

29-November-2010

Thistle QA

Block 5
Ground Floor
Bryanston Office Park
c/o Main and Homestead Rd
2074

Dear Marlize Albertse

CONFIRMATION OF B-BBEE STATUS

NERA (Pty) Ltd wishes to confirm that the above mentioned company has concluded the Broad-Based Black Economic Empowerment Verification process and has been awarded with the B-BBEE status of a:

Level 2 Contributor
125 % Recognition Level

Please do not hesitate to contact us should you or your organisation have any complaints or queries regarding any aspect of your given B-BBEE status or the verification process itself. Alternatively, please refer to document P05 (under Forms and Procedures on the NERA website) for guidance on how to implement the NERA complaints procedure.

Kind Regards



Ebrahiem Mohamed
Verification Manager



NERA

NATIONAL EMPOWERMENT RATING AGENCY

MEASURED ENTERPRISE

Company Name	Thistle QA
Trade Name	Thistle QA
Location	Block 5, Ground Floor, Bryanston Office Park, c/o Main and Homestead Rd
Registration Number	CK1990/018719/23
VAT Number	4660130578
Certificate Number	QSE 10497 REV1

B-BBEE SCORE PER ELEMENT

Equity Ownership	N/A
Management & Control	18.63
Employment Equity	24.44
Skills Development	N/A
Preferential Procurement	N/A
Enterprise Development	25.00
Socio Economic Development	25.00

B-BBEE STATUS

B-BBEE Recognition Level	125 %
B-BBEE Status	Level 2 Contributor
Black Ownership	0.00 %
Black Female Ownership	0.00 %
Value Added Supplier	Yes
Enterprise Development Beneficiary	No
Beneficiary Category	N/A
Applicable Scorecard	Qualifying Small Enterprise
Applicable BEE Code	Gazette Codes 29617
Verification Date	29-November-2010
Expiry Date	28-November-2011

Ebrahiem Mohamed
Verification Manager



BVA 020

NERA is a SANAS Accredited Verification Agency. NERA has assessed and verified the relevant B-BBEE Elements of the above mentioned enterprise, to provide an independent and impartial opinion on the B-BBEE status of the enterprise, based on the Broad-Based BEE Codes of Good Practice (Codes 000-800).

www.nerasa.co.za

National Empowerment Rating Agency (Pty) Ltd Reg. 2005/041665/07



MEASURED ENTERPRISE

Company Name Thistle QA
Trade Name Thistle QA
Registration Number CK1990/018719/23
VAT Number 4660130578

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score	Selected
Equity Ownership	25	Exercisable Voting Rights in the Enterprise in the hands of black people	6	25%	0.00%	0.00	0.00	No
		Economic Interest of black people in the Enterprise	9	25%	0.00%	0.00		
		Ownership Fulfilment	1	40% of Target (Yr. 3)	0.00%	0.00		
		Net Value	9	25%		0.00		
		Bonus points: Involvement in the ownership of the enterprise by Black Women	2	10%	0.00%	0.00		
		Bonus point: Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes, Co-operatives or Broad-Based Ownership Schemes	1	10%	0.00%	0.00		
Management Control	25	Black representation at Top-Manager level	25	50.1%	33.33%	16.63	18.63	Yes
		Bonus points: Black women representation at Top-Manager level	2	25%	33.33%	2.00		
Employment Equity	25	Black employees of the Measured Entity who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender	15	40%	40.00%	15.00%	24.44	Yes
		Black employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition for Gender	10	60%	56.67%	9.44		
		Bonus points: Meeting or exceeding the EAP targets in each category	2			0.00		
Skills Development	25	Adjusted Skills Development Expenditure on Learning Programmes for black employees as a percentage of Leviaible Amount.	25	2%	0.00%	0.00	0.00	No
Preferential Procurement	25	BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	25	40%	0.00%	0.00	0.00	No
Enterprise Development	25	Average annual value of all Qualifying Contributions made by the Measured Enterprise as a percentage of Net Profit after Tax or Turnover.	25	2.00%	2.93%	25.00%	25.00	Yes
Socio-Economic Development	25	Average annual value of all Socio-Economic Development Contributions and Approved Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target (NPAT or Turnover)	25	1%	1.25%	25.00	25.00	Yes

Measurement Options: Using best 4 elements (100)

FINAL SCORE	93.08
STATUS:	Level 2 Contributor