



Office 1, Block 2, Nkwazi Office Park, 3 Dumat Place, Mt Edgecombe, Kwa Zulu Natal, 4320
 Tel. 031 539 3033 Fax. 086 6186 763 www.beerated.org
 Members: A Kruger, K Odell

BROAD-BASED BLACK ECONOMIC EMPOWERMENT CERTIFICATE

Measured Entity:

KAYMAC (PTY) LTD t/a KAYTECH

11 Livingstone Road, Pinetown, KwaZulu Natal, 3610
 Registration No: 196600700407
 VAT No: 4500111333


B-BBEE STATUS: LEVEL 5

B-BBEE RECOGNITION LEVEL: 80%

Applicable Codes: DTI CODES OF GOOD PRACTICE - GENERIC

Element	Points
Ownership	17.08
Management Control	6.17
Skills Development	13.66
Enterprise and Supplier Development	36.20
Socio-Economic Development	5.00
Total	78.11

Black Ownership	15.15%
Black Woman Ownership	10%
Empowering Supplier	YES
Designated Group Supplier	NO
Modified Flow Through Applied	NO


 Anthony Kruger
 Technical Signatory

Certificate No: BR8597-221116
Issue Date: 22 November 2016
Expiry Date: 21 November 2017
Validity: 12 months

This Certificate is issued as the result of an independent, impartial verification of the B-BBEE status of the measured entity, in terms of the Dti Generic Code (Amended) (11 October 2013).



BVA 149

B-BBEE

BROAD-BASED BLACK ECONOMIC EMPOWERMENT



PEOPLE PLANET PROGRESS

www.kaytech.co.za

Why B-BBEE? What's it all about?

Broad-Based Black Economic Empowerment (B-BBEE) aims at substantially increasing black participation at all levels in the South African economy. The purpose of this code is to address the imbalances of the past by transferring more ownership, management and control of South Africa's financial and economic resources to the majority of its citizens. It also focuses on broadening and improving meaningful black participation in the economy.

What is Kaytech's commitment?

Kaytech views B-BBEE as the "cog" behind the broader, transformation "machine" in South Africa; contributing to the growth, development and stability of the economy and enabling the country to reach its full economic potential.

As such, in 2008 Kaytech embarked on a progressive B-BBEE journey, proceeding from a non-compliant contributor to a level 3 contributor over a four year period.

Kaytech continues to make B-BBEE an integral part of their everyday business by implementing a multi-faceted, broad based and integrated approach to B-BBEE. Kaytech's B-BBEE Strategy embraces the view that transformation and overall business strategy go hand-in-hand. Their goal is to achieve the highest rating by supporting the correct initiatives, but for the right reasons.

How does Kaytech contribute?

Over and above Kaytech's specific B-BBEE initiatives, they also contribute on an ongoing basis.

Social Initiatives:

Kaytech's manufacturing operations are based in Atlantis in the Western Cape. Therefore they chose to support a local charity, namely **Orion Organisation**, an association for the physically and mentally handicapped.

Accredited CPD courses in Geosynthetics have been offered free of charge to universities and emerging contractors. Kaytech also provides extensive on-the-job training by qualified technical staff and engineers.



Employee Training & Development:

Kaytech strongly believes in the empowerment and upliftment of their own employees. Succession planning and internal promotion is a key element in their approach, and therefore training and development forms a pivotal role in a successful B-BBEE strategy.

Assistance to black owned QSEs and EMEs:

Specialised transport consultancy skills are made available to Kaytech's black owned QSE/EME transporters. The benefits reaped by both the transporters and Kaytech make it a win-win arrangement.

The Kaytech B-BBEE Journey

2017 & BEYOND With increased focus on learnerships for the unemployed coupled with a targeted procurement strategy, Kaytech aims to achieve a level 4 rating in 2017 and will thereafter strive for continuous annual improvement and progress. This will be achieved through their cohesive approach to business and B-BBEE.

2016

- Loan provided to Mafuze Transport, a 100% black-owned EME, for the purchase of a truck - allowing the former Kaytech employee a stable base on which to grow his business.
- By contracting the Hope Factory to provide a business mentorship programme to four selected small business owner customers, Kaytech is helping them to grow their businesses and become financially stable.
- Under the revised B-BBEE codes, Kaytech still maintained a score of 78 despite the increased intricacy of these codes. Under the old codes, this would earn a level 3 rating and under the new codes, this translates to a level 5 rating.

2012-2015
LEVEL 3

Customers can claim R1.1
for every R1 spent
with Kaytech

2016
LEVEL 5

New codes state that
customers can claim R0.8
for every R1 spent
with Kaytech

**2017
AND
BEYOND**

2009
LEVEL 6

Customers can claim
R0.6 for every R1
spent with Kaytech

2010
LEVEL 5

Customers can claim
R0.8 for every R1
spent with Kaytech

2009 Enterprise Development arrangement with a 100% black owned transport provider – interest free, unsecured loan provided for the purchase of an additional vehicle.

2012 - 2015

- 15% Broad-Based Ownership deal with the Kaytech Empowerment Trust. The trust's objective is financial assistance to Learner Beneficiaries and Charitable organisations.
- Kaytech participated in the "Hope at Atlantis Project" which aims to tutor scholars in the under-developed community of Atlantis and promote their access to University.
- Kaytech rolled out their first in-house training programme for unemployed learners.

2010 First round of in-house learnerships for existing employees implemented. Kaytech has since run these learnerships on an annual basis, focussing on core skills required within the business.

**OUR
JOURNEY
BEGINS...**

2008
LEVEL 9
Non-Compliant