



MEASURED ENTERPRISE	
Company Name:	Syncwize (Pty) Ltd
Location:	Unit B16 Greenoaks Office Park, Corner Bekker Road and Gregory ave, Midrand 1685
Registration Number:	2004/011725/07
VAT Number:	4940212782
Certificate Number:	GEN/2016/09/01/30812

BBBEE OWNERSHIP STATUS		
Element	Weighting	Score
Ownership	20	21.80
Management Control	10	10.00
Employment Equity	10	13.00
Skills Development	17	17.00
Preferential Procurement	20	20.00
Enterprise Development	11	11.00
Socio-Economic Investment	12	12.00
OVERALL SCORE	0.00	104.80

MEASURED ENTERPRISE	
B-BBEE Recognition Level:	Level 1
B-BBEE Status:	135%
Black Ownership:	57%
Black Female Ownership:	30%
Value Added Supplier:	No
Applicable Scorecard:	Generic Scorecard
Applicable BEE Code:	ICT Sector Code for Black Economic Empowerment
Date of Issue:	01 September 2016
Expiry Date:	31 August 2017
Period of validity:	12 Months

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 Information and Communication Technology (ICT) Sector Code on Black Economic Empowerment, gazetted on 6 June 2012 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 01 September 2016, is available for inspection at the registered office of Syncwize (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 Syncwize (Pty) Ltd, for our work, for this report, or for the conclusion we have reached.

B-BBEE Approved Registered Auditor: Scha van Niekerk CA(SA)

B-BBEE Approved Registered Auditor Registration Nr: 770825B





Date of Issue: 01 September 2016

SYNCWIZE (PTY) LTD

Certificate Number: GEN/2016/09/01/30812

Expiry Date: 31 August 2017

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

To the director(s) of Syncwize (Pty) Ltd

We have completed our limited assurance engagement on the B-BBEE Status as at 01 September 2016, as set out on page 1 of the Broad-Based Black Economic Empowerment ("B-BBEE") Verification Certificate of Syncwize (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 Information and Communication Technology (ICT) Sector Code on Black Economic Empowerment, gazetted on 6 June 2012. 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 Information and Communication Technology (ICT) Sector Code on Black Economic Empowerment, gazetted on 6 June 2012. 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 Syncwize (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 Information and Communication Technology (ICT) Sector Code on Black Economic Empowerment, gazetted on 6 June 2012.



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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 Information and Communication Technology (ICT) Sector Code on Black Economic Empowerment, gazetted on 6 June 2012 in terms of the B-BBEE Act”).

Restriction on liability

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

A handwritten signature in black ink, appearing to be "Scha van Niekerk". The signature is fluid and cursive, written over a horizontal line.

B-BBEE Approved Registered Auditor: Scha van Niekerk CA(SA)

B-BBEE Approved Registered Auditor Registration Nr: 770825B

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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	30.00%	57.00%	3.00
Exercisable Black Women Voting Rights	2.00	10.00%	30.00%	2.00
Economic interest - black people	4.00	30.00%	57.00%	4.00
Economic interest - black women	2.00	10.00%	30.00%	2.00
Economic interest - Black Designated Groups and ESOPs, Broad-based Schemes -- Co-ops	1.00	2.50%	2.00%	0.80
Ownership Fulfilment	1.00	Yes/No	Yes	1.00
Net Equity Value	7.00	formula	13.30	7.00
Bonus Points				
Ownership by Black New Entrants	2.00	10.00%	57.00%	2.00
Ownership by ESOPs, Broad-based Schemes and Co-ops	1.00	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%	58.33%	3.00
Black Executive Directors	2.00	50.00%	58.33%	2.00
Black Senior Top Management	5.00	40.00%	53.33%	5.00
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	4.00	60.00%	80.00%	4.00
Black Middle management % - gender adjusted	3.00	75.00%	87.50%	3.00
Black Junior management % - gender adjusted	2.00	80.00%	90.00%	2.00
Black disabled employees % - gender adjusted	1.00	3.00%	8.64%	1.00
Bonus: Exceeding EAP Target	3.00	Yes	formula	3.00

CODE SERIES SKILLS DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Expenditure on Learning Programmes for black employees	7.00	3.00%	10.26%	7.00
Expenditure on Learning Programmes (disabled blacks)	3.00	0.30%	0.59%	3.00
Number of black learnerships	7.00	5.00%	25.00%	7.00

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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%	108.03%	12.00
Procurement Spend with QSEs and EMEs	3.00	15.00%	100.58%	3.00
Procurement Spend with black owned bus.	3.00	12.00%	30.50%	3.00
Procurement Spend with black female owned bus.	2.00	8.00%	12.31%	2.00
Publish favourable payment terms for BEE suppliers	3.00	Yes	No	0.00
Procurement Spend with black owned bus. (disabled %)	2.00	2.00%	0%	0.00
Targets for Black--Black female owned bus. exceeded by 5%	1.00	5.00%	No	0.00

CODE SERIES ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Average annual value of ED contributions	11.00	5.00%	68.22%	11.00

CODE SERIES SOCIO-ECONOMIC INVESTMENT ELEMENT OF B-BBEE FOR GENERIC ENTERPRISES				
Criteria	Points	Target	Actual	Score
Average annual value of SED contributions	12.00	1.50%	2.65%	12.00



B-BBEE Approved Registered Auditor: Scha van Niekerk CA(SA)
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