



### Public Statement on BBEE Verification

BEEVER AGENCY commits that it will always provide analysis, investigation, validation and verification of a measured entity's Broad-Based Black Economic Empowerment status in accordance with the legal framework that defines BBEE verification processes and premised on the five guiding principles; Confidentiality, Integrity, Impartiality, Fairness and Reliability at all times.

BEEVER AGENCY further pledges that it will always endeavour to act both factually and perceptually independent from the measured entities so that the five guiding principles above are never compromised

In pursuance of our commitment Beever shall provide adequate information, instruction and training of all personnel involved in the verification processes and with a view to ensure that in planning, interactions with the client, analysis, verification and post verification; the five guiding principles are fully considered and observed.

These guiding principles will always mean:

- ❖ Confidentiality – in line with the ethical conduct expected of our profession, Beever will always make sure that privileged client information may not be discussed or divulged to third parties without the consent of the client. To this end BEEVER AGENCY signs a confidentiality and non-disclosure agreement with all its clients and all its employees are required to commit in writing to advance this principle.
- ❖ Integrity – Beever always observe the principle of steadfastly adhering to high moral principles and professional standards throughout the verification process. To this end we developed a user friendly complaint procedure and thus encourage anyone who may be dismayed by our conduct or level of professionalism to immediately submit a complaint because only through your input and complaints shall we be aware of our deficiencies.
- ❖ Impartiality – Beever always ensure that there is no conflict of interest that could potentially influence the decision making process and that the process and the decision are always even-handed and not biased in any way or form and that we are not influenced by emotions, perceptions and prejudices. BEEVER AGENCY has implemented a process for regulating issues such as employee's gifts, financial interests, conflict of interest, relationships, etc
- ❖ Fairness – we always ensure that our decision and processes are just, reasonable and sound both in the way we interact with various measured entities and in the process of making decisions. More importantly, we make sure that our final decision conveys the true BBEE status of an enterprise. Any measured entity or a concerned individual who may not be happy with the final verification decision is encouraged to lodge an appeal (appeal procedure available from the verification administrator) immediately.
- ❖ Reliability – BEEVER AGENCY will always ensure accuracy, consistency and repeatability of high quality BBEE verifications at all times with a view to inspire market and public confidence. We have thus invested in the development of processes, systems and procedures compliant with the SANAS R47-02 accreditation document.