



BROAD BASED BLACK ECONOMIC EMPOWERMENT
VERIFICATION CERTIFICATE FOR

Bearing Man Group (Pty) Ltd

a subsidiary of

Invicta South Africa Holding (Pty) Ltd

Registration Number # 2014/147732/07

Vat Number: 4090266570

Address: 3 Droste Crescent, Droste Park, Jeppestown

Broad Based Economic Empowerment Codes of Good Practice

Gazette no 36928 | 11 October 2013

Generic Scorecard

B-BBEE Status: Level 2 - Procurement Recognition 125%

BEE ELEMENT SCORECARD

SCORE INFORMATION	ACTUAL SCORE	TARGET SCORE
OWNERSHIP	25.00	25.00
MANAGEMENT CONTROL	6.36	19.00
SKILLS DEVELOPMENT	12.63	20.00
ENTERPRISE AND SUPPLIER DEVELOPMENT	32.67	40.00
SOCIO ECONOMIC DEVELOPMENT	4.38	5.00
TOTAL SCORE	81.04	109.00

ANALYSIS	RESULT	ANALYSIS	RESULT
BLACK OWNERSHIP	27.91%	Black Designated:	
BLACK WOMEN OWNERSHIP	15.72%	- Youth	12.85%
BLACK DESIGNATED GROUP	No	- Disabled	0%
MODIFIED FLOW THROUGH APPLIED	No	- Unemployed	0%
EXCLUSION PRINCIPLE APPLIED	No	- Rural Areas	0%
DISCOUNTING PRINCIPLE APPLIED	No	- Military Veteran	0%
EMPOWERING SUPPLIER	Yes	Achieved Y.E.S Target & 2.5% Absorption	No
Y.E.S. PARTICIPATION	Yes	Achieved 1.5% Y.E.S Target & 5% Absorption	No
Financial Year	31 March 2022	Double Y.E.S Target & 5% Absorption	Yes

SIGNATURE:

Technical Signatory: M FORD

Ingkwazi has assessed and verified the B-BBEE elements of the stated Measured Entity, providing an independent and impartial opinion on the BEE status of the enterprise, based on the Broad Based BEE Codes of Good Practice gazette no 36928

CERTIFICATE NUMBER: TN G 22.10.24 1 ESG

Issue Date: 24 October 2022

Expiry Date: 23 October 2023

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