

Broad Based Black Economic Empowerment Verification Certificate

Issued to

Fairheads Benefit Services (Pty) Ltd

Level 1 Contributor

Measured Entity

Company Name Fairheads Benefit Services (Pty) Ltd
Registration Number 1992/004041/07
VAT Number 4170210761
Address 15th Floor, 2 Long Street
Cape Town, Western Cape
8000

B-BBEE Status

B-BBEE Status Level	Level 1				
Total Points Obtained (98.54 / 104 points x 111 = 104.2)	104.17	EO: 25 points; MC: 18.44 points; SD: 16.04 points; ESD: 31.06 points; SED: 8 points			
Discounting Principle Applied	No	Procurement Recognition	135.00%	Empowering Supplier	Yes
Black Ownership	59.86%	Black Designated Groups	5.09%	51% Black Owned	Yes
Black Women Ownership	29.43%	Black Youth	5.97%	30% Black Women Owned	No
Black New Entrants	24.54%	Black Disabled	0.01%	Participated in Y.E.S Initiative	No
Normal Flow Through Applied	No	Black Unemployed	0.04%	Achieve Y.E.S Target and 2.5% Absorption	No
Modified Flow Through Applied	Yes	Black People Living in Rural Areas	0.08%	Achieve 1.5 x Y.E.S Target and 5% Absorption	No
Mandated Investment Exclusion Applied	No	Black Military Veterans	0.00%	Achieve Double x Y.E.S Target and 5% Absorption	No
Measurement Period Year End					28/02/2026

Issue Date 09/07/2026
Expiry Date 08/07/2027
Certificate Number ELC14861-2RGENBBFSC replacing ELC14861RGENBBFSC
Version Final - Revised 31/7/2026
Applicable Scorecard FSC - Generic Other
Applicable BBBEE Codes Amended Financial Services Sector Codes Gazetted on 1 December 2017



EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Rating Agency

Per Prebashini Govender

Member - Verification Committee

SANAS Accredited



BVA018

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment and has been issued in accordance with the EmpowerLogic Verification Certificate Policy. This certificate supersedes any previous certificates issued to the Measured entity. For enquiries please contact EmpowerLogic at 086 111 4003.