15.00%	8.00	16	40.00%	<b>100.00%</b>	15.00	
		Black Employees using the Adjusted Recognition for Gender	10.00%	32.00	62	60.00%	<b>86.02%</b>	8.60	
		<b>Bonus Points:</b>							
		Meeting or exceeding all EAP targets above			2.00%	No	Yes	Yes	<b>0.00%</b>
Objective : Skills Development			<b>25.00%</b>	<b>NOT Selected</b>			<b>25.77%</b>	<b>-</b>	
Skills Development	804	Skills Development Spend on Black People		41,328.68	4,790,617.00				
		Skills Development Spend on Black Women		4,027.88	4,790,617.00				
		Skills Development on Black Employees using the Adjusted Recognition for Gender as a % of Leivable Amount	25.00%	24,692	4,790,617	2.00%	<b>25.77%</b>	6.44	
Objective : Preferential Procurement			<b>25.00%</b>	<b>Selected</b>			<b>58.40%</b>	<b>14.60</b>	
Preferential Procurement	805	Procurement Expenditure - All Suppliers	25.00%	5,353,545	22,916,232	40.00%	<b>58.40%</b>	14.60	
Objective : Enterprise Development			<b>25.00%</b>	<b>NOT Selected</b>			<b>0.00%</b>	<b>-</b>	
Enterprise Development	806	Average Annual Value of all Enterprise Development Contributions as a % of NPAT	25.00%	-	1,616,723	2.00%	<b>0.00%</b>	-	
Objective : Socio Economic Development			<b>25.00%</b>	<b>NOT Selected</b>			<b>0.00%</b>	<b>-</b>	
Socio-Economic Development	807	Average Annual Value of all Socio-Economic Development Contributions as a % of NPAT	25.00%	-	1,616,723	1.00%	<b>0.00%</b>	-	