



**CALL:** (012) 348 1193  
**MAIL:** verifications@a-o-s.co.za

**B-BBEE VERIFICATION AGENCY**

*Broad-Based Black Economic Empowerment  
Verification Certificate*

**INTERNATIONAL THERMAL AND ACOUSTIC'S CC  
t/a INTERTHERM**

**Certificate No: GEN0717-V1/AOSMP084-12.01**

**Registration No:** 1997/001385/23  
**Vat No:** 4190163222  
**Address:** 32 Ontdekkers Road  
Princess  
Roodepoort  
1724

**Verification standard applied:** Amended Construction Sector Charter - Contractors  
**Issue of the rating standard applied:** Section 9 of the B-BBEE Amendment Act 46 of 2013  
**Scorecard applied:** Generic scorecard  
**Size of the enterprise:** Turnover greater than R 50 million

Element	Weighting	Score
Ownership	31 points	0.00
Management Control	22 points	2.17
Skills Development	26 points	14.62
Preferential Procurement and Supplier Development	38 points	33.36
Socio-Economic Development	6 points	5.00
<b>Overall Score</b>	<b>123 points</b>	<b>55.16</b>
<b>Level of Compliance Obtained</b>		<b>8.00</b>

**Discounted Level:** Yes  
**B-BBEE Procurement Recognition Level:** 10%  
**Black Ownership:** 0.00%  
**Black Women Ownership:** 0.00%  
**Black Designated Group Ownership - None:** 0.00%  
**Black New Entrant status:** 0.00%  
**Empowering Supplier (Yes/No):** Yes  
**Exclusion Principle applied:** No  
**Modified Flow-Through Principle applied:** No  
**Financial Year measured:** February'21  
**Date of Issue:** 07 October 2021  
**Date of Expiry:** 06 October 2022

This verification certificate and the verification report are based on information provided to Accountants-on-Site (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Accountants-on-Site (Pty) Ltd. The calculation of the scores has been determined in accordance with the Department of Trade, Industry and Competition's Construction Sector Code on Broad-Based Black Economic Empowerment, Gazette 41287 as gazetted on 01 December 2017.

Sharnè Geel  
Accountants-on-Site (Pty) Ltd



**BVA197**

Name of Measured Entity:  
Certificate Number:  
SANAS Accreditation No:  
B-BBEE Analyst:  
Technical Signatory:

INTERNATIONAL THERMAL AND ACOUSTIC'S CC  
GEN0717-V1/AOSMP084-12.01  
BVA197  
Henroux Swanepoel  
Sharnè Geel



**STATEMENT 100: MEASUREMENT OF THE OWNERSHIP ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
27	<b>1.1. VOTING RIGHTS</b>			
	1.1.1. Exercisable Voting Rights in the Entity in the hands of Black people	4.5	32.50%	0.00
	1.1.2. Exercisable Voting Rights in the Entity in the hands of Black women	2	10%	0.00
	<b>1.2. ECONOMIC INTEREST</b>			
	1.2.1. Economic Interest in the Entity to which Black people are entitled	4.5	32.50%	0.00
	1.2.2. Economic Interest in the Entity to which Black women are entitled	2	10%	0.00
	1.2.3. Black designated groups or Collective enterprises	3	10%	0.00
	1.2.4. Black new entrants	5	5%	0.00
	<b>1.3. REALISATION POINTS</b>			
	1.3.1. Net Value	6	Annexure CSC100 ( E)	0.00
4	<b>1.4. BONUS POINTS</b>			
	1.4.1. Excercisable Voting Rights in the Entity in the hands of Black people above 50%	1	Yes	0.00
	1.4.2. Excercisable Voting Rights in the Entity in the hands of Black people above 75%	2	Yes	0.00
	1.4.3. Excercisable Voting Rights in the Entity in the hands of Black women above 50%	1	Yes	0.00
<b>Total</b>		<b>31</b>		<b>0.00</b>

**STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
17.5	<b>2.1. BOARD PARTICIPATION</b>			
	2.1.1. Exercisable voting rights of black board members	3	50%	0.00
	2.1.2. Exercisable voting rights of black female board members	1	20%	0.00
	2.1.3. Black executive directors as a percentage of all executive directors	2	50%	0.00
	2.1.4. Black female executive directors as a percentage of all executive directors	1	20%	0.00
	<b>BONUS POINTS</b>			
	2.1.5. Exceeding the target for black executive directors in 2.1.3 above	1	>50%	0.00
	2.1.6. Exceeding the target for black female executive directors in 2.1.4 above	1	>20%	0.00
	<b>2.2. OTHER EXECUTIVE MANAGEMENT</b>			
	2.2.1. Black Executive Management as a percentage of all Executive Management	2	60%	0.00
	2.2.2. Black female Executive Management as a percentage of all Executive Management	1	30%	0.00
	<b>2.3. SENIOR MANAGEMENT</b>			
	2.3.1 Black employees in Senior Management as a percentage of all Senior Management	2	60%	0.74
	2.3.2 Black female employees in Senior Management as a percentage of all Senior Management	0.5	30%	0.00
	<b>2.4. MIDDLE MANAGEMENT</b>			
	2.4.1 Black employees in Middle Management as a percentage of all Middle Managemen	1	75%	0.48
	2.4.2 Black female employees in Middle Management as a percentage of all Middle Management	0.5	30%	0.00
	<b>2.5. JUNIOR MANAGEMENT</b>			
	2.5.1 Black employees in Junior Management as a percentage of all Junior Management	1	88%	0.48
	2.5.2 Black female employees in Junior Management as a percentage of all Junior Management	0.5	35%	0.00
<b>Sub Total</b>		<b>17.5</b>		<b>1.70</b>

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STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT				
<b>2.6. EMPLOYEES WITH DISABILITIES</b>				
	2.6.1 Black employees with disabilities as a percentage of all office based employees	0.5	2%	0.00
<b>2.7. BLACK PROFESSIONALS</b>				
	2.7.1 Black professionally registered employees as a percentage of all professionally registered employees	2	50%	0.00
<b>2.8. BONUS POINTS</b>				
	2.8.1. Black employees that are "youth" as defined by the National Youth Commission Act of 1996, as a percentage of all employees using the adjusted recognition for gender	2	30%	0.47
<b>Total</b>		<b>22</b>		<b>2.17</b>

STATEMENT 300: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT					
Weighting Points	Criteria	Weighting Points	Compliance Target	Score	
26	<b>3.1. SKILLS DEVELOPMENT EXPENDITURE ON ANY PROGRAMME SPECIFIED IN THE LEARNING PROGRAMME MATRIX (LPM) FOR BLACK PEOPLE AS A PERCENTAGE OF THE LEVIABLE AMOUNT</b>				
		3.1.1. Skills development expenditure on black people as a percentage of the Leviable Amount	4	2.5%	3.62
	<b>3.2. THE PROPORTION OF SKILLS DEVELOPMENT EXPENDITURE ON BLACK PEOPLE BY THE MEASURED ENTITY USING THE ADJUSTED RECOGNITION FOR GENDER EXPENDED ON THE FOLLOWING CATEGORIES OF BLACK PEOPLE:</b>				
		3.2.1. African people (as defined in the STATS SA EAP)	2	% Contribution of African People to EAP	2.00
		3.2.2. Black Management (Executive, Senior and Middle Management Categories)	2	15.00%	2.00
		3.2.3. Black Management (Junior Management Category)	1	10.00%	1.00
		3.2.4. Bursaries or Scholarships for Black People	2	15.00%	2.00
	<b>3.2. LEARNERSHIPS, APPRENTICESHIPS, INTERNSHIPS AND PROFESSIONAL REGISTRATION</b>				
		3.2.1. Number of black people participating in Category A, B, C or D Learning Programmes as per the Learning Programme Matrix, as a percentage of the total number of employees	3	2.50%	3.00
		3.2.2. Number of black employees registered as candidates with industry professional registration bodies as a percentage of the total number of such registered employees	3	60.00%	0.00
	3.2.3. Number of black people with disabilities on Category A, B, C or D Learning Programmes as per the Learning Programme Matrix, as a percentage of black office based learners on those learning programmes	1	5.00%	1.00	
<b>3.4. MENTORSHIP</b>					
	3.4.1. Implementation of an approved and verified mentorship programme	3	Yes	0.00	
<b>3.5. BONUS POINTS</b>					
	3.5.1. Number of black people absorbed by the measured entity at the end of a Category A, B, C or D Learning Programme	1	100%	0.00	
	3.5.2. The number of black employees that completed a mentorship programme during the last 3 years (including the measurement period) that were promoted during the measurement period expressed as a percentage of all such employees during those 3 years	2	15%	0.00	
	3.5.3. The number of black employees who registered as professionals with industry professional bodies as a percentage of all employees who registered as such in the measurement period	2	60%	0.00	
<b>Total</b>		<b>26</b>		<b>14.62</b>	

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**STATEMENT 400: MEASUREMENT OF THE PREFERENTIAL PROCUREMENT AND SUPPLIER DEVELOPMENT ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
<b>4.1. PREFERENTIAL PROCUREMENT</b>				
38	4.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	6	80%	4.35
	4.1.2. B-BBEE Procurement Spend from all EME suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15%	3.00
	4.1.3. B-BBEE Procurement Spend from all Empowering Suppliers that are QSE suppliers as a percentage of Total Measured Procurement Spend	3	15%	3.00
	4.1.4. B-BBEE Procurement Spent from Empowering Suppliers that are at least 51% black owned as a percentage of Total Measured Procurement Spend	4	20%	4.00
	4.1.5. B-BBEE Procurement Spend from Empowering Suppliers that are at least 35% black women owned as a percentage of Total Measured Procurement Spend	3	12%	3.00
<b>4.2. BONUS POINTS</b>				
	4.2.1 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% owned by Black Designated Groups based on the applicable B-BBEE procurement recognition levels as a percentage of Total Measured Procurement Spend	3	20%	0.01
	4.2.2 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black women owned, based on the applicable B-BBEE procurement recognition levels as a percentage of Total Measured Procurement Spend	1	8%	1.00
<b>4.3. SUPPLIER DEVELOPMENT PROGRAMMES</b>				
	4.3.1. Compliant Supplier and Contractor Development Programmes	5	Ann. CSC 400 (C)	5.00
<b>4.4. SUPPLIER DEVELOPMENT CONTRIBUTIONS</b>				
	4.4.1. Annual value of all qualifying Supplier development contributions made by the measured entity as a percentage of the target	8	3% of NPAT	8.00
	4.4.2. Annual value of all qualifying Supplier Development Contributions towards 51% Black women owned entities made by the measured entity as a percentage of target	2	20% of value in 4.4.1	2.00
<b>Total</b>		<b>38</b>		<b>33.36</b>

**STATEMENT 500: MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT**

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
5	5.1. Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	4	1.25% of NPAT	4.00
	5.2. The portion of Qualifying Socio-Economic contributions in 5.1 above spent on communities with limited services	1	30% of the Target in 5.1	1.00
1	<b>Bonus Points</b>			
	5.3. Annual value of all contributions towards structured SED projects by the Measured Entity as a percentage of the target	1	1.25% of NPAT	0.00
<b>Total</b>		<b>6</b>		<b>5.00</b>