



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 (PTY) LTD

t/a INTERTHERM

Certificate No: GEN0874-V1/AOSMP084-12.01

Registration No: 2022/314887/07
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 (Gazette No. 41287)
Size of the enterprise: Turnover greater than R 50 million

Element	Weighting	Score
Ownership	31 points	0.00
Management Control	22 points	1.72
Skills Development	26 points	14.00
Preferential Procurement and Supplier Development	38 points	33.34
Socio-Economic Development	6 points	6.00
Overall Score	123 points	55.06
Level of Compliance Obtained		8.00

B-BBEE Procurement Recognition Level:	10%	Discounted Level:	Yes
Black Ownership:	0.00%	Black Women Ownership:	0.00%
Black Designated Group Ownership:	0.00%	Black New Entrant Ownership:	0.00%
Black Disabled Ownership:	0.00%	Modified F/T Principle applied:	No
Black People living in Rural areas Ownership:	0.00%	Exclusion Principle applied:	No
Black Youth Ownership:	0.00%	Participated in Y.E.S. Initiative:	No
Black Unemployed Ownership:	0.00%	Empowering Supplier (Yes/No):	Yes
Black Military Veterans Ownership:	0.00%	Financial Year measured:	February'22

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

Sharnè Geel

Technical Signatory
Accountants-on-site (Pty) Ltd

Issue date: 28 February 2023
Expiry date: 27 February 2024



BVA197

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

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STATEMENT 100: MEASUREMENT OF THE OWNERSHIP ELEMENT				
Weighting Points	Criteria	Weighting Points	Compliance Target	Score
27	1.1. VOTING RIGHTS			
	1.1.1. Exercisable Voting Rights in the Entity in the hands of Black people	4.5	35.00%	0.00
	1.1.2. Exercisable Voting Rights in the Entity in the hands of Black women	2	14%	0.00
	1.2. ECONOMIC INTEREST			
	1.2.1. Economic Interest in the Entity to which Black people are entitled	4.5	35.00%	0.00
	1.2.2. Economic Interest in the Entity to which Black women are entitled	2	14%	0.00
	1.2.3. Black designated groups or Collective enterprises	3	12%	0.00
	1.2.4. Black new entrants	5	5%	0.00
	1.3. REALISATION POINTS			
	1.3.1. Net Value	6	Annexure CSC100 (E)	0.00
4	1.4. BONUS POINTS			
	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
Total		31		0.00

STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT					
Weighting Points	Criteria	Weighting Points	Compliance Target	Score	
17.5	2.1. BOARD PARTICIPATION				
	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	
	BONUS POINTS				
	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	
	2.2. OTHER EXECUTIVE MANAGEMENT				
	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	
	2.3. SENIOR MANAGEMENT				
	2.3.1 Black employees in Senior Management as a percentage of all Senior Management	2	60%	0.67	
	2.3.2 Black female employees in Senior Management as a percentage of all Senior Management	0.5	30%	0.00	
	2.4. MIDDLE MANAGEMENT				
	2.4.1 Black employees in Middle Management as a percentage of all Middle Management	1	75%	0.53	
	2.4.2 Black female employees in Middle Management as a percentage of all Middle Management	0.5	30%	0.00	
	2.5. JUNIOR MANAGEMENT				
	2.5.1 Black employees in Junior Management as a percentage of all Junior Management	1	88%	0.53	
	2.5.2 Black female employees in Junior Management as a percentage of all Junior Management	0.5	35%	0.00	
	Sub Total		17.5		1.72

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STATEMENT 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT				
2.6. EMPLOYEES WITH DISABILITIES				
	2.6.1 Black employees with disabilities as a percentage of all office based employees	0.5	2%	0.00
2.7. BLACK PROFESSIONALS				
	2.7.1 Black professionally registered employees as a percentage of all professionally registered employees	2	50%	0.00
2.8. BONUS POINTS				
	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%	0.00
Total		22		1.72

STATEMENT 300: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT					
Weighting Points	Criteria	Weighting Points	Compliance Target	Score	
26	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				
		3.1.1. Skills development expenditure on black people as a percentage of the Leviable Amount	4	2.5%	4.00
	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:				
		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
	3.2. LEARNERSHIPS, APPRENTICESHIPS, INTERNSHIPS AND PROFESSIONAL REGISTRATION				
	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%	0.00	
3.4. MENTORSHIP					
	3.4.1. Implementation of an approved and verified mentorship programme	3	Yes	0.00	
3.5. BONUS POINTS					
	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	
Total		26		14.00	

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

Weighting Points	Criteria	Weighting Points	Compliance Target	Score
4.1. PREFERENTIAL PROCUREMENT				
38	4.1.1. B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	6	80%	4.95
	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%	2.37
	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
4.2. BONUS POINTS				
	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%	0.02
	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
4.3. SUPPLIER DEVELOPMENT PROGRAMMES				
	4.3.1. Compliant Supplier and Contractor Development Programmes	5	Ann. CSC 400 (C)	5.00
4.4. SUPPLIER DEVELOPMENT CONTRIBUTIONS				
	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
Total		38		33.34

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	Bonus Points			
	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	1.00
Total		6		6.00