

IRBA Registration No: 397075 B
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Broad-Based Black Economic Empowerment Verification Certificate

Entity Name:	Name of entity	Reg nr:	Vat no:
	BBF Safety Group (Pty) Ltd	2014/095914/07	4110267004
	Incorporating:		
	Beier Safety Footwear	Division of BBF	4190267007
	Bagshaw Footwear	Division of BBF	4270267018
	United Fram Footwear	Division of BBF	4370267017
	Wayne Plastics	Division of BBF	4370267013

Certificate No: GEN/2015/04/30/21891
 Type of Entity: Private Company
 Postal Address: P.O. Box 121, Pinetown, 3600
 Physical Address: 40 Gillits Road, Pinetown, Kwa -Zulu Natal
 Verification Standard Applied: DTi Codes of Good Practice on Black Economic Empowerment
 Issue of the Rating Standard Applied: Section 9 of B-BBEE Act 53 of 2003
 Scorecard Applied: Generic Scorecard
 Size of the Entity: Large Enterprise with a turnover of more than R35 million

ELEMENT	WEIGHTING	SCORE
Ownership	20.00	8.89
Management Control	10.00	0.50
Employment Equity	15.00	4.50
Skills Development	15.00	3.21
Preferential Procurement	20.00	19.11
Enterprise Development	15.00	15.00
Socio-Economic Development	5.00	4.26
OVERALL SCORE	100.00	55.47

Broad Based BEE status level **Level 5** Black Ownership **16.00%**
 BEE procurement recognition level **80.00%** Black Women Ownership **0.00%**
 Value Adding Supplier **Yes**

Based on our work performed, we have no reason to believe that the B-BBEE status reflected in this Certificate has not been determined in all material respects, in accordance with the B-BBEE Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007 in terms of the Broad-Based Black Economic Empowerment Act of South Africa. The Certificate does not serve as a guarantee that the income reflected will continue at the same levels.

Our independent limited assurance report dated 20 April 2015, is available for inspection at the registered office of BBF Safety Group (Pty) Ltd together with the accompanying Scorecard and should be referred to for an understanding of our assurance engagement.

This Certificate has been determined, on the basis of information provided by management that may not be complete in all respects. We do not accept or assume responsibility to anyone other than BBF Safety Group (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.

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B-BBEE Approved Registered Auditor: Wayne G. Harrison CA(SA)
 B-BBEE Approved Registered Auditor Registration Nr: 397075 B

Date of Issue: 30 April 2015

BBF Safety Group (Pty) Ltd

Certificate Number: GEN/2015/04/30/21891

Expiry Date: 29 April 2016

LIMITED ASSURANCE REPORT OF THE INDEPENDENT B-BBEE APPROVED REGISTERED AUDITOR

To the director(s) of BBF Safety Group (Pty) Ltd

We have completed our limited assurance engagement on the B-BBEE Status as at 30 April 2015, as set out on page 1 of the Broad-Based Black Economic Empowerment ("B-BBEE") Verification Certificate of BBF Safety Group (Pty) Ltd (the "Certificate"), and the Scorecard as set out on the pages below. We clarify that our engagement is on the basis of information provided by management.

Directors' responsibility

The directors are responsible for the preparation of the Scorecard and determining the B-BBEE status in accordance with the B-BBEE Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007. The directors are also responsible for such internal control as management determines is necessary to enable the preparation of information and the B-BBEE Scorecard that is free from material misstatement, whether due to fraud or error.

B-BBEE approved registered auditor's responsibility

Our responsibility is to express a limited assurance conclusion on the B-BBEE Status reflected in the Certificate based on the procedures we have performed. We conducted our limited assurance engagement in accordance with the B-BBEE Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007. This standard requires us to comply with ethical requirements and to plan and perform this engagement to obtain limited assurance about whether the Certificate is free from material misstatement.

A limited assurance engagement with respect to a B-BBEE Verification Certificate involves performing procedures regarding the Scorecard and B-BBEE Status of BBF Safety Group (Pty) Ltd entity based on the criteria and requirements contained in the Codes of Good Practice and any relevant Industry Charter. The procedures performed depend on the assurance provider's judgement. The nature of those procedures is different from and the extent is substantially less than in a reasonable assurance engagement, and consequently they do not enable us to obtain the assurance necessary to become aware of all significant matters that might be identified in a reasonable assurance engagement.

We believe that the evidence we have obtained in our limited assurance engagement is sufficient and appropriate to provide a basis for our conclusion.

Summary of work performed

- Obtaining an understanding of the entity and its environment and the underlying records sufficient to identify areas in the Scorecard where material misstatements are likely to arise, and to be able to design procedures to address those areas;
- Inquiring of management and employees responsible for the preparation of the B-BBEE compliance information;
- Performing such additional procedures as we considered necessary;
- Re-performing calculations to determine whether the scores reflected in the Scorecard have been classified and determined in all material respects in accordance with the B-BBEE Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007.

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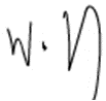
Expiry Date: 29 April 2016

Limited assurance conclusion

Based on our procedures performed, nothing has come to our attention that causes us to believe that the B-BBEE Status reflected in the Certificate has not been determined, in all material respects, in accordance with the B-BBEE Codes of Good Practice on Black Economic Empowerment, gazetted on 9 February 2007 in terms of the B-BBEE Act").

Restriction on liability

Our engagement has been undertaken so that we are able to report to BBF Safety Group (Pty) Ltd in accordance with the terms of our engagement. We do not accept or assume responsibility to anyone other than BBF Safety Group (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.



B-BBEE Approved Registered Auditor: Wayne G. Harrison CA(SA)

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CODE SERIES OWNERSHIP ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Exercisable Black Voting Rights	3.00	25%+1 Vote	16.00%	1.85
Exercisable Black Women Voting Rights	2.00	10.00%	0.00%	0.00
Economic interest - black people	4.00	25.00%	16.00%	2.56
Economic interest - black women	2.00	10.00%	0.00%	0.00
Economic interest - Black Designated Groups and ESOPs, Broad-based Schemes -- Co-ops	1.00	2.50%	0.00%	0.00
Ownership Fulfilment	1.00	Yes/No	No	0.00
Net Equity Value	7.00	formula	4.48%	4.48
Ownership by Black New Entrants	0.00	0.00%	0.00%	0.00
Ownership by ESOPs, Broad-based Schemes and Co-ops	2.00	10.00%	0.00%	0.00

CODE SERIES MANAGEMENT CONTROL ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Exercisable Voting Rights	3.00	50.00%	8.34%	0.50
Black Executive Directors	2.00	50.00%	0.00%	0.00
Black Senior Top Management	5.00	40.00%	0.00%	0.00
Black Other Top Management	0.00	40.00%	0.00%	0.00
Bonus: Black Independent Non Exec Directors	1.00	40.00%	0.00%	0.00

CODE SERIES EMPLOYMENT EQUITY ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Black Senior management % - gender adjusted	5.00	60.00%	0.00%	0.00
Black Middle management % - gender adjusted	4.00	75.00%	37.50%	2.00
Black Junior management % - gender adjusted	4.00	80.00%	50.00%	2.50
Black disabled employees % - gender adjusted	2.00	3.00%	0.00%	0.00
Bonus: Exceeding EAP Target	3.00	Yes	formula	0.00

CODE SERIES SKILLS DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Expenditure on Learning Programmes for black employees	6.00	3.00%	1.01%	2.03
Expenditure on Learning Programmes (disabled blacks)	3.00	30.00%	0.00%	0.00
Number of black learnerships	6.00	5.00%	0.98%	1.18

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CODE SERIES PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
BEE Procurement Spend	12.00	70.00%	74.85%	12.00
Procurement Spend with QSEs and EMEs	3.00	15.00%	28.22%	3.00
Procurement Spend with black owned bus.	3.00	12.00%	23.21%	3.00
Procurement Spend with black female owned bus.	2.00	8.00%	4.42%	1.11

CODE SERIES ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Average annual value of ED contributions	15.00	3.00%	5.12%	15.00

CODE SERIES SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Average annual value of SED contributions	5.00	1.00%	0.85%	4.26

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