



B-BBEE Verification Report

For

Education Africa

(Reg No. 1992/001394/08)

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Table of Contents

1. Entity Background 3

2. Management Control Element 3

3. Employment Equity Element 4

4. Skills Development Element 5

5. Socio-Economic Development Element..... 6

6. Overall Scorecard 7

Appendix II: Definitions 9

1. Entity Background

Education Africa, (Registration No 1992/001394/08) is a non-profit organisation which raises funds and manages Socio-Economic Development funds both for their own projects and on behalf of their sponsors. Education Africa focuses on promoting disadvantaged and poor communities' access to education and skills development programs. Education Africa main 2 focus areas in educational development programs include access to quality education and the relevance of the education programs.

Two main categories of projects administered by Education Africa are own projects and sponsor based projects;

Own Projects: Education Africa raises funds both locally and internationally, through their offices in the UK and in the USA. Funds raised by Education Africa are used for projects initiated by Education Africa in line with their mandate nationally. These projects are in the Skills Development category as well as in the Socio-Economic Development category.

Sponsored Projects: Education Africa approaches local and international organisations for sponsorships of specific projects. Based on the business model submitted by Education Africa or by the sponsor, the projects are managed by Education Africa on behalf of the sponsor. Sponsors can choose to be part of the project implementation or can leave it to Education Africa to manage these projects entirely on their own, with regular communication between the parties involved.

Since Education Africa is a non-profit organisation with the beneficiaries being disadvantaged children, mainly from the rural areas, Education Africa qualifies for and was rated using Adjusted Qualifying Small Enterprise scorecard.

As per Adjusted Qualifying Small Enterprise scorecard, Education Africa is exempted from Equity Ownership element of B-BBEE verification. The following elements were however assessed;

- Management Control element
- Employment Equity element
- Skills Development element
- Socio-Economic Development element

2. Management Control Element

During the assessment, Education Africa was identified to having a board of Trustees comprising of 9 individuals. Of these;

- 2 were black females
- 4 were black males

- 2 were white males, while
- 1 was black female of Swaziland origin

ID copies were collected and verified for all the Trustees. As a result Education Africa achieved 66.67% black representation at the board of Trustees level while the target was set at 50%. This resulted in Education Africa achieving a maximum of 25 points under this element.

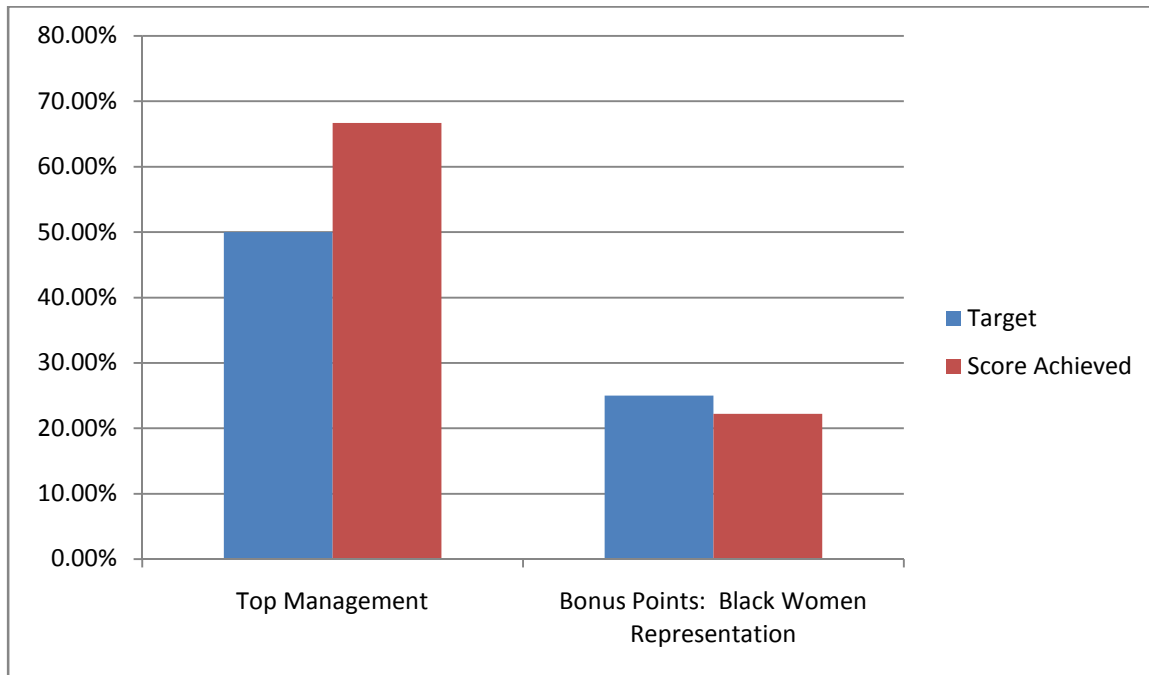


Table 1: Management Control Element

3. Employment Equity Element

Under this element, Education was found to have a total of 3 senior managers and 4 non management staff responsible for the day to day running of the organisation. Of these;

- 2 were black females
- 2 were black males
- 1 was white male
- 2 were white females

Supporting documents in form of ID copies and employment contracts of staff were collected and verified on site without any exceptions. As a result Education Africa achieved all 15 points under management for achieving 50% black representation while the target was set on 40%. They also achieved all 10 points under general staff for achieving 62.5% after applying ARG, while the target was set at 60%. No bonus points were achieved since the EAP target was not achieved.

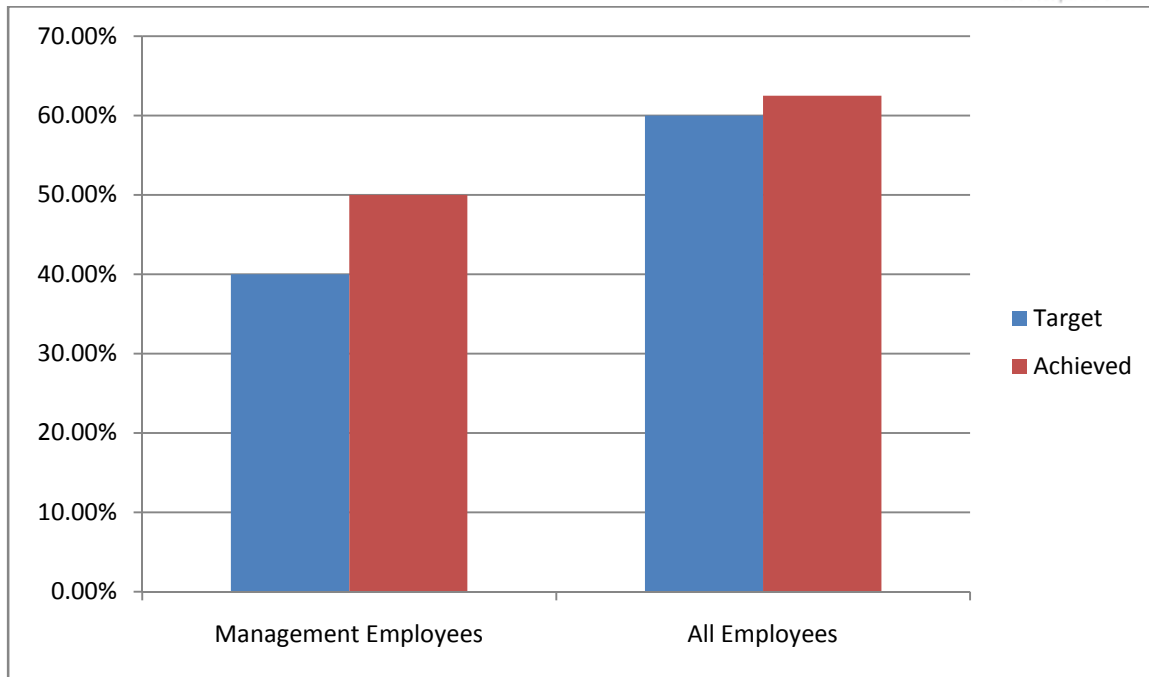


Table 2: Employment Equity Element

4. Skills Development Element

Education Africa is exempted from Skills Development Levies Act and therefore do not pay leviable amount. Documents to this effect were verified. Ardent Business Partners had to use the PAYE, to determine the salary amount for the measured entity. Additional supporting documents were collected from site and verified without exceptions.

Education Africa has sponsored 11 learnership students at Vista University for a total of R66, 000-00. As a result Education Africa achieved all 25 points under this element for surpassing the 2% leviable amount set target.

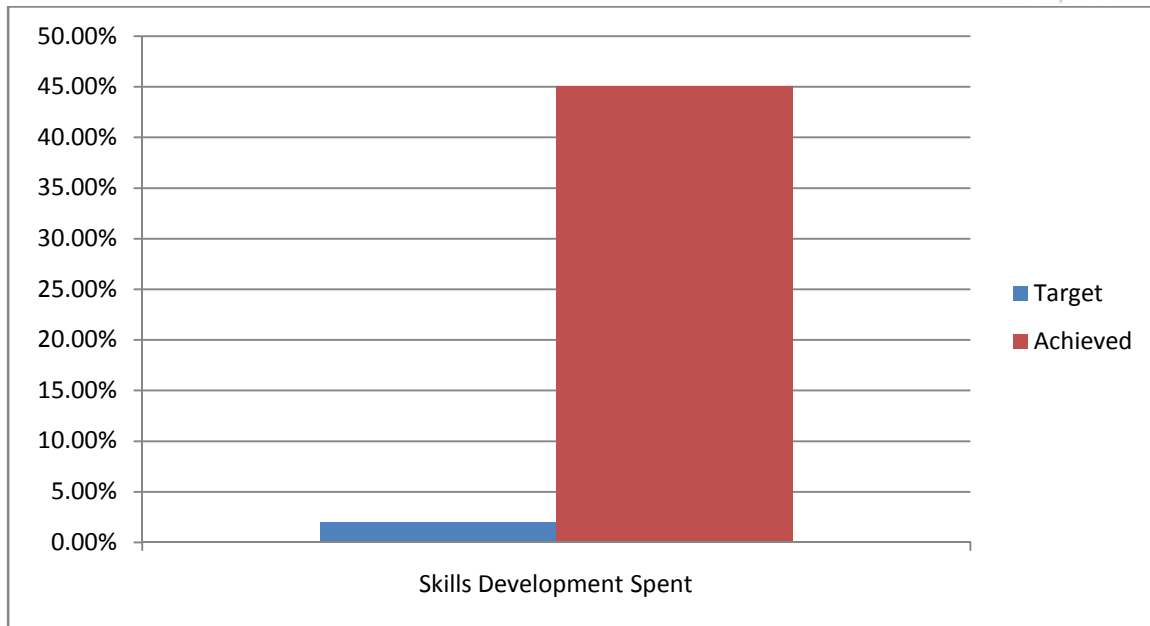


Table 3: Skills Development Element

5. Socio-Economic Development Element

One of the programs sponsored by Education Africa themselves is SAMUN. Education Africa spent a total of R1, 408, 236-00 on SAMUN program during the year under review, more than the target set. Supporting documents were received and verified. As a result Education Africa achieved all 25 points under this element for exceeding the set target.

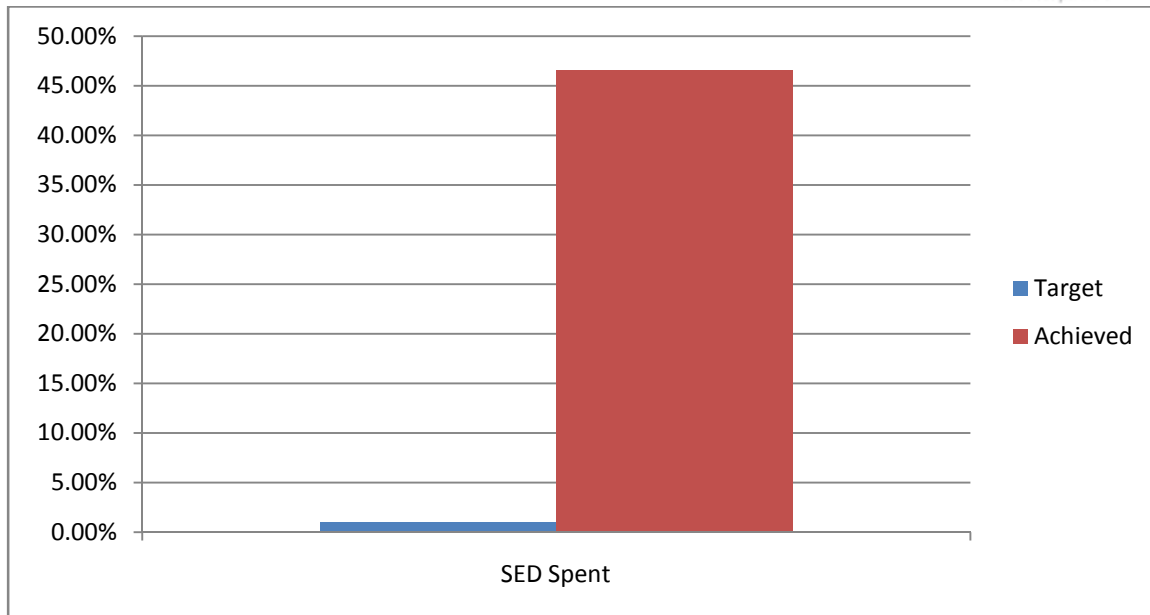


Table 4: Socio-Economic Development Element

6. Overall Scorecard

Education Africa achieved 100 points under Adjusted Qualifying Small Enterprise scorecard, resulting in a level 1 contributor to Black Economic Empowerment. Elements assessed were Management Control., Employment Equity, Skills Development and Socio-Economic Development.

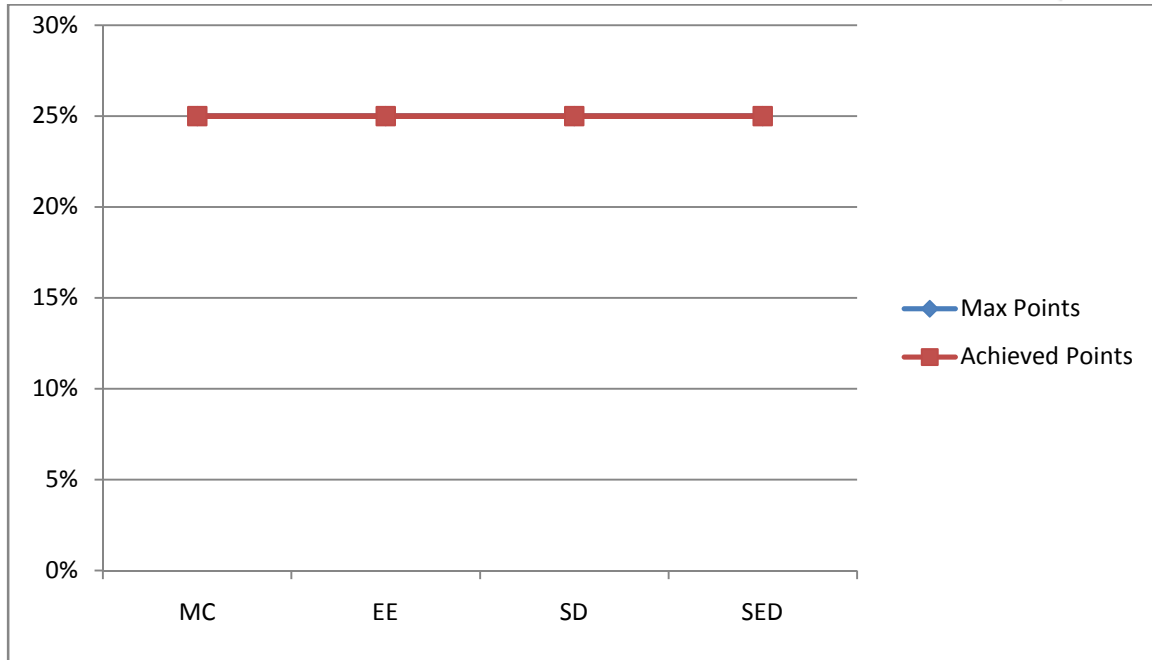


Table 5: Overall Scorecard

Appendix II: Definitions

ABVA	: Association of BEE Verification Agencies
ARDENT	: ARDENT Business Partners (Pty) Ltd
ARG	: Adjusted Recognition for Gender
B-BBEE	: Broad Based Black Economic Empowerment
BEE Act	: Broad-Based Economic Empowerment Act of No.53 of 2003
EAP	: Economic Active Population
ED	: Enterprise Development
EE	: Employment Equity
EO	: Equity Ownership
HR	: Human Resources
Impartiality	: Evidence of being independent, unbiased, objective and free of any influence in all activities conducted by ARDENT
MC	: Management Control
Measured Entity	: the Company being assessed for BEE status by a verification agency
PP	: Preferential Procurement
SANAS	: South African National Accreditation System
SD	: Skills Development
SED	: Socio-Economic Development
The Codes	: Codes of Good Practice issued in terms of Section 9 of the Act.
The DTI	: The Department of Trade and Industry
Verification Agency	: BEE Verification Agency accredited in terms of Statement 020