

VERIFICATION CERTIFICATE

Amended Codes of Good Practice

Gripper and Company (Pty) Ltd

Address 158 Lower Main Road
Observatory
Cape Town, Western Cape
7925

Att: to whom it may concern





MSCT BEE SERVICES

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Broad-Based Black Economic Empowerment Verification Certificate

Gripper and Company (Pty) Ltd

Registration No:	1973/010547/07	Empowering Supplier:	Yes
VAT No:	4350101525	Scorecard Applied:	Amended Codes of Good Practice
Address:	158 Lower Main Road, Observatory, Cape Town, Western Cape, 7925	Sub-Sector Applied:	N/A
Financial Year end assessed:	28 February 2023	Scorecard Size Applied:	QSE
Certificate Number:	QSE/JK/01/29/09/2023	Discounting Principle:	No
Version No:	1	Broad Based BEE Status level:	A Level 5 Contributor to B-BBEE
		BEE Procurement Recognition:	80%

Ownership Indicator	Flow-Through	Modified Flow-Through
Voting Rights: Black People	30.00%	N/A
Voting Rights: Black Women	20.00%	N/A
Economic Interest: Black People	30.00%	N/A
Economic Interest: Black Women	20.00%	N/A
Modified Flow Through Principle	No	
Exclusion Principle	No	
Youth Employment Service (YES)		
Participated in Y.E.S Initiative:	No	
Achieve Y.E.S Target and 2.5% Absorption:	No	
Achieve 1.5 x Y.E.S Target and 5% Absorption:	No	
Achieve Double Y.E.S Target and 5% Absorption:	No	

Black Ownership Participation	
Black Designated Groups Ownership:	0.00%
Black Youth Ownership:	0.00%
Black Disabled Ownership:	0.00%
Black Unemployed Ownership:	0.00%
Black Rural Ownership:	0.00%
Black Military Veterans Ownership:	0.00%
Black New Entrant Ownership:	30.00%
51% Black Owned:	No
30% Black Women Owned:	No

A Level 5 Contributor to B-BBEE

Description	Score
Ownership	25,00
Management Control	13,22
Skills Development	11,11
Enterprise & Supplier Development	23,86
Socio-Economic Development	5,00
Additional Y.E.S Points	0.00
Overall Score	78,19

Technical Signatory: Jorene Kotzee

Issue Date: 29-Sep-23
Expiry Date: 28-Sep-24
Period of validity: 12 Months

This Certificate and the verification report are based on information provided to MSCT BEE Services (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by MSCT BEE Services (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade, Industry & Competition's Amended Codes of Good Practice for Qualifying Small Enterprises on Broad Based Black Economic Empowerment as Gazetted on 06 May 2015, Gazette No. 38766. Digitally signed certificates are signed using an Advanced Electronic Signature in accordance with the regulations and compliant with the Electronic Communications and Transactions Act, 2002



BVA189



Annexure A: Detailed Scorecard

Registered Name	Gripper and Company (Pty) Ltd
Trading Name	
Registration Number	1973/010547/07
VAT Registration Number	4350101525
Physical Address	158 Lower Main Road, Observatory, Cape Town, 7925
Measurement Period	01/03/2022 - 28/02/2023
Entity Size	QSE
Scorecard	Amended - General Codes
Level	Level Five Contributor
Total Points	78.19
Black Ownership	30.00%
Black Female Ownership	20.00%
Empowering Supplier	Yes
Assigned Analyst	Melanie Maree
40% Targets Met on Critical Elements	Yes
Discounted Level	Level Five Contributor

Ownership

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual % of Target	Score	
2.1.1) Voting Rights:					
2.1.1.1) Exercisable Voting Rights in the Entity in the hands of black people	5	25.10%	30.00%	5.00	
2.1.1.2) Exercisable Voting Rights in the Entity in the hands of black women	2	10.00%	20.00%	2.00	
2.1.2) Economic Interest:					
2.1.2.1) Economic Interest in the Entity to which black people are entitled	5	25.00%	30.00%	5.00	
2.1.2.2) Economic Interest in the Entity to which black women are entitled	2	10.00%	20.00%	2.00	
2.1.2.3) New Entrants or Black Designated Groups	3	2.00%	30.00%	3.00	
2.1.3) Realisation Points:					
2.1.3.1) Net Value	8	Refer to Annexe 100 (E)		8.00	25.00 Points

Management Control

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual % of Target	Score	
3.1.1.1) Executive Management					
3.1.1.1.1) Black Representation at Executive Management	5	50.00%	50.00%	5.00	
3.1.1.1.2) Black Female Representation at Executive Management	2	25.00%	25.00%	2.00	
3.1.1.2) Senior, Middle & Junior Management					
3.1.1.2.1) Black Representation at Senior, Middle & Junior Management	6	60.00%	53.33%	5.33	
3.1.1.2.2) Black Female Representation at Senior, Middle & Junior Management	2	30.00%	13.33%	0.89	13.22 Points

Skills Development

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual % of Target	Score	
4.1.1.1) Skills Development Element					
4.1.1.1.1) Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount	15	3.00%	1.20%	6.01	
4.1.1.1.2) Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black females as a percentage of Leivable Amount	7	1.00%	0.73%	5.11	
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 Leivable Amount	3	0.15%	0.00%	0.00	
Bonus Points					
4.1.1.2) Number of black people absorbed by the Measured and Industry Entity at the end of the Learnership programme	5	100.00%	0.00%	0.00	11.11 Points

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Enterprise & Supplier Development

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual % of Target	Score	
5.1.1.1) Preferential Procurement					
5.1.1.1.1) B-BBEE Procurement Spend from all Empowering Suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	15	60.00%	32.74%	8.18	
5.1.1.1.2) B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	15.00%	14.01%	4.67	
Bonus Points					
5.1.1.2) B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned.	1	1.00%	2.45%	1.00	
5.1.1.3) Supplier Development		(of NPAT)			
5.1.1.3.1) Annual value of all Supplier Development Contributions made by the measured Entity as a percentage of the target	5	1.00%	5.95%	5.00	
5.1.1.4) Enterprise Development		(of NPAT)			
5.1.1.4.1) Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the measured Entity as a percentage of the target	5	1.00%	1.08%	5.00	
5.1.1.5) Bonus Points					
5.1.1.5.1) Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development Level	1	Yes	No	0.00	
5.1.1.5.2) Bonus point for creating one or more jobs directly as a result of Supplier Development initiatives by the measured Entity	1	Yes	No	0.00	
					23.86 Points

Socio-Economic Development

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual % of Target	Score	
(of NPAT)					
Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target	5	1.00%	2.14%	5.00	5.00

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