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*Broad Based Black Economic
Empowerment
Verification Certificate*

Certificate No: SAE/GEN198/22Dec09

**Charter International Freight (Pty) LTD
1992/00043007
Vat Reg No: 4160146116
Airport Industria, Cape Town**

**B-BBEE Status
Level 8
Broad Based Black Economic Empowerment
Contributor
Category
Generic Enterprise
B-BBEE Procurement Recognition Level
10%**

Authorized Signatory

Date of Issue: 22 December 2009
Date of Expiry: 22 December 2010

This certificate is issued in terms of the B-BBEE Codes of Good Practise Code Series 000, statement 000 paragraphs 2.1 and 2.6 and Notice 32467[1] issued by the Minister of Trade and Industry dated 31 July 09. The status claimed is supported by a portfolio of evidence.

Code Series 100, Measurement of the Ownership of B-BBEE					
Weighting %	Category	Weighting Pts	Compliance Tgt	Achieved	Score
20	2.1 Voting Rights				
	2.1.1 Exercisable Voting Rights in the hands of Black People	3	25% + 1 Vote	0	0
	2.1.2 Exercisable Voting Rights in the hands of Black Woman	2	10%	0	0
	2.2 Economic Interest				
	2.2.1 Economic Interest of Black People in the Enterprise	4	25%	0	0
	2.2.2 Economic Interest of Black Woman in the Enterprise	2	10%	0	0
	2.2.3 Economic Interest of the following Black people in the Enterprise	1	2,5%	0	0
	2.2.3.1 black designated groups			0	0
	2.2.3.2 black participants in employee ownership schemes				
	2.2.3.3 black beneficiaries in broad based ownership schemes				
	2.2.3.4 black participants in co-operatives				
	2.3 Realisation Points				
	2.3.1 Ownership fulfilment	1	Refer to para 10.1	0	0
	2.3.2 Net Value	7	Refer to Annex C	0	0
	2.4 Bonus Points				
2.4.1 Ownership by black new entrants	2	10%	0	0	
2.4.2 Black participant Ownership involvement in:					
2.4.2.1 Employee Ownership Schemes					
2.4.2.2 Broad based Ownership Schemes					
2.4.2.3 Co-operatives					

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Code Series 200, Measurement of the Management Control element of B-BBEE					
10	2.1 Board Participation				
	2.1.1 Exercisable voting rights of Black Board members adjusted for gender.	3	50%	0	0
	2.1.2 Black executive directors adjusted for gender	2	50%	0	0
	2.2 Top Management				
	2.2.1 Black Senior Top management adjusted for gender	3	40%	0	0
	2.2.2 Black other Top management adjusted for gender	2	40%	10%	0,5
	2.3 Bonus Points				
	2.3.1 Black Independent Non-Executive Board Members	1	40%	0	0
Code Series 300, Measurement of the Employment Equity element of B-BBEE					
15	2.1.1 Black disabled employees as a % of all employees	2	2% years 0-5	0	0
	Black employees who are senior management as a percentage of all Management using the Adjusted Recognition for Gender	7	43% Years 0 – 5	27%	4.4
	Black employees who are junior management as a percentage of all Management using the Adjusted Recognition for Gender	6	68% Years 0 – 5	52.1%	4.6
	Bonus Points for Exceeding EAP targets in each category above	3		0	0

This scorecard is supported by a portfolio of evidence.

Code Series 400, Measurement of the Skills Development element of B-BBEE					
15	2.1.1 Skills development expenditure on any program specified in the Learning Program matrix				
	2.1.1.1 Skills Development Expenditure on black employees as a % of leviabale amount	6	3%	0%	0
	2.1.1.2 Skills Development Expenditure on black employees with disabilities as a % of leviabale amount	3	0.3%	0%	0
	2.2.1 Learnerships				
	2.1.2.1 Number of black employees participating in Learnerships or Category B, C and D programmes as a % of total employees adjusted for gender.	6	5%	0	0
Code Series 500, Measurement of the Preferential Procurement element for B-BBEE					
20	2.1.1 Spend from all suppliers based on Procurement recognition levels as a % of all Procurement	12	50%	50%	12
	2.1.2 Spend from QSE or EME suppliers based on Procurement recognition levels as a % of all Procurement	3	10%	8.7%	2,6
	2.1.3 Spend from any of the following suppliers as a % of total procurement 2.1.3.1 50% Black Owned suppliers (3/5) 2.1.3.2 30% Black Woman owned suppliers (2/5)	5	15%	3,1%	1

This scorecard is supported by a portfolio of evidence.

Code Series 600, Measurement of the Enterprise Development element of B-BBEE					
15	Average annual value of all Qualifying Contributions made by the Measured Entity as a percentage of the target	15	3% of NPAT	0%	0
Code Series 700, Measurement of the Socio Economic Development element of B-BBEE					
5	Average annual value of all Qualifying Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	1,3%	5
Total					30.1

This scorecard is supported by a portfolio of evidence.