

Broad-Based Black Economic Empowerment Verification Certificate

Certificate No: 00570/B-BBEE/GENERIC/TRANSPORT/2016

ELITE GROUP CONSOLIDATION SCORECARD including:

Head Office Location: Corner Falton and Nobel Street, Industria, 2093

Leopard Transport (Pty) Ltd t/a Elite Truck Hire

Registration Number: 1958/001557/07 | Vat Number: 4130141197

Leopard Line Haul (Pty) Ltd t/a Elite Line Haul

Registration Number: 1959/003280/07 | Vat Number: 4460214812

Leopard Forklifts (Pty) Ltd t/a Elite Forklifts

Registration Number: 2007/027433/07 | Vat Number: 4570242828

Verification standard applied : Codes of Good Practice on Black Economic Empowerment
Issue of the rating standard applied : Section 9 of the B-BBEE Act 53 of 2003
Scorecard applied : Generic Enterprise Transport Sector – Road and Freight
Size of the enterprise : (>R35 million annual turnover)

ELEMENT	WEIGHTING	SCORE
Ownership	20	18.28
Management Control	10	1.50
Employment Equity	15	9.15
Skills Development	15	8.80
Preferential Procurement	20	17.64
Enterprise Development	15	15.00
Socio-Economic Development	5	5.00
Overall Score	100	75.37

Broad Based BEE status level : Level 3 B-BBEE contributor
BEE procurement recognition level : 110.00%
Black Ownership : 83.80%
Black Women Ownership : 0.65%
Value Adding Supplier (Yes/No) : Yes

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 Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007 in terms of the Broad-Based Black Economic Empowerment Act of South Africa. Our independent limited assurance report dated 31 December 2016 is available for inspection at the registered office of Elite Group together with the accompanying Scorecard and should be referred to for an understanding of our limited assurance engagement and the extent of work performed.

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 the directors of Elite Group including Leopard Transport (Pty) Ltd, Leopard Line Haul (Pty) Ltd and Leopard Forklifts (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.

R Clark CA (SA)

B-BBEE Approved Auditor Registration No.: 881465B

IRBA B-BBEE Approved Registered Auditor

Approved by IRBA to conduct Assurance Engagements on B-BBEE Verification Certificates

Date of issue: 31 December 2016

Period of validity: 12 Month

Expiry date: 30 December 2017

Name of measured entity: Elite Group Consolidated
Certificate Number: 0570/B-BBEE/GENERIC/TRANSPORT/2016
B-BBEE Approved Registered Auditor: Ramona Clark CA (SA)
B-BBEE Approved Registered Auditor Registration No.: 881465B

Expiry Date: 30 December 2017

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

To the shareholders of the Elite Group including Leopard Transport (Pty) Ltd, Leopard Line Haul (Pty) Ltd and Leopard Forklifts (Pty) Ltd

We have undertaken a limited assurance engagement on the B-BBEE Status as at 30 June 2016, as set out on page 1 of the Broad-Based Black Economic Empowerment ("B-BBEE") Verification Certificate of Elite Group (the "Certificate"), and the Scorecard as set out on pages 3 to 5 of the Certificate. We clarify that our engagement is on the basis of information provided by management and may not be complete in all respects.

Directors' responsibility

The directors are responsible for the preparation of the Scorecard and determining the B-BBEE status in accordance with the Codes of Good Practice on Black Economic Empowerment ("the Codes of Good Practice"), gazetted on 9 February 2007 in terms of the Broad-Based Black Economic Empowerment Act of South Africa ("the B-BBEE Act"). 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 South African Standard on Assurance Engagements (SASAE) 3002: Assurance Engagements on Broad Based Black Economic Empowerment (B-BBEE) Verification Certificates. 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 the measured entity based on the criteria and requirements contained in the relevant Codes. 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

Our work performed included:

- 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, to be able us 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 relevant Scorecard elements have been classified and determined in all material respects in accordance with the Codes of Good Practice.

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 Codes of Good Practice on Black Economic Empowerment ("the Codes of Good Practice"), gazetted on 9 February 2007 in terms of the Broad-Based Black Economic Empowerment Act of South Africa ("the B-BBEE Act").

Restriction on liability

Our engagement has been undertaken so that we might report to the shareholders of Elite Group including Leopard Transport (Pty) Ltd, Leopard Line Haul (Pty) Ltd and Leopard Forklifts (Pty) Ltd, in accordance with the terms of our engagement. We do not accept or assume responsibility to anyone other than the directors of the Elite Group, for our work, for this report, or for the conclusion we have reached.



R Clark CA (SA)

B-BBEE Approved Auditor Registration No.: 881465B

IRBA B-BBEE Approved Registered Auditor

Approved by IRBA to conduct Assurance Engagements on B-BBEE Verification Certificates

Date of issue: 31 December 2016

Name of measured entity: Elite Group Consolidated
 Certificate Number: 0570/B-BBEE/GENERIC/TRANSPORT/2016
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 B-BBEE Approved Registered Auditor Registration No.: 881465B

Expiry Date: 30 December 2017

CODE SERIES 100 : MEASUREMENT OF THE OWNERSHIP ELEMENT OF B-BBEE					
Weighting points	Category	Ownership	Weighting points	Compliance target	Score
20 points	Voting rights	Exercisable Voting Rights in the Enterprise in the hands of black people	3	25%+ 1	3.00
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	0.14
	Economic Interest	Economic Interest of black people in the Enterprise	4	25%	4.00
		Economic Interest of black women in the Enterprise	2	10%	0.14
		Economic Interest of the following black natural people in the Enterprise: <ul style="list-style-type: none"> • black designated groups; • black Participants in Employee Ownership Schemes; • black beneficiaries of Broad based Ownership Schemes; or • black Participants in Cooperatives 	1	2.50%	1.00
	Realisation points	Ownership fulfillment	1	No restrictions	1.00
		Net Value	7	25%	7.00
4 points	Bonus points	Involvement in the ownership of the Enterprise of black new entrants;	2	10%	-
		Involvement in the ownership of the Enterprise of black Participants: <ul style="list-style-type: none"> • in Employee Ownership Schemes; • of Broad-Based Ownership Schemes; or • Co-operatives. 	2	10%	2.00
Total			24		18.28

CODE SERIES 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR B-BBEE					
Weighting points	Category	Management control	Weighting points	Compliance targets	Score
10 points	Board participation	Exercisable Voting Rights in the Enterprise in the hands of black people	1.5	50%	1.50
		Exercisable Voting Rights in the Enterprise in the hands of black women	1.5	25%	-
		Black Executive Directors using the Adjusted Recognition for Gender	1	50%	-
		Black Female Executive Directors using the Adjusted Recognition for Gender	1	25%	-
	Top Management	Black Senior Top Management using the Adjusted Recognition for Gender	2.5	40%	-
		Black Female Senior Top Management using the Adjusted Recognition for Gender	2.5	20%	-
		Black Other Top Management using the Adjusted Recognition for Gender	0	40%	-
		Black Female Other Top Management using the Adjusted Recognition for Gender	0	20%	-
1 point	Bonus points:	Black Independent Non-Executive Board Members	1	40%	-
Total			11		1.50

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CODE SERIES 300: MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT OF B-BBEE					
Weighting points	Category	Employment Equity	Weighting points	Compliance Targets	Score
15 points	Senior Management	Black employees in Senior Management as a percentage of all such employees using the adjusted recognition for gender	2.5	43%	1.84
		Black Female employees in Senior Management as a percentage of all such employees using the adjusted recognition for gender	2.5	22%	1.20
	Middle Management	Black employees in Middle Management as a percentage of all such employees using the adjusted recognition for gender	1.5	63%	1.50
		Black Female employees in Middle Management as a percentage of all such employees using the adjusted recognition for gender	1.5	32%	-
	Junior Management	Black employees in Junior Management as a percentage of all such employees using the adjusted recognition for gender	1.5	68%	1.37
		Black Female employees in Junior Management as a percentage of all such employees using the adjusted recognition for gender	1.5	34%	0.45
	Below Junior Management	Black Female employees below Junior Management as a percentage of all such employees using the adjusted recognition for gender	2	15%	1.38
	Disabled Employees	Black Employees of the measured entity who are disabled employees as a percentage of all employees using the adjusted recognition for gender	1	2%	-
Black Female Employees of the measured entity who are disabled employees as a percentage of all employees using the adjusted recognition for gender		1	1%	0.41	
1 points	Bonus points	Bonus point for meeting or exceeding the EAP targets in each category	1	Formula	1.00
	Total		16.0		9.15

CODE SERIES 400: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE					
Weighting points	Category	Skills Development	Weighting points	Compliance Target	Score
15 points	Skills Development expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning	3	3%	3.00
		<ul style="list-style-type: none"> Programmes Matrix for black employees for black employees as a percentage of Leivable Amount using the adjusted recognition for gender 			
		<ul style="list-style-type: none"> Programmes Matrix for black female employees for black employees as a percentage of Leivable Amount using the adjusted recognition for gender 	3	1.5%	0.51
		<ul style="list-style-type: none"> Programmes Matrix for black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender 			
	<ul style="list-style-type: none"> Programmes Matrix for black female employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender 	1.5	0.30%	1.48	
	<ul style="list-style-type: none"> Programmes Matrix for black female employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender 				
Learnerships	Number of black employees participating in Learnerships or Category B, C and D Programmes as a percentage of total employees using the Adjusted Recognition for Gender	3	5%	2.05	
	Number of black female employees participating in Learnerships or Category B, C and D Programmes as a percentage of total employees using the Adjusted Recognition for Gender	3	2.5%	0.26	
	Total		15		8.80

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CODE SERIES 500: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE					
Weighting points	Category	Preferential Procurement	Weighting points	Compliance Target	Score
20 points	All suppliers	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%	12.00
	QSEs and EMEs	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%	3.00
	50% Black Owned Suppliers	B-BBEE Procurement Spend Suppliers that are more than 50% Black Owned as a percentage of Total Measured Procurement Spend	3	9%	2.56
	30% Black Woman Owned Suppliers	B-BBEE Procurement Spend Suppliers that are more than 30% Black Woman Owned as a percentage of Total Measured Procurement Spend	2	6%	0.08
	Total		20		17.64

CODE SERIES 600: MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE				
Weighting points	Enterprise Development	Weighting points	Compliance Target	Score
15 points	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	15	3% of NPAT	15.00

CODE SERIES 700: MEASUREMENT OF THE SOCIAL DEVELOPMENT AND SECTOR SPECIFIC ELEMENT OF B-BBEE				
Weighting points	Social Economic Development	Weighting points	Compliance Target	Score
5 points	Average annual value of all Socio-Economic Development contributions by the Measured Entity measured as a percentage of the target	5	1% of NPAT	5.00

B-BBEE Status and Procurement Recognition Levels		
B-BBEE Status	Qualification	B-BBEE Recognition Level
Level 1 contributor	= 100 points	135%
Level 2 contributor	= 85 - < 100 points	125%
Level 3 contributor	= 75 - < 85 points	110%
Level 4 contributor	= 65 - < 75 points	100%
Level 5 contributor	= 55 - < 65 points	80%
Level 6 contributor	= 45 - < 55 points	60%
Level 7 contributor	= 40 - < 45 points	50%
Level 8 contributor	= 30 - < 40 points	10%
Level 9/ Non-compliant	= < 30 points	0%