

Broad Based Black Economic Empowerment **CERTIFICATE**

ADCORP BLU A DIVISION OF ADCORP STAFFING SOLUTIONS T/A CYNERGY

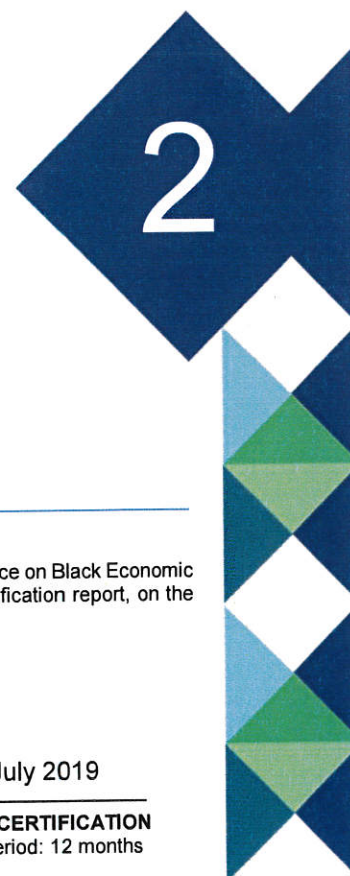
Business Address: 4 Vanacht Street, Isando, Kempton Park, 1600
Registration No.: 1997/019094/07
VAT No.: 4200249243

Verification Standard Applied: Revised Codes of Good Practice on Black Economic Empowerment
Issue of the rating standard rating applied: Section 9 of the B-BBEE Act of 2003, Amended by Act 46 of 2013
Scorecard Applied: Revised Generic Codes

B-BBEE SCORECARD

ELEMENT	ELEMENT WEIGHTING	SCORE
Ownership	25	15.38
Management Control	19	14.40
Skills Development	20	24.27
Enterprise Supplier Development	40	36.26
Socio Economic Development	5	5.00
Overall Score	109	95.31

B-BBEE status level: A Level 2 Contributor to B-BBEE
BEE Procurement Recognition: 125%
Discounted BEE Procurement Recognition: No
Black Ownership: 80.88%
Black Female Ownership: 41.70%
Modified flow-through: No
Continued recognition: Yes
Empowering Supplier: Yes
Financial Period Measured: 1 March 2018 – 28 February 2019
Date Issued: 24 July 2019
Expiry Date: 23 July 2020
Generic Certificate no: KBS/GEN/2019/055



Kopax BEE Solutions (Pty) Ltd has verified this verification certificate based on the Revised Codes of Good Practice on Black Economic Empowerment gazetted on 11 October 2013. Our opinion is reflected in the scorecard and accompanying verification report, on the basis of information provided by management.