

Our B-BBEE Consulting Process

Our B-BBEE consulting and advisory services, resulting in a B-BBEE certificate, includes the following:

- In depth B- BBEE Strategy workshop across each element, specific to the company
- Implementation
- Quarterly reviews
- Gap Analysis
- Board Packs for review
- Pre-Audit Calculation

In more detail, our annual consulting package would be as follows:

| Initiative | Outcomes |
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| Strategic Workshop | <p>Analysis of current data on the relevant charter</p> <p>Identify gaps and address opportunities for alignment</p> <p>Align current business strategy with B-BB-BBEE strategy</p> |
| Quarterly Interventions | <p>Consulting Interventions</p> <ul style="list-style-type: none"> • Scenario planning • B-BBEE Training • On-going B-BBEE advice • B-BBEE Strategy implementation • Collating of figures and B-BBEE “file” • Empowering supplier analysis <p>Skills Analysis</p> <ul style="list-style-type: none"> • Analysis of current spend • Identify skills gaps • Identify training requirements • Identify EE gaps and assess career path planning <p>Procurement Analysis</p> <ul style="list-style-type: none"> • Analysis of current suppliers and their spend • Identify “B-BBEE” spend gaps • Identify multiple possible counting opportunities <ul style="list-style-type: none"> ○ 51% Black owned ○ 30% Black female owned ○ QSE and EME spend <p>Enterprise and Supplier Development</p> <ul style="list-style-type: none"> • Identify ESD beneficiary opportunities • Create ESD beneficiaries (to be costed separately) <p>Gap Analysis</p> <ul style="list-style-type: none"> • Strategic Plan for the next quarter • Assess our progress for current quarter and identify corrective actions to be taken |



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| | <ul style="list-style-type: none">• Provide an overview of each element and identify room for improvement• High Level strategic report back to the management committee On-going verification collaboration as and when required ensuring optimal scoring |
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| Rating Preparation | <ul style="list-style-type: none">• Verification preparation• File collation |
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