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B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

**COWAN-HARPER-MADIKIZELA ATTORNEYS PARTNERSHIP
t/a COWAN-HARPER-MADIKIZELA ATTORNEYS**

Certificate No: QSE2652-V2

Registration No: PARTNERSHIP
Vat No: 4640183200
Address: 136 SANDTON DRIVE
SANDHURST
SANDTON
SOUTH AFRICA

Verification standard applied: Amended codes of Good Practice on Black Economic Empowerment
Issue of the rating standard applied: Section 9 of the B-BBEE Amendment Act 46 of 2013
Scorecard Applied: Qualifying Small Enterprise
Size of the enterprise: Between R10 million and R50 million annual turnover

Element	Weighting	Score
Ownership	25 points	25.00
Management Control	15 points	11.78
Skills Development	25 points	30.00
Enterprise and Supplier Development	30 points	28.24
Socio-Economic Development	5 points	5.00
Overall Score	100 points	100.02
Level of Compliance Obtained		1.00

Discounted Principle Applied: No
BEE Procurement Recognition Level: 135 %
Black Ownership: 25.00%
Black Women Ownership: 25.00%
Black Designated Group Ownership: 25.00%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: No
Financial Year End Verified: February'18
Date of Issue: 11 July 2018
Date of Re-Issue: 17 September 2018
Date of Expiry: 10 July 2019

This verification certificate and the verification report are based on information provided to Accountants-on-site (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Accountants-on-site (Pty) Ltd. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Codes of Good Practice on Broad Based Black Economic Empowerment as gazetted on 11 October 2013.

Cornelius J. van Dyk
Accountants-on-site (Pty) Ltd



BVA197

Name of Measured Entity: COWAN-HARPER-MADIKIZELA ATTORNEYS PARTNERSHIP
 Certificate number: QSE2652-V2
 SANAS Accreditation No: BVA197
 B-BBEE Analyst: Michelle Joubert
 Technical signatory: Cornelius J. van Dyk



STATEMENT 601: MEASUREMENT OF THE OWNERSHIP ELEMENT

Weighting Points	Ownership	Weighting Points	Compliance Target	Score
25	2.1.1 VOTING RIGHTS			
	2.1.1.1 Exercisable Voting rights in the Entity in the hands of Black people	5	25% + 1 Vote	5.00
	2.1.1.2 Exercisable Voting Rights in the Enterprise in the hands of Black women	2	10%	2.00
	2.1.2 ECONOMIC INTEREST			
	2.1.2.1 Economic Interest in the entity to which Black people are entitled	5	25%	5.00
	2.1.2.2 Economic Interest in the entity to which Black women people are entitled	2	10%	2.00
	2.1.2.3 Black new entrants or black designated groups	3	2%	3.00
	2.1.3 REALISATION POINTS			
	2.1.3.1 Net Value	8		8.00
Total		25		25.00

STATEMENT 602: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
15	3.1.1.1 EXECUTIVE MANAGEMENT			
	3.1.1.1.1 Black representation at Executive management	5	50%	3.33
	3.1.1.1.2 Black female representation at Executive management	2	25%	2.00
	3.1.1.2 SENIOR, MIDDLE AND JUNIOR MANAGEMENT			
	3.1.1.2.1 Black representation at Senior, Middle and Junior management	6	60%	4.44
	3.1.1.2.2 Black female representation at Senior, Middle and Junior management	2	30%	2.00
Total		15		11.78

Name of Measured Entity:

COWAN-HARPER-MADIKIZELA ATTORNEYS PARTNERSHIP

Certificate number:

QSE2652-V2

SANAS Accreditation No:

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B-BBEE Analyst

Michelle Joubert

Technical signatory

Cornelius J. van Dyk

**STATEMENT 603: SKILLS DEVELOPMENT ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
30	4.1.1.1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leviabile amount.	15	3%	15.00
	4.1.1.1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black females as a percentage of leviabile amount.	7	1.00%	7.00
	4.1.1.1.3 Skills development expenditure on learning programmes specified in the learning programme matrix for black people with disabilities as a percentage of leviabile amount.	3	0.15%	3.00
BONUS POINTS				
	4.1.1.2 Number of black people absorbed by the measured entity and industry at the end of the learning programme.	5	100%	5.00
Total		30		30.00

STATEMENT 604: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
33	5.1.1.1 PREFERENTIAL PROCUREMENT			
	5.1.1.1.1 B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spent.	15	60%	15.00
	5.1.1.1.2 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spend	5	15%	2.04
	5.1.1.2 BONUS POINTS			
	B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned.	1	1%	0.20
	5.1.1.3 SUPPLIER DEVELOPMENT			
	5.1.1.3.1 Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT	5.00
	5.1.1.4 ENTERPRISE DEVELOPMENT			
	5.1.1.4.1 Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of target.	5	1% of NPAT	5.00
	5.1.1.5 BONUS POINTS			
5.1.1.5.1 Bonus points for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	1		1.00	
5.1.1.5.2 Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.	1		0.00	
Total		33		28.24

STATEMENT 605: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
5	5.1. Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT	5.00
Total		5		5.00