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**MAIL:** verifications@a-o-s.co.za

**B-BBEE VERIFICATION AGENCY**

*Broad-Based Black Economic Empowerment Verification Certificate*

# COWAN HARPER MADIKIZELA ATTORNEYS

**Certificate No: QSE3020-V1/AOSMP084-70.03**

**Registration No:** PARTNERSHIP  
**Vat No:** 4640183200  
**Address:** 136 Sandton Drive  
Sandhurst  
Sandton  
Johannesburg

**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 (Gazette No. 38766)  
**Size of the enterprise:** Between R10 million and R50 million annual turnover

Element	Weighting	Score
Ownership	25 points	25.00
Management Control	15 points	11.33
Skills Development	25 points	28.22
Enterprise and Supplier Development	30 points	31.87
Socio-Economic Development	5 points	4.83
<b>Overall Score</b>	<b>100 points</b>	<b>101.25</b>
<b>Level of Compliance Obtained</b>		<b>1.00</b>

<b>B-BBEE Procurement Recognition Level:</b>	135%	<b>Discounted Level:</b>	No
<b>Black Ownership:</b>	38.00%	<b>Black Women Ownership:</b>	15.00%
<b>Black Designated Group Ownership:</b>	0.00%	<b>Black New Entrant Ownership:</b>	38.00%
<b>Black Disabled Ownership:</b>	0.00%	<b>Modified F/T Principle applied:</b>	No
<b>Black People living in Rural areas Ownership:</b>	0.00%	<b>Exclusion Principle applied:</b>	No
<b>Black Youth Ownership:</b>	0.00%	<b>Participated in Y.E.S. Initiative:</b>	No
<b>Black Unemployed Ownership:</b>	0.00%	<b>Empowering Supplier (Yes/No):</b>	Yes
<b>Black Military Veterans Ownership:</b>	0.00%	<b>Financial Year measured:</b>	February'22

This certificate are based on information provided to Accountants-on-Site (Pty) Ltd and represent van 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, Industry and Competition's Codes of Good Practice on Broad-Based Black Economic Empowerment, as gazetted on 11 October 2013.

**Cornelius J. van Dyk**  
Technical Signatory  
Accountants-on-Site (Pty) Ltd

**Issue date:** 18 July 2022  
**Expiry date:** 17 July 2023



**BVA197**

Name of Measured Entity:

COWAN HARPER MADIKIZELA ATTORNEYS

Certificate Number:

QSE3020-V1/AOSMP084-70.03

SANAS Accreditation No:

BVA197

B-BBEE Analyst:

Urszula Kalandranis

Technical Signatory:

Cornelius J. van Dyk

**STATEMENT 601: MEASUREMENT OF THE OWNERSHIP ELEMENT**

Weighting Points	Ownership	Weighting Points	Compliance Target	Score
25	<b>2.1.1 VOTING RIGHTS</b>			
	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 Entity in the hands of Black women	2	10%	2.00
	<b>2.1.2 ECONOMIC INTEREST</b>			
	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 are entitled	2	10%	2.00
	2.1.2.3 Black new entrants or Black designated groups	3	2%	3.00
	<b>2.1.3 REALISATION POINTS</b>			
	2.1.3.1 Net Value	8		8.00
<b>Total</b>		<b>25</b>		<b>25.00</b>

**STATEMENT 602: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
15	<b>3.1.1.1 EXECUTIVE MANAGEMENT</b>			
	3.1.1.1.1 Black representation at Executive management	5	50%	5.00
	3.1.1.1.2 Black female representation at Executive management	2	25%	1.33
	<b>3.1.1.2 SENIOR, MIDDLE AND JUNIOR MANAGEMENT</b>			
	3.1.1.2.1 Black representation at Senior, Middle and Junior management	6	60%	3.33
	3.1.1.2.2 Black female representation at Senior, Middle and Junior management	2	30%	1.67
<b>Total</b>		<b>15</b>		<b>11.33</b>

**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 the leviabale 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 the leviabale amount	7	1.00%	5.22
	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 the leviabale amount	3	0.15%	3.00
<b>BONUS POINTS</b>				
	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
<b>Total</b>		<b>30</b>		<b>28.22</b>

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**STATEMENT 604: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
<b>33</b>	<b>5.1.1.1 PREFERENTIAL PROCUREMENT</b>			
	5.1.1.1.1 B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	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%	4.06
	<b>5.1.1.2 BONUS POINTS</b>			
	B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned	1	1%	0.81
	<b>5.1.1.3 SUPPLIER DEVELOPMENT</b>			
	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
	<b>5.1.1.4 ENTERPRISE DEVELOPMENT</b>			
	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
	<b>5.1.1.5 BONUS POINTS</b>			
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		1.00	
<b>Total</b>		<b>33</b>		<b>31.87</b>

**STATEMENT 605: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
<b>5</b>	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	4.83
<b>Total</b>		<b>5</b>		<b>4.83</b>