

## Broad Based Black Economic Empowerment Verification Certificate

Issued to

### Youth Employment Service (RF) NPC

## Level 1 Contributor

#### Measured Entity

<b>Company Name</b>	Youth Employment Service (RF) NPC
<b>Registration Number</b>	2017/267641/08
<b>VAT Number</b>	4960282848
<b>Address</b>	2 Arnold Road Rosebank, Johannesburg 2196

#### B-BBEE Status

<b>B-BBEE Status Level</b>	Level 1				
<b>Total Points Obtained</b>	96.68	MC: 16.55 points; SD: 21.38 points; ESD: 53.74 points; SED: 5 points			
<b>Discounting Principle Applied</b>	No	<b>Procurement Recognition</b>	135.00%	<b>Participated in Y.E.S Initiative</b>	Yes
<b>Empowering Supplier</b>	Yes	<b>Measurement Period Year End</b>	31/03/2023	<b>Achieve Y.E.S Target and 2.5% Absorption</b>	Yes
<b>Black Voting Rights</b>	n/a	<b>Black Women Voting Rights</b>	n/a	<b>Black Designated Groups</b>	n/a
<b>Black Economic Interest</b>	n/a	<b>Black Women Economic Interest</b>	n/a	Black Youth	n/a
<b>51% Black Owned</b>	n/a	<b>30% Black Women Owned</b>	n/a	Black Disabled	n/a
<b>Normal Flow Through Applied</b>	n/a	<b>Black New Entrants</b>	n/a	Black Unemployed	n/a
<b>Modified Flow Through Applied</b>	n/a	<b>Mandated Investment Exclusion Applied</b>	n/a	Black People Living in Rural Areas	n/a
				Black Military Veterans	n/a

<b>Issue Date</b>	13/12/2023
<b>Expiry Date</b>	12/12/2024
<b>Certificate Number</b>	ELC12441RGENBB
<b>Version</b>	Final
<b>Applicable Scorecard</b>	Amended Specialised Enterprise - Generic
<b>Applicable BBEE Codes</b>	Amended Specialised Codes Gazetted on 6 May 2015



**EmpowerLogic (Pty) Ltd**  
Reg. No. : 1995/000523/07  
BBBEE Verification Agency

Per Marissa Smith  
Member - Verification Committee

SANAS Accredited



BVA018

## Amended Specialised Enterprise - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
<b>Broad Based Black Economic Empowerment Contribution</b>		<b>100.0</b>				<b>96.68</b>
Objective : Management Control		<b>20.00</b>			<b>82.75%</b>	<b>16.55</b>
Objective: Board Participation and Other Executive Management		<b>9.00</b>			<b>69.02%</b>	<b>6.21</b>
Management Control	% Exercisable Voting Rights of Black Board Members	2.00	45.45%	50.00%	<b>90.91%</b>	1.82
	% Exercisable Voting Rights of Black Women Board Members	1.00	18.18%	25.00%	<b>72.73%</b>	0.73
	% Black Executive Directors	2.00	100.00%	50.00%	<b>100.00%</b>	2.00
	% Black Women Executive Directors	1.00	0.00%	25.00%	<b>0.00%</b>	-
	% Black Executive Management	2.00	33.33%	60.00%	<b>55.56%</b>	1.11
	% Black Women Executive Management	1.00	16.67%	30.00%	<b>55.56%</b>	0.56
Objective : Employment Equity		<b>11.00</b>			<b>93.99%</b>	<b>10.34</b>
Employment Equity	% Black People in Senior Management	2.00	55.70%	60.00%	<b>92.83%</b>	1.86
	% Black Women in Senior Management	1.00	30.00%	30.00%	<b>100.00%</b>	1.00
	% Black People in Middle Management	2.00	69.62%	75.00%	<b>92.83%</b>	1.86
	% Black Women in Middle Management	1.00	38.00%	38.00%	<b>100.00%</b>	1.00
	% Black People in Junior Management	2.00	71.53%	88.00%	<b>81.28%</b>	1.63
	% Black Women in Junior Management	1.00	44.00%	44.00%	<b>100.00%</b>	1.00
	Black People Living with Disabilities as a % of All Employees	2.00	2.47%	2.00%	<b>100.00%</b>	2.00

## Amended Specialised Enterprise - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Objective : Skills Development		<b>25.00</b>		-	<b>85.52%</b>	<b>21.38</b>
Skills Development	Skills Development Expenditure on Black People as a % of Leviaible Amount	9.00	5.92%	6.00%	<b>98.72%</b>	8.88
	Skills Development on Black Employees with disabilities as a % of Leviaible Amount	4.00	0.11%	0.30%	<b>36.38%</b>	1.46
	Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees	6.00	2.17%	2.50%	<b>86.96%</b>	5.22
	Unemployed Black People Participating in the Learning Matrix as a % of Total Employees	6.00	2.43%	2.50%	<b>97.07%</b>	5.82
	Bonus Point: Number of Black People Absorbed	5.00	0.00%	100%	<b>0.00%</b>	-
Objective: Enterprise and Supplier Development		<b>50.00</b>			<b>107.49%</b>	<b>53.74</b>
Objective : Preferential Procurement		<b>30.00</b>			<b>105.81%</b>	<b>31.74</b>
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	5.00	92.41%	80.00%	<b>100.00%</b>	5.00
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	4.00	14.04%	15.00%	<b>93.58%</b>	3.74
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	5.00	26.24%	15.00%	<b>100.00%</b>	5.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	11.00	58.40%	40.00%	<b>100.00%</b>	11.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned	5.00	58.89%	12.00%	<b>100.00%</b>	5.00
	Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned	2.00	44.31%	2.00%	<b>100.00%</b>	2.00
Objective : Enterprise and Supplier Development		<b>20.00</b>			<b>110.00%</b>	<b>22.00</b>
Enterprise and Supplier Development	Annual Value of all Supplier Development Contributions as a % of NPAT	15.00	2.53%	2.00%	<b>100.00%</b>	15.00
	Annual Value of all Enterprise Development Contributions as a % of NPAT	5.00	1.50%	1.00%	<b>100.00%</b>	5.00
	Bonus Point: Graduation	1.00	Yes	Yes	<b>100.00%</b>	1.00
	Bonus Point: Creating Jobs	1.00	Yes	Yes	<b>100.00%</b>	1.00
Objective : Socio Economic Development		<b>5.00</b>			<b>100.00%</b>	<b>5.00</b>
Socio-Economic Development	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	1.07%	1.00%	<b>100.00%</b>	5.00