

Name of measured entity: Rode and Associates (Pty) Ltd  
 Certificate Number: Certificate No:01/B-BBEE/2016/1140/QSE  
 B-BBEE Approved Registered Auditor:  
 Full Name: Gerhard Stols  
 B-BBEE Approved Registered Auditor Registration No.: 509360 B

Expiry Date: 12 December 2017

Appendix A1



## Property Sector CodeQSE Scorecard

Weighting points	Category	Ownership	Weighting points	Compliance Target	Score
25	Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people.	6	25% + 1 vote	0.00
	Economic Interest	Economic Interest of black people in the Enterprise.	9	25%	0.00
	Realisation points:	Ownership fulfilment.	1	Release from third party rights.	0.00
		Net Value. 10% first year. 20% second year. 40% third & fourth year. 60% fifth & sixth year. 80% seventh & eighth year. 100% ninth & tenth year.	9	Achieved Economic Interest compliance target.	0.00
3	Bonus point	Involvement in the ownership of the Enterprise by black women.	2	10%	0.00
		Involvement in the ownership of the Enterprise by black Participants in Employee Ownership Schemes, Co-operatives or Broad- Based Ownership Schemes.	1	10%	0.00
Total			28		0.00

## CODE SERIES 802: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR QSE

Weighting points	Category	Management Control	Weighting points	Compliance Target	Score
25	Management Control	Black Senior and Other Top Management adjusted using the Adjusted Recognition for Gender.	25	50.10%	0.00
2	Bonus points	Black women representation as Top Managers.	2	25%	0.00
Total			27		0.00

## CODE SERIES 803: MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT FOR QSE

Weighting points	Employment Equity	Weighting points	Compliance targets	Score
25	Black employees of the Measured Entity who are Management as a percentage of all Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender.	15	60%	8.75
	Black employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition for Gender.	10	50%	8.37
2	Bonus point for meeting or exceeding the EAP targets in each	2	EAP	0.00
Total		27		17.12

## CODE SERIES 804: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT FOR QSE

Weighting points	Skills Development	Weighting points	Compliance Target	Score
25	Adjusted Skills Development Spend on Learning Programmes for Black employees as a percentage of Leivable amounts.	25	2%	0.00
Total		25		0.00

CODE SERIES 805: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT FOR QSE				
Weighting points	Preferential Procurement	Weighting points	Compliance Target	Score
25	B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Levels as a percentage of Total Measured Procurement Spend.	25	50%	23.43
	Total	25		23.43

CODE SERIES 806: MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT FOR QSE				
Weighting points	Enterprise Development	Weighting points	Compliance Target	Score
25	Average annual value of all Qualifying Contributions made by the Measured Entity as a percentage of the target.	25	2% of NPAT	25.00
	Total	25		25.00

CODE SERIES 807 : MEASUREMENT OF THE SOCIAL ECONOMIC DEVELOPMENT CONTRIBUTIONS FOR QSE				
Weighting points	Social Economic Development	Weighting points	Compliance Target	Score
25	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the target.	25	1% of NPAT	25.00
	Total	25		25.00

Economic development				
Weighting points	Social Economic Development	Weighting points	Compliance Target	Score
0	Disposal of Assets to BEE Enterprises (Level 1-3)	0.00	0%	0.00
	Development Investment in under resourced areas	0.00	0%	0.00
	Total	0		0.00

B-BBEE Status and Procurement Recognition Levels:

B-BBEE Contributor Status	Scorecard - Overall Score	Procurement Recognition Level: Claim value as % of Rand spend:
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%
Non-compliant Contributor	< 30 points	0%