

IRBA Registration No: 397075 B  
 Tel: 0861 555 353  
 Fax: 0865 940 846  
 Email: bee@beeshop.co.za  
 Web: www.beeshop.co.za



# Broad-Based Black Economic Empowerment Verification Certificate

**Entity Name: Vital Distribution Solutions (Pty) Ltd**

Certificate No: **GEN/2015/11/20/729\_27810**

Type of Entity: **Private Company**

Registration No: **1998/014663/07**

VAT No: **4150180869**

Postal Address: **P.O. Box 4224 , Edenvale , 1610**

Physical Address: **5 Yaldwyn Road, Jetpark, Boksburg, 1459**

Verification Standard Applied: **Road Freight Sub-Sector Code for B-BBEE**

Issue of the Rating Standard Applied: **Section 9 of B-BBEE Act 53 of 2003**

Scorecard Applied: **Generic Scorecard**

Size of the Entity: **Large Enterprise (≥R35 million)**

ELEMENT	WEIGHTING	SCORE
Ownership	20	19.96
Management Control	10	0.00
Employment Equity	15	10.15
Skills Development	15	12.17
Preferential Procurement	20	16.81
Enterprise Development	15	15.00
Socio-Economic Investment	5	5.00
<b>OVERALL SCORE</b>	<b>100.00</b>	<b>79.09</b>

Broad Based BEE status level **Level 3** Black Ownership **25.2%**  
 BEE procurement recognition level **110.00%** Black Women Ownership **6.63%**  
 Value Adding Supplier **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 B-BBEE Integrated Transport Sector Code on Black Economic Empowerment, gazetted on 21 August 2009 in terms of the Broad-Based Black Economic Empowerment Act of South Africa. The Certificate does not serve as a guarantee that the income reflected will continue at the same levels.

Our independent limited assurance report dated 20 November 2015, is available for inspection at the registered office of Vital Distribution Solutions (Pty) Ltd together with the accompanying Scorecard and should be referred to for an understanding of our assurance engagement.

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 other than Vital Distribution Solutions (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.

**B-BBEE Approved Registered Auditor: Wayne G. Harrison CA(SA)**

**B-BBEE Approved Registered Auditor Registration Nr: 397075 B**

**Date of issue: 20 November 2015**

**Expiry Date: 19 November 2016**

**Period of validity: 12 Months**

**Date of Issue: 20 November 2015**

**VITAL DISTRIBUTION SOLUTIONS (PTY) LTD**

**Certificate Number: GEN/2015/11/20/729\_27810**

**Expiry Date: 19 November 2016**

## **LIMITED ASSURANCE REPORT OF THE INDEPENDENT B-BBEE APPROVED REGISTERED AUDITOR**

### **To the director(s) of Vital Distribution Solutions (Pty) Ltd**

We have completed our limited assurance engagement on the B-BBEE Status as at 20 November 2015, as set out on page 1 of the Broad-Based Black Economic Empowerment ("B-BBEE") Verification Certificate of Vital Distribution Solutions (Pty) Ltd (the "Certificate"), and the Scorecard as set out on the pages below. We clarify that our engagement is on the basis of information provided by management.

### **Directors' responsibility**

The directors are responsible for the preparation of the Scorecard and determining the B-BBEE status in accordance with the B-BBEE Integrated Transport Sector Code on Black Economic Empowerment, gazetted on 21 August 2009. The directors are also responsible for such internal control as management determines is necessary to enable the preparation of information and the B-BBEE Scorecard that is free from material misstatement, whether due to fraud or error.

### **B-BBEE approved registered auditor's responsibility**

Our responsibility is to express a limited assurance conclusion on the B-BBEE Status reflected in the Certificate based on the procedures we have performed. We conducted our limited assurance engagement in accordance with the B-BBEE Integrated Transport Sector Code on Black Economic Empowerment, gazetted on 21 August 2009. This standard requires us to comply with ethical requirements and to plan and perform this engagement to obtain limited assurance about whether the Certificate is free from material misstatement.

A limited assurance engagement with respect to a B-BBEE Verification Certificate involves performing procedures regarding the Scorecard and B-BBEE Status of Vital Distribution Solutions (Pty) Ltd entity based on the criteria and requirements contained in the B-BBEE Integrated Transport Sector Code on Black Economic Empowerment, gazetted on 21 August 2009. The procedures performed depend on the assurance provider's judgement. The nature of those procedures is different from and the extent is substantially less than in a reasonable assurance engagement, and consequently they do not enable us to obtain the assurance necessary to become aware of all significant matters that might be identified in a reasonable assurance engagement.

We believe that the evidence we have obtained in our limited assurance engagement is sufficient and appropriate to provide a basis for our conclusion.

### **Summary of work performed**

- Obtaining an understanding of the entity and its environment and the underlying records sufficient to identify areas in the Scorecard where material misstatements are likely to arise, and to be able to design procedures to address those areas;
- Inquiring of management and employees responsible for the preparation of the B-BBEE compliance information;
- Performing such additional procedures as we considered necessary;
- Re-performing calculations to determine whether the scores reflected in the Scorecard have been classified and determined in all material respects in accordance with the B-BBEE Integrated Transport Sector Code on Black Economic Empowerment, gazetted on 21 August 2009.

**Date of Issue: 20 November 2015**

**VITAL DISTRIBUTION SOLUTIONS (PTY) LTD**

**Certificate Number: GEN/2015/11/20/729\_27810**

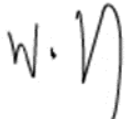
**Expiry Date: 19 November 2016**

#### **Limited assurance conclusion**

Based on our procedures performed, nothing has come to our attention that causes us to believe that the B-BBEE Status reflected in the Certificate has not been determined, in all material respects, in accordance with the B-BBEE Integrated Transport Sector Code on Black Economic Empowerment, gazetted on 21 August 2009 in terms of the B-BBEE Act”).

#### **Restriction on liability**

Our engagement has been undertaken so that we are able to report to Vital Distribution Solutions (Pty) Ltd in accordance with the terms of our engagement. We do not accept or assume responsibility to anyone other than Vital Distribution Solutions (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.



---

**B-BBEE Approved Registered Auditor: Wayne G. Harrison CA(SA)**

**B-BBEE Approved Registered Auditor Registration Nr: 397075 B**

Date of Issue: 20 November 2015

VITAL DISTRIBUTION SOLUTIONS (PTY) LTD

Certificate Number: GEN/2015/11/20/729\_27810

Expiry Date: 19 November 2016

<b>CODE SERIES OWNERSHIP ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES</b>				
<b>Criteria</b>	<b>Points</b>	<b>Target</b>	<b>Actual</b>	<b>Score</b>
Exercisable Black Voting Rights	3.00	25%+1 Vote	25.00%	2.00
Exercisable Black Women Voting Rights	2.00	10.00%	8.13%	1.63
Economic interest - black people	4.00	25.00%	25.20%	4.00
Economic interest - black women	2.00	10.00%	6.63%	1.33
Economic interest - Black Designated Groups and ESOPs, Broad-based Schemes -- Co-ops	1.00	2.50%	10.20%	1.00
Ownership Fulfilment	1.00	Yes/No	Yes	1.00
Net Equity Value	7.00	formula	7.06%	7.00
Ownership by Black New Entrants	2.00	10.00%	10.20%	2.00
Ownership by ESOPs, Broad-based Schemes and Co-ops	2.00	10.00%	0.00%	0.00
<b>CODE SERIES MANAGEMENT CONTROL ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES</b>				
<b>Criteria</b>	<b>Points</b>	<b>Target</b>	<b>Actual</b>	<b>Score</b>
Exercisable Black Voting Rights	1.50	50.00%	0.00%	0.00
Exercisable Black Female Voting Rights	1.50	25.00%	0.00%	0.00
Black Executive Directors	1.00	50.00%	0.00%	0.00
Black Female Executive Directors	1.00	25.00%	0.00%	0.00
Black Senior Top Management	2.50	40.00%	0.00%	0.00
Black Female Senior Top Management	2.50	20.00%	0.00%	0.00
Black Other Top Management	0.00	40.00%	0.00%	0.00
Black Female Other Top Management	0.00	20.00%	0.00%	0.00
Bonus: Black Independent Non Exec Directors	1.00	40.00%	0.00%	0.00
<b>CODE SERIES EMPLOYMENT EQUITY ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES</b>				
<b>Criteria</b>	<b>Points</b>	<b>Target</b>	<b>Actual</b>	<b>Score</b>
Black Senior management %	2.50	43%	43.48%	2.50
Black Female Senior management %	2.50	22.00%	0.00%	0.00
Black Middle management %	1.50	63.00%	60.87%	1.45
Black Female Middle management %	1.50	32.00%	26.09%	1.22
Black Junior management %	1.50	68.00%	81.40%	1.50
Black Female Junior management %	1.50	34.00%	0.00%	0.00
Black Female employees below junior management %	2.00	15.00%	20.90%	2.00
Black disabled employees %	1.00	2.00%	2.40%	1.00
Black Female disabled employees %	1.00	1.00%	0.48%	0.48
Bonus: Exceeding EAP Target	3.00	Yes	formula	0.00

Date of Issue: 20 November 2015

VITAL DISTRIBUTION SOLUTIONS (PTY) LTD

Certificate Number: GEN/2015/11/20/729\_27810

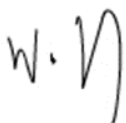
Expiry Date: 19 November 2016

CODE SERIES SKILLS DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Expenditure on Learning Programmes for black employees	3.00	3.00%	4.70%	3.00
Expenditure on Learning Programmes for black female employees	3.00	1.50%	1.62%	3.00
Expenditure on Learning Programmes (disabled blacks)	1.50	0.30%	0.02%	0.12
Expenditure on Learning Programmes (disabled female blacks)	1.50	0.15%	0.00%	0.05
Number of black learnerships	3.00	5.00%	12.50%	3.00
Number of black female learnerships	3.00	2.50%	6.25%	3.00

CODE SERIES PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
BEE Procurement Spend	12.00	50.00%	110.22%	12.00
Procurement Spend with QSEs and EMEs	3.00	10.00%	6.49%	1.95
Procurement Spend with black owned bus.	3.00	9.00%	5.10%	1.70
Procurement Spend with black female owned bus.	2.00	6.00%	3.47%	1.16

CODE SERIES ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Average annual value of ED contributions	15.00	3.00%	3.87%	15.00

CODE SERIES SOCIO-ECONOMIC INVESTMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Average annual value of SED contributions	5.00	1.00%	1.63%	5.00



B-BBEE Approved Registered Auditor: Wayne G. Harrison CA(SA)

B-BBEE Approved Registered Auditor Registration Nr: 397075 B