



Broad-Based Black Economic Empowerment Verification Certificate

JORDAN HUMAN RESOURCES (PTY) LTD

Certificate No:01/B-BBEE/2020/00228/QSE

Registration no: 2019/568238/07
VAT no: 7850758089
Head Office, Location: Unit 1-2 Oaklane Office Park
Grippen Road, Bartletts, Gauteng
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Verification standard applied: DTI 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: QSE Small Enterprise (<R50 million)
Financial year rated: 2020

Element	Element weighting	Score
Ownership	25	25,00
Management Control	15	5,08
Skills Development	25	25,00
Enterprise and Supplier Development	30	23,97
Socio-Economic Development	5	1,86
Y.E.S Initiative Bonus Points		0,00
Overall Score	100	80,91

Broad Based BEE status level : **A level FOUR contributor to B-BBEE**
BEE procurement recognition level : **100%**
Black Ownership : **26,00%**
Black Women Ownership : **20,92%**
Empowering Supplier: : **YES**
Designated Group Supplier : **NO**
Y.E.S Initiative Applied : **NO**

This verification certificate and verification report is based on information provided to Amax BEE Verifications and represent an independent opinion based on the verification and analysis completed by Amax BEE Verifications. The calculation of the scores has been determined in accordance with the DTI Codes of Good Practice on Black Economic Empowerment as Gazetted.

Amax BEE Verifications (Pty) Ltd Reg: 2014/267853/07
Director: GP Stols

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Date of issue: 11 September 2020
Expiry date: 10 September 2021
Period of validity: 12 Months



BVA 195

Detailed Scorecard

Name of measured entity: Jordan Human Resources (Pty) Ltd
 Certificate Number: Certificate No:01/B-BBEE/2020/00228/QSE
 Amax BEE Verifications (Pty) Ltd
 B-BBEE Verification Agency: BVA 195
 Verification Analyst: Mia Walters
 Technical Signatory: Jeanne Stols

Expiry Date: 10 September 2021

Appendix A1



DTI Codes of Good Practice on Black Economic Empowerment QSE Scorecard

AMENDED CODE SERIES 100 : MEASUREMENT OF THE OWNERSHIP ELEMENT

Weighting points	Category	Weighting points	Compliance target	Score
	1.1 Voting rights:			
25	1.1.1 Exercisable Voting Rights in the Entity in the hands of black people.	5	25%+1vote	5,00
	1.1.2 Exercisable Voting Rights in the Entity in the hands of black women.	2	10%	2,00
	1.2 Economic Interest			
	1.2.1 Economic Interest of black people in the Entity.	5	25%	5,00
	1.2.2 Economic Interest of lack women in the Entity.	2	10%	2,00
	1.2.3 Designated Group	3	2,00%	3,00
	1.3 Realisation Points			
	1.3.1 Net Value	8	Formula	8,00
	Total	25		25,00

AMENDED CODE SERIES 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT

Weighting points	Category	Weighting points	Compliance targets	Score
15	2.1 Executive Management			
	2.1.1 Black representation at Executive Management.	5	50%	0,00
	2.1.2 Black female representation at Executive Management.	2	25%	0,00
	2.2 Senior, Middle and Junior Management			
	2.2.1 Black representation at Senior, Middle and Junior Management.	6	60%	3,08
	2.2.2 Black female representation at Senior, Middle and Junior Management.	2	30%	2,00
	Total	15		5,08

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AMENDED CODE SERIES 300: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT				
Weighting points	Skills Development	Weighting points	Compliance Target	Score
25	3.1 Skills Development Expenditure on any program specified in the Learning Programmes Matrix for black people as a percentage of leviabale amount:			
	3.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning programme Matrix for black people as a percentage of leviabale Amount.	15	3%	15,00
	3.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning programme Matrix for black females as a percentage of leviabale Amount.	7	1%	7,00
	3.1.3 Skills Development Expenditure on Learning Programmes specified in the Learning programme Matrix for black employees with disabilities e as a percentage of leviabale Amount.	3	0,15%	3,00
Bonus Points:				
	3.2 Number of black people absorbed by the Measured and Industry Entity at the end of the Leainerships programme.	5	100%	0,00
Total		30		25,00

AMENDED CODE SERIES 400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT					
Weighting points	Category	Preferential Procurement	Weighting points	Compliance Target	Score
20	4.1 Preferential Procurement				
	4.1.1 B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	15	60%	12,96	
	4.1.2 B-BBEE Procurement spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE procurement Recognitions Levels as a percentage of Total Measured Procurement Spend.	5	40%	5,00	
	4.2 Bonus Points				
	4.2.1 B-BBEE Procurement spend from Designated Group Suppliers that are at least 51% black owned.	1	1%	0,00	
5	4.3 Supplier Development				
	4.3.1 Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT	3,17	
5	4.4 Enterprise Development				
	4.4.1 Annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target.	5	1% of NPAT	2,84	
2	4.5 Bonus Points				
	4.5.1 Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	1		0,00	
	4.5.2 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		23,97	

Detailed Scorecard

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AMENDED CODE SERIES 500: MEASUREMENT OF THE SOCIAL DEVELOPMENT AND SECTOR SPECIFIC ELEMENT					
Weighting points	Category	Social Economic Development	Weighting points	Compliance Target	Score
5	Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity a percentage of the target.		5	1% of NPAT	1,86

Weighting points	Category	Y.E.S Initiative Bonus Points	Weighting points	Compliance Target	Score
	1.5 x YES Target and 5% Absorption.		3		0,00

Total Points All Elements	80,91
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Y.E.S. INITIATIVE ENHANCEMENT				
	BEE Level Enhancement Criteria	Compliance Target	Achieved	Level Enhancement
	Black Youth YES Employment	100%	NO	0
	Absorption Rate	2,50%	NO	
	Black Youth YES Employment	150%	NO	
	Absorption Rate	5%	NO	
	Black Youth YES Employment	200%	NO	
	Absorption Rate	5,00%	NO	

BEE Level	Adjusted Level
FOUR	FOUR

Amended 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	= 95 - < 100 points	125%
Level 3 Contributor	= 90 - < 95 points	110%
Level 4 Contributor	= 80 - < 90 points	100%
Level 5 Contributor	= 75 - < 80 points	80%
Level 6 Contributor	= 70 - < 75 points	60%
Level 7 Contributor	= 55 - < 70 points	50%
Level 8 Contributor	= 40 - < 55 points	10%
Non-compliant Contributor	< 40 points	0%