

Broad-Based Black Economic Empowerment Verification Certificate MANPOWER SA (PTY) LTD

Certificate No: 01/B-BBEE: GEN/06/06/2016/211 Code

Registration no: 1999/023055/07
VAT no: 4350188506
Head Office, Location: Nicol Grove Office Park, Block 1
C/o Leslie Road & Sparrow Drive
Fourways

Verification Standard Applied: B-BBEE Codes of Good Practice / Sector Code
Issue of the rating standard applied: Section 9 of the B-BBEE Act 53 of 2003
Scorecard applied: Generic Scorecard (>R50 million annual turnover)

Element	Weighting	Score
Ownership	25	25
Management Control	19	12.58
Skills Development	25	16.44
Enterprise and Supplier Development	44	41.89
Socio-Economic Development	5	5
Overall Score	118	100.91

Broad Based BEE status level :Level 1 Contributor to B-BBEE
BEE procurement recognition level :135%
Black Ownership :25%
Black Women Ownership :15.43%
Empowering supplier status (Yes/No) :Yes
Financial period used :31 December 2015

Based on our work performed, we have no reason to believe that the B-BBEE status reflected in this Certificate has not been determined in all material respects, in accordance with the B-BBEE Codes of Good Practice on Black Economic Empowerment, gazetted on 11 October 2013 in terms of the Broad-Based Black Economic Empowerment Act of South Africa.

Our independent limited assurance report dated 06 June 2016 is available for inspection at the registered office of Manpower SA (Pty) Ltd together with the accompanying detailed B-BBEE Scorecard and should be referred to for an understanding of our limited assurance engagement and the extent of work performed.

This Certificate has been determined on the basis of information provided by management. We do not accept or assume responsibility to anyone other than Manpower, for our work, for this report, or for the conclusion we have reached.



Trudie Botha
IRBA registration no: 506182B
B-BBEE Approved Registered Auditor
Zeelie Auditors- IRBA registration no: 944890

Date of issue:	06 June 2016
Expiry date:	05 June 2017
Period of validity:	12 Months