



**aurecon**

**PRO Aurecon**

**Leading. Vibrant. Global.**  
[www.aurecongroup.com](http://www.aurecongroup.com)



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\* Herein after referred to as Aurecon RSA.

Compiled by Aurecon Marketing and Communication  
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## INTRODUCTION

“

This PRO Aurecon document summarises Aurecon's progress and achievement with regard to transformation, human resources development, preferential procurement, enterprise development and corporate social investment. ”



## Welcome to the PRO Aurecon document.

Aurecon's brand proposition, "Fostering Human Achievement" expresses the group's philosophy that its technical and managerial resources should be used to develop not only innovative engineering solutions, but also sustainable solutions to socio-economic issues in the communities in which it operates. This fundamental belief is especially relevant to South Africa's young democracy as it continues to resolve historical inequalities.

The PRO Aurecon document provides an overview of Aurecon South Africa's progress and achievements with regard to transformation, human

resources development, preferential procurement, enterprise development and corporate social investment.

These efforts have been recognised in industry through multiple awards and listings, including Aurecon being adjudicated as one of South Africa's top empowered companies by the Impumelelo publication. In addition, this year saw us achieve finalist status in the 2011 Metropolitan Oliver Empowerment Awards for outstanding achievement as a top empowered company.

**Barney Tsita,  
Chairman of the Board  
(Aurecon RSA)**

## TRANSFORMATION OVERVIEW



Transformation, to Aurecon, encompasses positive change in terms of cultural diversity along dimensions that include race and gender throughout our company. PRO Aurecon, which is a corporate citizenship programme encompassing transformation themes such as BBBEE; skills development; preferential procurement; and Aurecon Cares (CSI) initiatives. ”



### What is transformation?

Transformation, to Aurecon, encompasses positive change in terms of cultural diversity along dimensions that include race and gender throughout our company. We have implemented a number of programmes and initiatives aimed at realising our transformation objectives, including PRO Aurecon,

which is a corporate citizenship programme encompassing transformation themes such as BBBEE; skills development; preferential procurement; and Aurecon Cares (CSI) initiatives, all of which uphold a commitment to promoting the development of people.



## 2.1 Equity ownership



Aurecon continues to lead the industry, having pioneered the process of transformation and the deracialisation of South African businesses with our first empowerment transaction in 1995.

Equity ownership refers to the right to have an unencumbered beneficial interest in a company's assets and is a key principle in establishing Black inclusiveness and broad-based involvement in

the country's economy. In this regard, Aurecon continues to lead the industry, having pioneered the process of transformation and the deracialisation of South African businesses with our first

empowerment transaction in 1995. In 2011, the equity ownership by Black employees and investors encompasses 21.61% of the global economic benefits of all Aurecon's Africa and Middle East interests.

## 2.2 Management



45% of the Aurecon's South Africa Board is Black. There is even representation of race on Aurecon's RSA management.

### **Aurecon South Africa Board:**

The Board is responsible for all statutory functions relating to the company, and participates in the execution of Aurecon's strategy. The Board is comprised of 11 members, of which five (45%) are Black, two of which are women.

### **Board Subcommittees:**

There are a number of Board subcommittees such as the Audit, Risk Management, Remuneration, Transformation and Business Development Committees and Forums. In all committees and forums, attention is paid to race and gender representation.

### **RSA management:**

RSA management oversees the delivery of Aurecon's services in RSA. Currently, four members are Black.

### **Aurecon South Africa Board**



ZB Ebrahim, BMH Tsita (Chairman), AB Geldenhuys, SA le Roux, NN Gwagwa, PC Blersch, DM Triegaardt, AW Möhr, MG Diliza, GT Rohde, PC Lombard

## Aurecon RSA management



Albert Geldenhuys



Ronnie Khoza



Arnie Möhr



Thembi Majola



Phil Hendricks



Fanus le Roux



Mlu Mabaso



Hannes Kritzinger

### Breakdown of percentage of Black people on RSA management

**TOTAL: 8**

Black	4 (50%)
White	4 (50%)



## 2.3 Employment Equity



35.80% of Aurecon's permanent staff are Black. Aurecon is constantly aiming to improve on this figure by providing support in terms of technical training for Black people. This will enable even further transformation of Aurecon's technical workforce.

Employment Equity is a top priority for Aurecon and sees us focused on bringing about the equitable representation of Black employees in all occupational categories and occupational levels

within Aurecon.

What's more, after these employees join us, we continually invest in training them, spending some R12 million on commercial

training and educational support annually. Many of Aurecon's Black employees have gained valuable experience at Aurecon and have gone on to establish their own careers elsewhere.

On 1 October 2010, Aurecon RSA employees were made up of:

**TOTAL: 2472**

<b>TOTAL permanent staff (incl. bursars)</b>	<b>1782</b>
Male: White	757 (42.48%)
Male: Black	379 (21.26%)
Female: White	387 (21.71%)
Female: Black	259 (14.53%)
<b>Non-permanent staff</b>	<b>690</b>

**BLACK STAFF  
(PERMANENT)  
35.80%**

As a global company, Aurecon brings together people across countries, race, gender, age, culture, and world views. This diversity is one we celebrate, however, we acknowledge that diversity management is not always easy or automatic.

### Diversity forum

Aurecon has consciously created a diversity forum to raise and enhance the wealth that comes from diversity within Aurecon.

While in its relative infancy, the Aurecon Diversity Forum (SA) is already engaging with the views of Limelight and Aurecon Women

Achieving Women to engage with youth and gender issues to further our aim of "Fostering Human Achievements".

In addition, Aurecon actively supports gender diversity and actively promotes and supports the career enhancement of women.



### Aurecon Women. Achieving Women

A key component of Aurecon's gender diversity programme, Aurecon Women Achieving Women, was developed to contribute to the attraction, development, motivation and retention of women at Aurecon. This initiative is about creating inclusive activities and events that promote the development

of all staff with a focus on the needs of women, including, amongst others:

- Providing opportunities for Aurecon women to build their internal and external business networks..
- Providing opportunities for relevant skill development and sharing of existing wisdom.
- Promoting the project, professional and personal achievements of Aurecon women.
- Contribute to the mentoring of Aurecon women.
- Champion gender diversity initiatives.

There are a number of inspirational women on staff at Aurecon, of which Thembi Majola, the first black woman to serve on the Aurecon RSA Management Committee, is but one:

### Meet Thembi Majola: Market Development Manager, Africa

As a demonstration of Aurecon's commitment to expanding their services in Sub-Saharan Africa markets, the group recently employed Thembi Majola to take up the role of Market Development Manager, Africa. Thembi is a qualified Civil Engineer by training. Former Ambassador to Senegal,

Mauritania, Cape Verde, Gambia and Guinea Bissau, she brings with her an intimate knowledge of the African continent. Thembi's responsibility as Market Development Manager for Africa entails identifying opportunities to partner with African clients in both the private and public sectors.

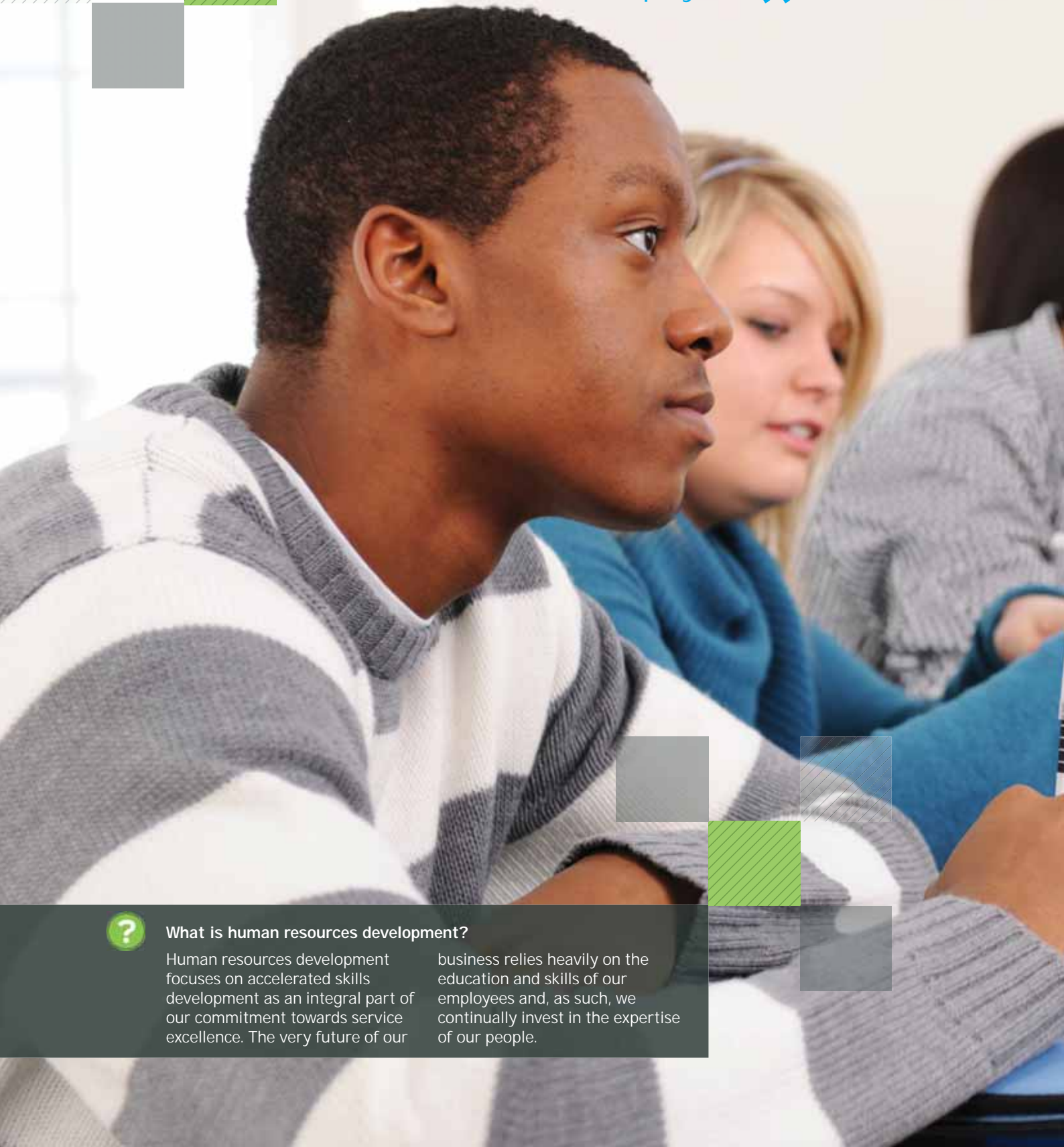


Thembi Majola

## HUMAN RESOURCES DEVELOPMENT



The very future of our business relies heavily on the education and skills of our employees. ”



### What is human resources development?

Human resources development focuses on accelerated skills development as an integral part of our commitment towards service excellence. The very future of our

business relies heavily on the education and skills of our employees and, as such, we continually invest in the expertise of our people.

### 3.1 Skills Development

In an economy characterised by disparities in the labour market – the result of discrimination and inferior education – skills development is of great importance. Aurecon South Africa's comprehensive skills development plan complies with both the spirit and requirements of the South African Skills Development Act of 1998. The plan is submitted to the Construction Education and Training Authority (CETA) on an annual basis for approval. Importantly, approved quality assurance procedures are followed in the development and implementation of this plan and successful participants in Aurecon's skills development



Aurecon South Africa invests some R12 million in skills development annually.

courses receive nationally recognised qualifications.

#### Training

Aurecon views the development of its staff not as an optional extra but a necessity. Commercial training and educational support are provided to enable employees to advance according to their abilities, efforts and results.

Annually, Aurecon South Africa invests some R12 million in

training. These programmes encompass computer literacy, project management, strategic leadership, personnel management, business writing skills, secretarial advancement, speech craft and negotiation skills, construction skills, financial training, health and safety training, legal training, mentorship training, as well as marketing and presentation skills.

**Breakdown of total Black people who were trained as part of Aurecon's skills development efforts during 2010/2011:**

Male: Black	238
Female: Black	110

#### Realising the benefits of skills development

Aurecon encourages its emerging professionals to take ownership of their career path and ambitions, while providing advanced learning opportunities to support them in achieving their goals. One of our successful young engineers recently demonstrated that this type of investment can have significant paybacks.

Mpho Ramphao, a young engineer in Aurecon's Cape Town office, specialises in the water and wastewater field, with special focus on optimisation of wastewater treatment facilities.

Mpho believes that engineers should use their profession to better the lives of citizens. His selfless commitment to the betterment of others was displayed in his tutoring of matric mathematics and science at his high school in rural Polokwane.

Since 2010, he has also been an external examiner for the fourth-year civil engineering wastewater course at the University of Cape Town. In addition, he serves on the Board of SAILI, a non-governmental organisation that identifies promising scholars in the Western Cape, places them in better schools and provides other support and opportunities to nurture their potential.

Mpho was recently recognised as Consulting Engineers South Africa's Young Engineer of the Year for 2011. As part of this award, he attended the FIDIC Convention in Davos, and will serve on CESA's Young Professionals Forum (YPF) for the coming year.

Mpho is but one example of many young employees who have benefitted from Aurecon's investment in skills development.



Mpho Ramphao, CESA Young Engineer of the Year for 2011

In addition to formal opportunities for training, Aurecon also empowers its staff through highly beneficial initiatives for its young engineers:

### Early Career International Development Scheme (ECIDS)

Aurecon's Early Career International Development Scheme (ECIDS) encourages our professionals to gain international

experience at Aurecon offices across the globe. In this inaugural year of the programme, 9 employees will be seconded to

overseas offices around the world. The ECIDS is a great example of enhancing collaboration to produce the very best teams for our clients.

What are our staff saying about the ECIDS?



"Being seconded to Auckland is helping me further develop my skills and personal growth, ensuring career progression and satisfaction within Aurecon. I see this as a great opportunity to broaden and sharpen my knowledge and experience. Understanding how different countries operate within the same environment plays a vital role in helping all offices come together under the One Aurecon Business Model. In turn, this ensures we are able to deliver quality services to our clients."

- **Riaan Brits**

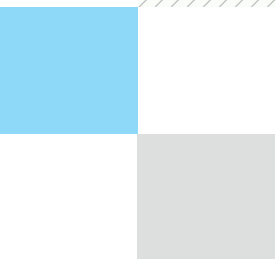
(Seconded from Aurecon's Tshwane office to Auckland as a Technical Officer)



"My time in Melbourne has taught me a great deal about working as part of a global team. I have gained a greater understanding of my colleagues' culture and work environment. This understanding of the diversity that exists throughout Aurecon has cemented my belief that a business is strengthened when its operations are global ones. I have witnessed much cross-pollination and sharing of ideas, and am a better engineer because of this experience."

- **Gladys Nabagala**

(Seconded from Aurecon's Cape Town office to Melbourne as an Electrical Engineer)



## Limelight

Limelight is Aurecon's network of young professionals who are committed to growth within their career, within their industry and within the communities that their industry impacts. Being involved

with Limelight gives our staff the opportunity to network, to attend interesting technical seminars and to share ideas with peers across the globe. In addition, the Limelight tutoring programme

gives engineers the opportunity to give back to the community by giving of their time to tutor school pupils in subjects that are relevant to Aurecon's business.

What are our staff saying about Limelight?



*"Limelight provides a space for young professionals to voice their concerns, share ideas, grow and develop with the help and interaction of their peers."*

- René Stewart



*"Through the Limelight tutoring programme, Aurecon's staff have been able to make a meaningful difference in the lives of previously disadvantaged school pupils in subjects that are in line with our business. This initiative also enables the company to identify promising talent, some of whom will go on to become employees of our company, strengthening our cultural diversity and fostering our aim of uplifting communities."*

- Pierre van der Spuy



*"I feel very fortunate to have been involved in the establishment of Limelight, both in our Cape Town office and globally, and I am really looking forward to seeing our young professionals shaping Limelight for their own purposes. Limelight has so far created some well-received opportunities including, amongst other events, interesting lunch time talks and a 'couch' talk with Aurecon CEO Paul Hardy. My favourite part of Limelight has been involving our staff in a number of Corporate Social Initiatives and tutoring at the Cape Academy of Mathematics, Science and Technology. It is fantastic seeing so many people helping others; I still can't believe we have 18 volunteer tutors!"*

- Louise Corbett

## Education

### Bursary Programme

Education is also crucial to successful skills development. Aurecon has been investing in its own in-house bursary programme for more than 30 years. Bursaries are awarded to deserving students

for studies at various tertiary institutions in fields specifically related to the company's activities.

In the 2010/2011 FY, a total of 64 bursaries were awarded to new or existing Black bursars. Our total

spend on bursaries represent a total investment in education of more than R5.3 million.

50% of all bursaries awarded were awarded to Black or women bursars.



Aurecon has been investing in its own in-house bursary programme for more than 30 years.

Breakdown of total number of bursaries awarded to Black and women bursars for 2010/2011 FY:

**TOTAL: 83**

Male: Black	42
Female: White	19
Female: Black	22

What are Aurecon bursars saying about the Aurecon bursary programme?



*"I have been an Aurecon bursar from my second year up until now, my final year in Civil Engineering at the University of Pretoria. Aurecon has helped shape me academically and career wise through its mentorship programmes and vacation work. I can truly say that without the helping hands of their dedicated staff, I would not be the hard working and focused person that I am today. I look forward to being a fulltime Aurecon employee; to carry its legacy with pride."*

- Matshepo Baloyi



*"I have the freedom to study a course that defines my interest, the luxury to not be intimidated by the cost of the course and the high prospects of working for the Aurecon group, a company that is not just internationally but also locally well-recognised for excellence delivery"*

- Tanduxolo Nguza

### Learnership Programme

Aurecon's commitment to the accelerated education of Black students has been further

entrenched through the formation of the Aurecon Learnership Programme. Started in 2004, this

programme provides financial assistance to young Black South Africans.

Summary of learnerships awarded by Aurecon in 2010/2011 FY:

**TOTAL: 44**

Male: White	17 (38.63%)
Male: Black	17 (38.63%)
Female: White	2 (4.54%)
Female: Black	8 (18.18%)

### 3.2 Mentorship Programme



Aurecon has 154 mentors and 227 trained mentees.

Over and above meeting the requirements of the South African Employment Equity Act, Aurecon is also addressing the challenge of supporting staff throughout their career via a home grown mentoring programme.

#### About Aurecon's mentorship programme

In today's increasingly fast-paced business environment, the skills, abilities and commitment of a company's workforce are a real competitive advantage. Aurecon has invested extensively in the mentoring programme,

which contributes to its status as a Leading, Vibrant, Global group.

The programme is designed for both the professional and personal development of young professionals who join the group, and achieved recognition at the Consulting Engineers South Africa's Glenrand M.I.B. Engineering Excellence Awards in 2010, where Aurecon won the Mentoring Company of the Year award.

#### Why have a mentoring programme?

The effective mentoring of

young professionals is a two-way process - it enriches the lives of both the mentor and the mentee. For a mentor, the programme provides the satisfaction of making a lifelong contribution to someone's goals and aspirations. For a mentee, participation in the programme provides the privilege of having your career shaped by the encouragement and advice of a respected mentor.



Aurecon's mentorship programme achieved recognition at the Consulting Engineers South Africa's Glenrand M.I.B. Engineering Excellence Awards in 2010, where Aurecon won the Mentoring Company of the Year award.



Many mentees have testified that having a role model is of key importance in terms of advancing in a professional engineering consultancy.

What are Aurecon's mentees saying about the Aurecon mentoring programme?



*"Aurecon's mentorship programme is a must for any young engineer who wants to achieve their optimal potential in a realistic yet challenging timeframe. The tests I completed helped me realise my preferred communicating style, motivations and sources of pressure at my workplace, as well as my emotional intelligence. These tests gave me the vocabulary to articulate my hopes and dreams for my future career. They also gave me greater insight into why I prefer certain situations and opportunities above others. They helped me to focus on my strong points and to build a future career plan based on achieving my potential. During my monthly meetings with my mentor, we discussed the best way forward, what steps needed to be taken and what resources were needed to achieve the objectives I had set for myself. We were also able to draw up a challenging but realistic roadmap for medium and long term goals. I now have goals set in front of me that I would never have thought of on my own. With the help of my mentor and the mentorship programme, it all seems 'possible'."*

- René Sonnekus



*"The mentorship programme provides new staff with the opportunity to get to know their colleagues, mentor and themselves. It provided us with tools to grow ourselves within the company toward both our personal and business goals. The programme also provides a system for problem solving on both a personal and work level, with the aid of a mentor. This in itself strengthens the vision of 'sharing, caring and team building' within the company.*

*My mentor gave me the knowledge of what a good engineer is and how I may improve myself towards the goal of being the best I can be. This has given me a vision for my future and inspired me to work towards it every day in business as well as on a personal level."*

- Gilliam Croucamp

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What are Aurecon's mentors saying about the Aurecon mentoring programme?



*"Aurecon's Mentorship Programme is a real advantage to those who join the company in terms of gaining valuable insight and wisdom from experienced professionals early on in their career. It has been a privilege for me to watch those I have mentored grow in stature in the company as their careers progress."*

- Shannon Ramsarup



PREFERENTIAL  
PROCUREMENT

“

Aurecon is committed to supporting the growth of Black enterprises by providing opportunities for these enterprises to increase their economic output.”



Currently 49.82% of procurement spend is on Black suppliers and service providers.

As a provider of professional services, Aurecon is not a capital-intensive operation, therefore the bulk of its procurement spend encompasses the procurement of intellectual

capital from contract workers and/or sub-consultants on a project-to-project basis.

In this regard, we maintain a policy of increasing our procurement with Black suppliers and especially

Black-owned entities.

Currently 49.82% of Aurecon's procurement spend is on Black suppliers and service providers.

### Introducing some of Aurecon's Preferential Procurement suppliers:



Business Connexion is a Black empowered integrator of innovative business solutions based on information and communications technology (ICT). The company runs mission-critical

ICT systems and manages products, services and solutions for JSE listed and key public sector organisations, parastatals and medium-sized companies.



CCA Environmental (Pty) Ltd is a firm of environmental consultants based in Cape Town, South Africa. The company, which provides a broad range of environmental

consulting services to the private and public sector, is 40% black owned and is an equal opportunity employer.



HRG Rennie's Travel South Africa, a BBEE contributor with an Empowerdex A rating, is headquartered in South Africa, with representation across Africa through a global partnership with

Hogg Robinson Group. The company provides professional travel management services to a wide range of prestigious national and international corporate companies.



ControlLab is a specialist testing company, catering for the civil, geotechnical and structural engineering fraternity. It offers a full range of testing services of soils, aggregates, bitumen, asphalt, concrete and geotechnical investigations for, amongst others,

new roads, borrowpits, road rehabilitation, gravel roads, township developments, buildings and structures. The company is a Level 2 Contributor to BBEEE with a procurement recognition level of 125%.



## ENTERPRISE DEVELOPMENT

“

Aurecon focuses on accelerating the development of organisations through business relationships that will facilitate operational sustainability. ”



During the 2010/2011 FY, Aurecon provided bridging finance through interest-free loans to emerging contractors to the value of R5 million through its dedicated Enterprise Development Account.

Aurecon focuses on accelerating the development of organisations through business relationships that will facilitate operational sustainability.

During the 2010/2011 FY:

- Aurecon assisted with the mentoring and coaching of emerging contractors to the value of more than R100 000.
- Aurecon has a dedicated Enterprise Development Account and provided interest-free loans to emerging subcontractors to the value of R5 million.

#### **Bridging finance for emerging contractors**

It is generally acknowledged that sufficient financing is a critical issue for the survival of emerging contractor, especially during their start-up years. Unfortunately, due to their lack of a financial track record, many emerging contractors find access to finance extremely problematic.

For this reason, quick payment procedures and bridging financing schemes are critical in terms of placing these contractors in a position that enables them to pay their employees as well as suppliers timeously.

This dilemma motivated Aurecon to create a dedicated Enterprise Development Account which enables us to provide early payment for emerging contractors for work on structured contractor development programmes managed by Aurecon. These early payments, or loans, are made available to emerging contractors at an interest free rate, while the cost of managing this account and all related administration is waived.

#### **Ongoing skills development and assistance for emerging contractors**

While Aurecon is often contracted to design and supervise labour-based construction programmes involving emerging contractors, we understand that these contractors require ongoing skills development and assistance. We are responsive to this need, and invest many un-paid hours into ensuring emerging contractors receive the necessary support both during a project and after completion. This support includes ensuring they possess the necessary technical skills as well as management training. Our dedicated mentoring and coaching has seen many emerging contractors go on to realise enormous success from the experience they have gained.

CORPORATE  
SOCIAL  
INVESTMENT



“

Our contribution to society is shaped  
by our values. ”

“We foster human achievement through excellence, innovation and collaboration”

“We work to build a vibrant and brighter future for all”

“We respect others by celebrating diversity and acting with integrity and honesty”



During the 2010/2011 FY, Aurecon contributed more than R 1.6 million in donations and employees' time to Aurecon Cares initiatives.

Corporate Social Investment (CSI) is a key element of PRO Aurecon. Aurecon encourages all of its people to embrace the philosophy of giving back to the community. Many of our professionals are proactively involved in the Group's multiple Corporate Social Investment (CSI) initiatives. This

aspect of Aurecon's culture has become a hallmark of the group's operation and a catalyst for even greater change in countries around the globe.

In order to encourage staff in South Africa to become directly involved in community support and

development projects, the group instituted Aurecon Cares initiatives. During the 2010/2011 FY, Aurecon contributed more than R1.6 million in donations and employees' time to Aurecon Cares.



Aurecon staff cycling with a group of children in Cape Town

#### Motivating young cyclists

...our involvement with Songo.Info has involved both financial support of this charity as well as the mentoring of young riders on road cycling skills, etiquette, nutrition and assistance with planning their future in road cycling.



CSI Initiative Hospice

#### Helping out at a hospice

...setting aside time to spend precious moments with the terminally ill at a hospice. Aurecon donated food parcels to the many patients who were grateful for assistance.



Soccer handover at Aurecon Tshwane office

### Supporting an underprivileged soccer team

...donating branded T-shirts and hats to an underprivileged u/14 soccer team. Proud of their new 'uniform', the Aurecon outfits were sported by the team on a trip to South America.



Thusanang Children's Home

### Lending a hand to a children's home

...visiting a rural shelter for 77 disabled and HIV Positive children. Aurecon's contribution included a donation of groceries worth R5 000, toys, clothes and a monetary contribution towards the children's daily needs.



Mamelodi Pre-School

### Community joy

... hosting a fun-filled sports day for children from a disadvantaged community. The children were treated to fun and games, organised by Aurecon staff.



New Hope School

### Sharing resources with schools

...hosting a Christmas party at a school for severely disabled children. Father Christmas answered the wish lists sent to Aurecon with personalised presents and a party pack for each child.



## AURECON'S BBBEE STATUS

“

Aurecon South Africa has been certified  
as a Level 2 BBBEE contributor. ”



Aurecon South Africa has been certified as a Level 2 BBEE contributor.

Aurecon South Africa has been certified as a Level 2 BBEE contributor, with a procurement recognition level of 125%. The company achieved a score of 85.34/100 points. This means that the companies spending with Aurecon can claim 125% fees paid as BEE spend. The company has

also been assessed as a Value Adding Vendor\*, which means that the fees claimed as BEE spend can further be enhanced by a factor of 1.25.

Please see **APPENDIX A: AURECON'S CURRENT BBEE CERTIFICATE**



## BEE VERIFICATION AGENCY CC

8 Park Street, Durbanville, 7550 | PO Box 46, Parow 7499  
Tel: 021 975 3689 | Fax: 021 979 4096 | Call Centre: 0860 722 222  
E-mail: info@bee-verification.com | Website: www.beever.co.za

**BEEVER NATIONWIDE**

### Black Economic Empowerment Verification Certificate

A12-02

#### Measured Entity

<b>Registered Name</b>	Aurecon South Africa (Pty) Ltd
<b>Reg. Number</b>	1977/003711/07
<b>Trade Name</b>	aurecon SA
<b>Location</b>	Aurecon Centre Lynnwood Ridge Office Park 4 Davenport Street, Lynnwood Manor Tshwane 4320106703
<b>VAT Number</b>	

#### BEE Status

<b>Certificate Number</b>	BET 3075
<b>Verification Date</b>	2011/10/03
<b>Expiry Date</b>	2012/10/02
<b>Applicable Scorecard</b>	BEP Generic
<b>Applicable BEE Codes</b>	Code 2100 - 2700
<b>BBBEE Status</b>	Level Two Contributor
<b>Procurement Recognition Level</b>	125%
<b>Black Ownership</b>	21.61%
<b>Black Female Ownership</b>	5.06%
<b>Value Added Company</b>	Yes

#### BEE Score Per Element

<b>Ownership</b>	18.81/25
<b>Management Control</b>	9.86/10
<b>Employment Equity</b>	5.15/10
<b>Skills Development</b>	18.21/20
<b>Preferential Procurement</b>	18.98/20
<b>Enterprise Development</b>	10/10
<b>Socio-Economic Development</b>	4.33/5
<b>Total:</b>	<b>85.34/100</b>

BEE Verification Agency CC (BVA014) has assessed the BEE credentials of the above verified entity and certifies hereby that the BEE status as certified above, is a true and impartial reflection of the BEE status of the enterprise.



**BEE Compliance Manager**  
BEE Verification Agency CC  
www.beever.co.za



BBBEE Verification Agency  
BVA-014

2011/10/03  
2012/10/02  
BEP Generic  
Code 2100 - 2700  
Level Two Contributor  
125%  
21.61%  
5.06%

\* A Value Adding Vendor is an entity that, under the value-added Tax Act of 1991, is registered as a vendor whose Nett Profit before Tax summed with total labour costs exceeds 25% of the value of its total revenue.

**APPENDIX A: Aurecon's current BBBEE Certificate**



**BEE VERIFICATION AGENCY CC**

8 Park Street, Durbanville, 7550 | PO Box 46, Parow 7499  
 Tel: 021 975 3689 | Fax: 021 979 4096 | Call Centre: 0860 722 222  
 E-mail: info@bee-verification.com | Website: www.beever.co.za

**BEEVER NATIONWIDE**

**Black Economic Empowerment Verification Certificate**

A12-02

**Measured Entity**

<b>Registered Name</b>	Aurecon South Africa (Pty) Ltd
<b>Reg. Number</b>	1977/003711/07
<b>Trade Name</b>	aurecon SA
<b>Location</b>	Aurecon Centre Lynnwood Ridge Office Park 4 Daventry Street, Lynnwood Manor Tshwane
<b>VAT Number</b>	4320106703

**BEE Status**

<b>Certificate Number</b>	BET 3075
<b>Verification Date</b>	2011/10/03
<b>Expiry Date</b>	2012/10/02
<b>Applicable Scorecard</b>	BEP Generic
<b>Applicable BEE Codes</b>	Code 2100 - 2700
<b>BBBEE Status</b>	Level Two Contributor
<b>Procurement Recognition Level</b>	125%
<b>Black Ownership</b>	21.61%
<b>Black Female Ownership</b>	5.06%
<b>Value Added Company</b>	Yes

**BEE Score Per Element**

<b>Ownership</b>	18.81/25
<b>Management Control</b>	9.86/10
<b>Employment Equity</b>	5.15/10
<b>Skills Development</b>	18.21/20
<b>Preferential Procurement</b>	18.98/20
<b>Enterprise Development</b>	10/10
<b>Socio-Economic Development</b>	4.33/5
<b>Total:</b>	<b>85.34/100</b>

BEE Verification Agency CC (BVA014) has assessed the BEE credentials of the above verified entity and certifies hereby that the BEE status, as certified above, is a true and impartial reflection of the BEE status of the enterprise.

**BEE Compliance Manager**  
 BEE Verification Agency CC  
 www.beever.co.za



BVA-014

## APPENDIX B: Relevant Rewards

### Industry rankings/listings:

Aurecon has been adjudicated as one of South Africa's top empowered companies by the publication Impumelelo



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### Industry awards:

Finalist, 2011 Metropolitan Oliver Empowerment Awards (Basic & General Industries category) for outstanding achievement as a top empowered company in its sector; and for outstanding contribution to the growth and sustainability of the South African economy



Winner, 2010 CESA/Glenrand M.I.B. Engineering Excellence Award for Mentoring Company of the Year

