



## VERIFICATION AGREEMENT

entered into between

**BEE EMPOWERED AND LABOUR CONSULTANCY CC**

(REG. NO. 2005/011876/23)

(hereinafter referred to as “BEE EMPOWERED”)

and

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(hereinafter referred to as “the client”)

**WHEREAS** BEE EMPOWERED is a Verification Agency as defined in terms of the B-BBEE Code of Good Practice issued in terms of section (9)(1) the Broad-Based Black Economic Empowerment Act, Act no. 53 of 2003 (“the Act”);

**AND WHEREAS** the client wishes to engage the services of BEE EMPOWERED;

**NOW THEREFORE** the parties wish to record the terms and conditions of their agreement hereunder:

1. DEFINITIONS

For the purpose of this Agreement, the following terms have the following meanings assigned to them:

“The Act” means Broad-based Black Economic Empowerment Act, Act No. 53 of 2003;

“B-BBEE Code of Good Practice” means issued in terms of the Act and shall apply to all Sector Codes that are currently in place, in process or that will be contemplated in the future.



“BEE” means an integrated and coherent socio-economic process that directly contributes to the economic transformation of South Africa and brings about significant increases in the number of black people that manage, own and controls the country’s economy, as well as significant decreases income inequalities;

“Black people” means African, Coloured and Indian persons who are South African citizens by birth or by descent or who were naturalized prior to the commencement of the constitution in 1993. In addition, the term also includes black people who became South African citizens after the constitution’s commencement but who would have been able to be naturalized prior to this, were it not for the Apartheid laws that prohibited naturalization of certain persons. This term does not include juristic persons or any form of enterprise other than a sole proprietor;

“B-BBEE Scorecard” means a scorecard for the measurement of broad-based black economic empowerment for a particular enterprise as set out in the B-BBEE Code of Good Practice issued in terms of the Act;

“BEE status” means the Broad-based BEE status or progress of an economic entity as measured according to the B-BBEE Scorecard in the B-BBEE Code of Good Practice or in a gazetted Sector Code.

“Evaluation” means asses, verify and validate the B-BBEE status of entities;

”The dti” means The Department of Trade and Industry;

“SANAS” means the South African National Accreditation System.



## 2. BEE EMPOWERED'S OBLIGATIONS

BEE EMPOWERED shall assess, verify and validate both disclosed and undisclosed BEE related information of the client in accordance with the principles contained in the B-BBEE Codes of Good Practice, as well as the relevant gazetted Sector Codes;

BEE EMPOWERED shall carry out a factual, thorough evaluation of the client's BEE status, and based on the result, grant a BEE rating and shall maintain its responsibility for granting a BEE rating;

BEE EMPOWERED shall evaluate the BEE transactions / scenarios to determine the effective creation and/or enhancement of economic wealth to black people. The evaluation shall be based on all the components of B-BBEE and shall ensure that the transactions / scenarios reflect the aims of these components in the empowerment of black people; this may include giving indicative ratings based on scenarios presented by the client.

BEE EMPOWERED shall be responsible to identify and report to the Dti any material deviations from the reported and the actual benefits in a transaction.

BEE EMPOWERED shall apply to SANAS for accreditation and undertake to update all previous verifications conducted by BEE EMPOWERED prior to its accreditation within a period of 6 months after its accreditation to reflect all principles and methodologies encapsulated in the B-BBEE Code of Good Practice;

BEE EMPOWERED shall at all times be impartial and shall be able to demonstrate that it's decisions are based on objective evidence and that it's decisions were not influenced by other interests and or by other parties;



BEE EMPOWERED shall verify, evaluate and validate to rate the client based on the principles encapsulated in the B-BBEE Codes of Good Practice to include all elements of the B-BBEE Scorecard;

BEE EMPOWERED shall examine the structure, policies, processes, procedures and related documents (records) of the client relevant to the BEE requirements and shall determine that these contain sufficient information to support the B-BBEE rating;

BEE EMPOWERED shall provide the names and make available the background information of each member of the verification team, with sufficient time for the client to object to the appointment of any particular analyst or expert and BEE EMPOWERED shall reconstitute the verification team in response to any valid objection;

BEE EMPOWERED shall verify the information provided, in order to reach its opinion on the BEE status of the Client;

BEE EMPOWERED shall provide public access to, or disclosure of, appropriate and timely information about the evaluation and verification process and about the rating status of its client in order to gain confidence in the integrity and credibility of the BEE rating;

BEE EMPOWERED shall inform the client, in advance, of the information it intends to place in the public domain. All other information, save for the information that is made publicly available by the client, shall be considered proprietary information and shall be regarded as confidential.

Where BEE EMPOWERED is required to disclose confidential information about a third party, it shall, unless prohibited by law, notify the client or individual concerned in advance of the information provided;

BEE EMPOWERED shall treat all information about the client received from sources other than the client (e.g. complainant, regulators) as confidential;



BEE EMPOWERED shall provide appropriate access or disclose to specific interested parties non-confidential and non-proprietary information about the results of specific evaluations (e.g. evaluations in response to complaints);

BEE EMPOWERED shall keep any proprietary information about the client confidential and shall disclose its client's actual rating result, without compromising the confidentiality of the information supporting the rating outcome;

BEE EMPOWERED shall investigate all complaints received, and if these are found to be valid, shall address these complaints appropriately and shall make a reasonable effort to resolve the complaint;

BEE EMPOWERED shall avoid any circumstances that rise or may potentially give rise to a conflict of interest between itself and the client. Should such a circumstance arise, BEE EMPOWERED shall immediately disclose the full nature thereof to all parties involved and shall not undertake any further evaluation activities without the client's prior consent;

BEE EMPOWERED shall not hold a substantial equity share or any of the voting rights of the client, which might enable it to significantly influence any part of the decisions making process within the client's organization;

BEE EMPOWERED'S personnel, including committee members, contractors, personnel of external bodies or individuals acting on BEE EMPOWERED'S behalf, shall keep confidential all information obtained or created during the performance of the verification activities;

BEE EMPOWERED shall have available and use equipment/facilities that ensure the secure handling of confidential information (e.g. documents, records);

BEE EMPOWERED shall inform the client if confidential information must be made available to other bodies (e.g. the Dti, SANAS);



BEE EMPOWERED shall disclose to the Dti, in accordance with sound corporate governance principles, any material financial interest it may have in the rated enterprise;

BEE EMPOWERED shall not enter into any debt-creating agreement between itself and the client, where such an agreement factually encumbers or is perceived to encumber BEE EMPOWERED in the execution of its professional discretion and objectivity towards the BEE assessment for the client;

BEE EMPOWERED shall retain authority and shall be responsible for its decisions relating to the BEE rating;

BEE EMPOWERED shall, irrespective of the use made of external or temporary resources, have as part of its own enterprise, personnel having sufficient competence for managing the BEE RATING;

BEE EMPOWERED shall first obtain the consent of the client should the evaluation of the client be outsourced to another body;

BEE EMPOWERED shall take full responsibility for all evaluations outsourced to another body;

BEE EMPOWERED shall ensure that the outsourced body uses individuals that conform to the applicable provisions of the B-BBEE Code of Good Practice, including competence, impartiality, confidentiality and BEE status;

BEE EMPOWERED shall exercise proper control of ownership and take suitable action to identify and deal with incorrect references to BEE rated status;

BEE EMPOWERED shall give the client due notice of any changes to its requirements for rating and shall verify that the Client confirms to the new requirements;



### 3. THE CLIENT'S OBLIGATIONS AND REQUIREMENTS OF THE B-BBEE VERIFICATION

The client shall conform to BEE EMPOWERED'S B-BBEE Verification requirements as set out herein.

The client shall make all necessary arrangements for the conduct of the rating evaluations, including provision for examining documentation and the access to all areas, records and personnel for the purposes of rating and resolution of complaints;

The client shall inform BEE EMPOWERED, without delay, of matters that may affect its rated status;

The client shall confirm to the requirements of BEE EMPOWERED when making reference to its B-BBEE status in communication media such as the internet, documents, brochures or advertising;

The client shall not make or permit any misleading statement regarding its B-BBEE status;

The client shall not use or permit the use of a B-BBEE verification certificate or any part thereof in a misleading manner;

The client shall not use its B-BBEE status in such a manner that would bring BEE EMPOWERED into disrepute or lose public trust;

### 4. APPEALS

A Client who are dissatisfied with a verification conducted by BEE EMPOWERED'S verification team, may appeal against:

the verification procedure followed;

the actual B-BBEE score reached



by following the prescribed Appeal Procedure as set out in Annexure "A" attached hereto.

**5. COMPLIANTS**

A client who wishes to lodge a complaint against BEE EMPOWERED is entitled to make use of the complaint procedure as set out in Annexure "B" attached hereto.

**6. BEE EMPOWERED'S RECORDS OF ITS MEASURED ENTERPRISES**

BEE EMPOWERED shall maintain records on the audit and verification process of all its measured enterprises, including all enterprises that submitted a Request for Verification.

Records on measured enterprises shall include:

Requests for Verification;

justification for verification time determination;

records of complaints and appeals, and any subsequent correction or corrective actions;

deliberation and decisions, if applicable;

documentation of the decisions;

record of B-BBEE Verification Certificates issued.

BEE EMPOWERED shall keep the records on measured enterprises in accordance with its Control of Records Procedure (BEE/MP/22).

**7. THE VERIFICATION PROCESS**



A summary of the Verification Process is attached hereto as Annexure “C”.

**8. PRO-FORMA FEE STRUCTURE**

A copy of our pro-forma fee structure is attached hereto as Annexure “D”.

SIGNED and DATED at \_\_\_\_\_ on this \_\_\_\_\_ day of \_\_\_\_\_ 2007

AS WITNESSES:

1. \_\_\_\_\_

2. \_\_\_\_\_

\_\_\_\_\_  
for and on behalf of BEE EMPOWERED  
AND LABOUR CONSULTANCY CC  
duly authorized thereto

SIGNED and DATED at \_\_\_\_\_ on this \_\_\_\_\_ day of \_\_\_\_\_ 2007

AS WITNESSES:

1. \_\_\_\_\_

2. \_\_\_\_\_

\_\_\_\_\_  
for and on behalf of THE CLIENT  
duly authorized thereto



**Annexure "A"**

**APPEAL PROCEDURE (BEE/MP/8)**

1. The Verification Manager shall inform the duly authorised representative of the measured enterprise of its right to appeal against the Verification Decision within five (5) working days after the aforesaid Verification Decision has been conveyed to the said representative of the measured enterprise.
2. The Verification Manager shall furnish the duly authorised representative of the measured enterprise with an Appeal Form (BEE/MP/8/A1), together with the Verification Certificate.
3. On receipt of the duly completed Appeal Form, the Verification Manager shall record the appeal in the Appeal Register (BEE/MP/8/A2) and shall deliver a copy of the said Appeal Form to the Administration Manager, who shall grant leave to appeal.
4. Leave to appeal is granted at the sole discretion of the Administrative Manager.
5. Should the Administrative Manager grant leave to appeal, he or she shall instruct the Verification Manager to convene an appeal hearing.
6. The Verification Manager shall convene an appeal hearing within five (5) working days after having received the instruction to convene the appeal hearing.
7. The Verification Manager shall inform the duly authorised representative of the measured enterprise (hereinafter referred to as "the Appellant") that he or she may be represented at the appeal hearing.



8. Depending on the grounds of appeal, the purpose of the Appeal Hearing shall be to consider new facts, evidence or circumstances, or to review the actual Verification Decision in the light of the assessed evidence, fresh submissions, representations and other relevant factors.
  
9. The Managing Member shall record the outcome of the appeal hearing in the Appeal Register and shall inform the Appellant of his or her decision.



FORM BEE/MP/8/A1

**APPEAL FORM**

NAME OF APPELLANT: \_\_\_\_\_

NAME OF MEASURED ENTITY: \_\_\_\_\_

BEE REF NUMBER OF MEASURED ENTITY: \_\_\_\_\_

APPEAL AGAINST THE VERIFICATION DECISION OF: \_\_\_\_\_  
*(State name of Verification Manager that took the Verification Decision you are appealing against):*

DATE ON WHICH VERIFICATION DECISION WAS RECEIVED: \_\_\_\_\_

**GROUND FOR APPEAL**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Appellant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness

**APPEAL FORM RECEIVED BY:**

\_\_\_\_\_  
Signature of Verification Manager

\_\_\_\_\_  
Date

\_\_\_\_\_  
Full names of Verification Manager



Annexure "B"

## **COMPLAINT PROCEDURE (BEE/MP/9/A)**

### **1 GENERAL PRINCIPLES**

- 1.1 Any measured enterprise that has a complaint against BEE EMPOWERED or any of its internal or external verification personnel, is entitled to make use of the Complaint Procedure as set out in BEE/MP/9/A.
- 1.2 A complaint is any feeling of dissatisfaction, injustice or unfair treatment a measured enterprise may experience in relation to their verification by BEE EMPOWERED, which has not been resolved informally.
- 1.3 The purpose of the Complaint Procedure is to enable measured enterprises to have their complaints resolved fairly, quickly and as close to the point of origin as possible.
- 1.4 Measured enterprises may lodge their complaints without fear of victimization. BEE EMPOWERED assures measured enterprises that they will not be prejudiced in any way as a result of using the Complaint Procedure.
- 1.5 Any measured enterprise lodging a complaint in terms of this procedure is entitled to representation.
- 1.6 Each step in the procedure shall be subject to stipulated time limits. It is however accepted that these limits may be varied by mutual agreement or in relation to the availability of the person(s) involved in the process.



## 2 STAGES OF PROCEDURE

### 1.1 Stage 1: Verification Manager

- 1.1.1 A measured enterprise with a complaint, should report the complaint by completing the attached form BEE/MP/9/A01, and by faxing a copy of the duly completed form BEE/MP/9/A01 to the Verification Manager whose name appear in the measured enterprise's Verification Plan. Form BEE/MP/9/A01 must be completed and signed by the duly authorised representative of the measured enterprise. The Verification Manager must endeavour to resolve the complaint and communicate the outcome to the measured enterprise within three (3) working days.
- 1.1.2 In the event of the complaint not being resolved to the satisfaction of the measured enterprise within three (3) working days, or in the event of the complaint relating directly to the Verification Manager, the measured enterprise may refer the complaint to the Administrative Manager of BEE EMPOWERED. The purpose of such referral is to seek their advice.
- 1.1.3 The measured enterprise may, accompanied by its representative, approach the Verification Manager again, who will make a further attempt to resolve the complaint. It must be understood that this process is designed to give the Verification Manager every opportunity to resolve the complaint. The Verification Manager must record his or her response on Form BEE/MP/9/A02 and furnish the representative of the measured enterprise with a copy of same within 3 days after having received the complaint from the measured enterprise, or within 3 days after the measured enterprise has referred the complaint to him or her for reconsideration.
- 1.1.4 The measured enterprise is however entitled to proceed to **Stage 2** if it is felt that no purpose would be served by discussing the matter with the Verification Manager again.



## 1.2 **Stage 2: Administrative Manager**

1.2.1 The measured enterprise must invoke **Stage 2** timeously and preferably within two (2) days of having received a response from the Verification Manager in respect of **Stage 1**. The duly authorised representative shall complete and sign Form BEE/MP/9/A02 and fax a copy thereof to the Administrative Manager concerned.

1.2.2 The Administrative Manager shall be required to provide a written response on Form BEE/MP/9/A03 within 3 days after having received a copy of Form BEE/MP/9/A02. If the complaint is not resolved to the satisfaction of the measured enterprise within three (3) working days, **Stage 3** shall be invoked.

## 1.3 **Stage 3: Managing Member or her Designated Manager**

1.3.1 The duly authorised representative of the measured enterprise shall hand copies of Forms BEE/MP/9/A01, BEE/MP/9/A02 and BEE/MP/9/A03 completed at **Stages 1 2**, to the Managing Member or her Designated Manager within 2 days after having received Form BEE/MP/9/A03 from the Administrative Manager.

1.3.2 The Managing Member or her Designated Manager shall within three (3) working days of the receipt of the Forms listed in clause 1.3.1 hold a meeting in an attempt to resolve the matter.

1.3.3 The representative of the measured enterprise, the Verification Manager and the Administrative Manager may attend this meeting. The Managing Member or her Designated Manager will determine the parties that will contribute to the constructive resolution of the complaint and require their attendance. The Managing Member or her Designated Manager will chair the meeting.



- 1.3.4 The Managing Member or her Designated Manager will record his/her response in writing using Form BEE/MP/9/A04 and provide his/her response to the measured enterprise within two (2) days of the meeting.
- 1.3.5 The meeting procedure may include any of the following steps:
- 1.3.5.1 An investigation carried out by the Managing Member or her Designated Manager into the facts of the case in preparation of the meeting;
- 1.3.5.2 The parties shall agree the time, date and venue for the meetings. Every endeavour shall be made to ensure that this time period meets the relevant time periods but reasonable extensions must be fairly considered if necessary.
- 1.3.5.3 The chairperson of the meeting will be responsible for the process followed in the meeting. In this regard he or she should consider the following processes:
- 1.3.5.3.1 all relevant information is made available to the parties prior to or at the meeting for consideration;
- 1.3.5.3.2 all relevant witnesses (if applicable) which the parties may wish to call are notified in advance to be available at the time of the meeting;
- 1.3.5.3.3 the measured enterprise and BEE EMPOWERED or their representatives will have an opportunity to present their cases fully and to ask questions of each other witnesses;
- 1.3.5.3.4 minutes of the meeting are taken in summary form.
- 1.3.5.4 The chairman shall submit the written solution to the appropriate person in terms of the requirements of the relevant stages of the procedure.



**FORM BEE/MP/9/A01**

**COMPLAINT FORM**

This section to be completed by the **MEASURED ENTERPRISE**

NAME OF MEASURED ENTERPRISE: \_\_\_\_\_

COMPANY REG NO: \_\_\_\_\_

BEE REF NUMBER: \_\_\_\_\_

NAME AND CONTACT DETAILS OF AUTHORISED REPRESENTATIVE OF THE MEASURED ENTERPRISE: \_\_\_\_\_

\_\_\_\_\_

**NATURE OF COMPLIANT**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SOLUTION DESIRED**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



**BEE EMPOWERED**  
BEE RATING AGENCY

\_\_\_\_\_  
**SIGNATURE OF DULY AUTHORISED  
REPRESENTATIVE OF THE MEASURED  
ENTERPRISE**

\_\_\_\_\_  
**DATE**

**RECEIVED BY THE MEASURED ENTERPRISE ON:** \_\_\_\_\_

**RECEIVED BY:** \_\_\_\_\_



FORM BEE/MP/9/A02

**THE VERIFICATION MANAGER’S RESPONSE:**

*(This document must be completed and returned to the measured enterprise within 3 days after having received the complaint or within 3 days after having reconsidered the merits of the complaint)*

NAME OF VERIFICATION MANAGER: \_\_\_\_\_

NAME OF MEASURED ENTERPRISE CONCERNED: \_\_\_\_\_

BEE REF NO OF MEASURED ENTERPRISE: \_\_\_\_\_

**NATURE OF COMPLAINT**

\_\_\_\_\_  
\_\_\_\_\_

**VERIFICATION MANAGER’S RESPONSE TO COMPLAINT**

\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**RATED ENTERPRISE RESPONSE**

*(This section must be completed and the form must be returned to BEE EMPOWERED within 2 days after having received the Verification Manager’s response)*

- 1. Are you satisfied with the Verification Manager’s response? YES / NO
- 2. Do you wish to take the Complaint further? YES / NO

**REASONS FOR PURSUING THE COMPLAINT (Administration Manager: **STAGE 2**)**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
SIGNATURE OF DULY AUTHORISED  
REPRESENTATIVE OF MEASURED  
ENTERPRISE

\_\_\_\_\_  
DATE



FORM BEE/MP/9/A03

**THE ADMINISTRATIVE MANAGER'S RESPONSE**

*(This document must be completed and returned to the measured enterprise within 3 days after having received the complaint)*

NAME OF ADMINISTRATIVE MANAGER: \_\_\_\_\_

NAME OF MEASRUED ENTERPRISE CONCERNED: \_\_\_\_\_

BEE REF NO OF MEASURED ENTERPRISE: \_\_\_\_\_

**NATURE OF COMPLAINT**

\_\_\_\_\_  
\_\_\_\_\_

**ADMINISTRATIVE MANAGER'S RESPONSE TO COMPLAINT**

\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**RATED ENTERPRISE RESPONSE:**

*(This section must be completed and the form must be returned to BEE EMPOWERED within 2 days after having received the Verification Manager's response)*

- 3. Are you satisfied with the Administrative Manager's response? YES / NO
- 4. Do you wish to take the Complaint further? YES / NO

REASONS FOR PURSUING THE COMPLAINT (Managing Member: **STAGE 3**)

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
SIGNATURE OF DULY AUTHORISED  
REPRESENTATIVE OF MEASURED  
ENTERPRISE

\_\_\_\_\_  
DATE



**FORM BEE/MP/9/03**

**THE MANAGING MEMBER'S / DESIGNATED MANAGER'S RESPONSE (STAGE 3)**

*(This document must be completed and returned to the measured enterprise within 3 days after having received the complaint)*

NAME OF MANAGING MEMBER / DESIGNATED MANAGER:

\_\_\_\_\_

NAME OF MEASRUED ENTERPRISE CONCERNED: \_\_\_\_\_

BEE REF NO OF MEASURED ENTERPRISE: \_\_\_\_\_

**NATURE OF COMPLAINT**

\_\_\_\_\_  
\_\_\_\_\_

**OUTCOME:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

IF AFTER DISCUSSION, IF THE OUTCOME OF SETTLEMENT IS ACCEPTABLE TO THE MEASURED ENTERPRISE, THE FOLLOWING SIGNATURES ARE REQUIRED:

\_\_\_\_\_  
SIGNATURE OF DULY AUTHORISED REPRESENTATIVE  
OF THE MEASURED ENTERPRISE

\_\_\_\_\_  
DATE

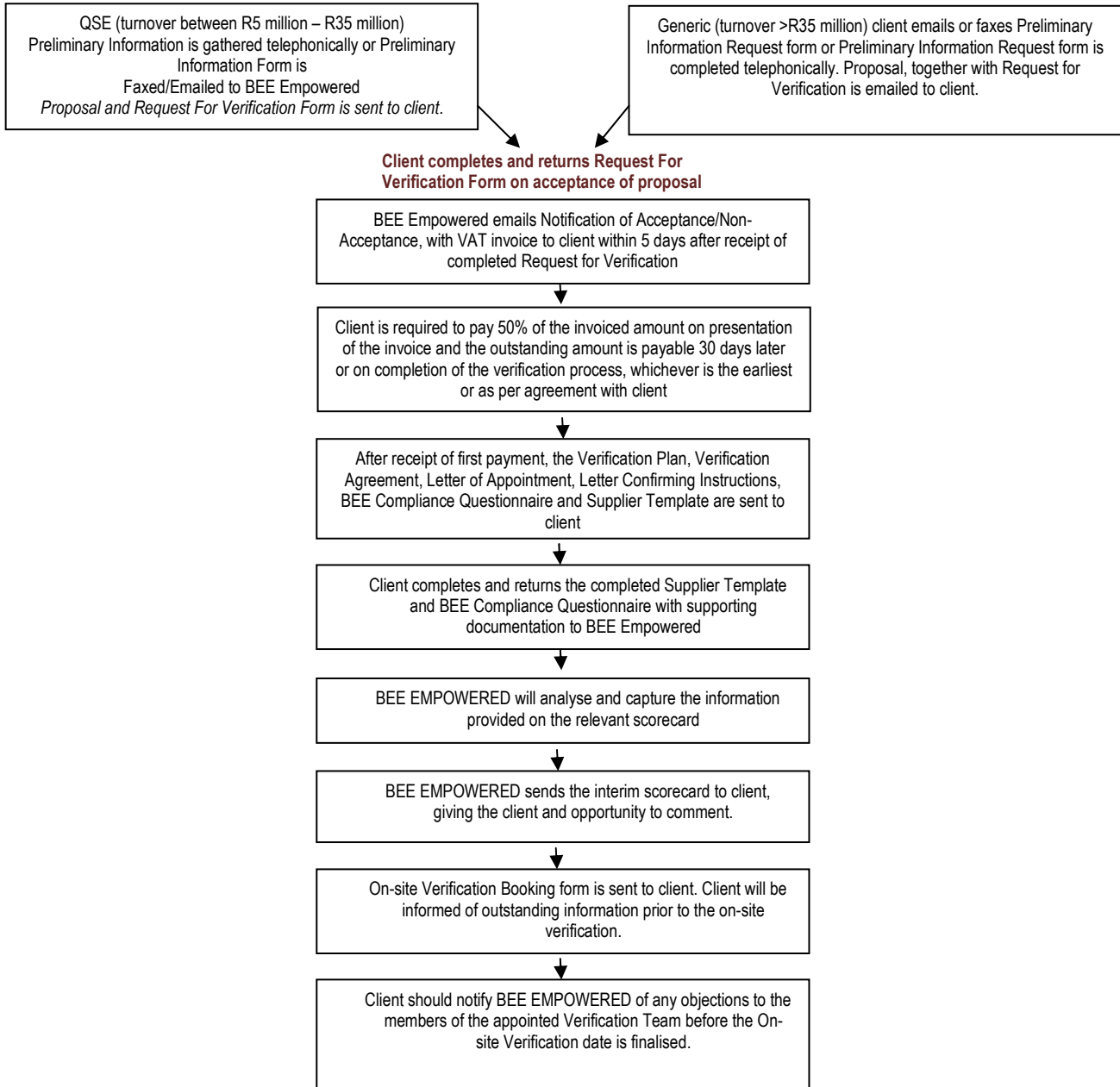
IF SETTLEMENT IS NOT REACHED, THE MANAGING MEMBER / DESIGNATED MANAGER SHOULD STATE REASONS: (ATTACH ADDITIONAL DOCUMENTATION IF NECESSARY)

\_\_\_\_\_

\_\_\_\_\_  
SIGNATURE OF MANAGING  
MEMBER / DESIGNATED MANAGER

\_\_\_\_\_  
DATE

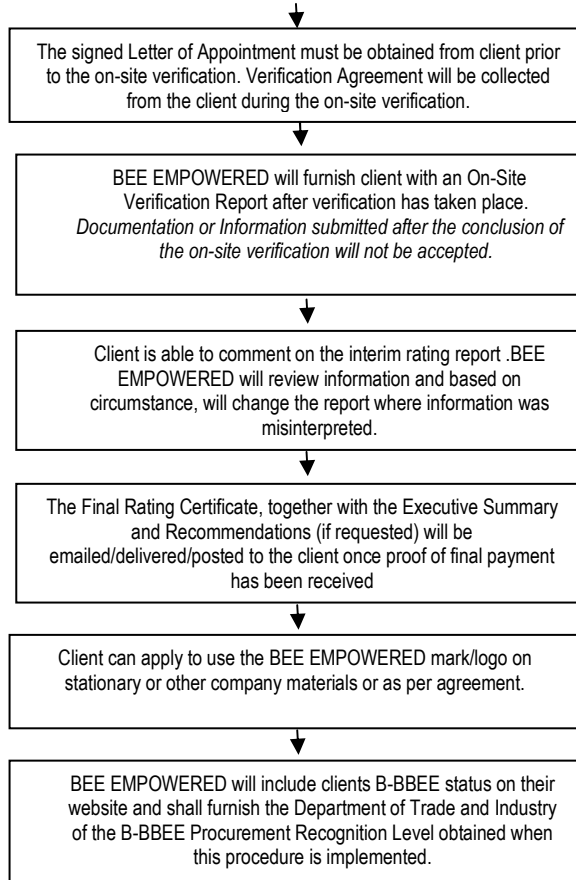
**VERIFICATION PROCESS**





# BEE EMPOWERED

B E E R A T I N G A G E N C Y



**OUR ESTIMATED VERIFICATION FEE STRUCTURE**

**EME, QSE & GENERIC SCORECARD VERIFICATIONS**

Revenue	Fee
<R5 million Exempted Micro Enterprise Scorecard	R912-00
Between R5 –R20 million Qualifying Small Enterprise Scorecard	R8 550-00
Between R20 –R35 million Qualifying Small Enterprise Scorecard	R10 260-00
Between R35 –R50 million Generic Scorecard	R13 680-00
>R50 million Generic Scorecard	Request a quote

Note: The above quoted estimated fees are in respect of simple ownership structures only with the Measured Enterprise having no branches

Included in Estimated Fee	Excluded in Estimated Fee
<i>Processing of Request for Verification</i>	
<i>Assistance with completion of the BEE Compliance Questionnaire (Maximum: 1 h)</i>	<i>Flight, Hotel and Car Rental Expenses (if and when applicable)</i>
<i>On-Site Verification (&lt; 50 km radius from our offices)</i>	<i>Traveling expenses shall be charged at R3.50 per km in respect of Measured Entities &gt; 50 km radius from our offices.</i>
<i>Verification of B-BBEE Status of 100 suppliers</i>	<i>Additional suppliers (R85.50 per supplier)</i>
<i>Verification and Issuing of Verification Certificate.</i>	<i>BEE Strategic Recommendations</i>
<i>Attendances (telephone calls, emails and other correspondences) (Maximum: 1 h)</i>	<i>Additional attendances and consultations shall be charged at a rate of R741.00 / h</i>

(Special Verifications, Complex ownership structures, multiple sites - **Request a Quote**)

Note: **Request a quote:** The cost of the verification will be dependent on the complexity of the ownership structure; the number of employees; procurement budget and number of operating entities.