



Broad-Based Black Economic Empowerment Verification Certificate

Towers Watson (Pty) Ltd

<b>Registration No:</b>	1998/001765/07	<b>Empowering Supplier:</b>	Yes
<b>VAT No:</b>	4760172751	<b>Scorecard Applied:</b>	Amended Financial Services Sector Code
<b>Address:</b>	Level 4 MontClare Place, 23 Main Road, Claremont, Cape Town, 7708	<b>Sub-Sector Applied:</b>	Other Institutions
<b>Financial Year end assessed:</b>	31 December 2023	<b>Scorecard Size Applied:</b>	Generic
<b>Certificate Number:</b>	GEN/RG/01/30/07/2024	<b>Discounting Principle:</b>	No
<b>Version No:</b>	1	<b>Broad Based BEE Status level:</b>	A Level 1 Contributor to B-BBEE
		<b>BEE Procurement Recognition:</b>	135%

Black Ownership Participation

<b>Black Ownership:</b>	21,15%
<b>Black Female Ownership:</b>	12,48%
<b>Black Designated Groups Ownership:</b>	21,15%
<b>Black Youth Ownership:</b>	21,15%
<b>Black Disabled Ownership:</b>	0,00%
<b>Black Unemployed Ownership:</b>	21,15%
<b>Black Rural Ownership:</b>	0,00%
<b>Black Military Veterans Ownership:</b>	0,00%
<b>Black New Entrant Ownership:</b>	21,15%
<b>51% Black Owned:</b>	No
<b>30% Black Women Owned:</b>	No
<b>Modified Flow Through Principle</b>	No
<b>Exclusion Principle</b>	No

Youth Employment Service (YES)

<b>Participated in Y.E.S Initiative:</b>	Yes
<b>Achieve Y.E.S Target and 2.5% Absorption:</b>	No
<b>Achieve 1.5 x Y.E.S Target and 5% Absorption:</b>	Yes
<b>Achieve Double Y.E.S Target and 5% Absorption:</b>	No

A Level 1 Contributor to B-BBEE

Description	Score
Ownership	22,54
Management Control	10,22
Skills Development	20,01
Procurement; Enterprise and Supplier Development	35,67
Socio-Economic Development & Consumer Education	7,01
Empowerment Financing and Enterprise & Supplier Development	N/A
Access To Financial Services	N/A
Additional Y.E.S Points	3,00
<b>Overall Score</b>	<b>98,45</b>

Technical Signatory: Rowan Grau

Issue Date: 30-Jul-24  
Expiry Date: 29-Jul-25  
Period of validity: 12 Months

This Certificate and the verification report are based on information provided to MSCT BEE Services (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by MSCT BEE Services (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade, Industry & Competition's Amended Financial Services Sector Code as Gazetted on 01 December 2017, Gazette No. 41287. Digitally signed certificates are signed using an Advanced Electronic Signature in accordance with the regulations and compliant with the Electronic Communications and Transactions Act, 2005



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