

16 January 2026

All Interested Bidders

Responses to Request for clarification

- a. **RFR003/2025 PANEL OF LAW FIRMS: BANKING, FINANCE AND INVESTMENTS**
- b. **RFR004/2025 PANEL OF LAW FIRMS: COMPLIANCE, PUBLIC LAW AND REGULATORY**
- c. **RFR005/2025 PANEL OF LAW FIRMS: INFRASTRUCTURE, CONSTRUCTION & ENGINEERING CONTRACTS AND RELATED DISPUTE RESOLUTION**
- d. **RFR006/2025 PANEL OF LAW FIRMS: EMPLOYMENT, WHITE COLLAR CRIME AND FORENSIC INVESTIGATIONS**

Assessment of Percentage of Black Candidate Attorneys Trained

The DBSA wishes to clarify that, in accordance with the functional requirements of this tender, bidders are required to indicate the percentage of black candidate attorneys trained by the firm during the period 1 January 2022 to 31 August 2025, calculated against the total number of candidate attorneys employed and trained by the firm during that same period.

For purposes of this requirement, the term “black” bears the meaning set out in the definition of “black people” in the Broad-Based Black Economic Empowerment Act, 2003 (as amended), and refers to African, Coloured and Indian persons who are citizens of the Republic of South Africa by birth or descent, or who became citizens of the Republic by naturalisation before 27 April 1994 or on or after that date but who would have been entitled to acquire citizenship by naturalisation prior to that date.

As supporting evidence, bidders are required to submit a comprehensive list of all candidate attorneys trained by the firm during the period 1 January 2022 to 31 August 2025. Each candidate attorney must be listed by name, and the bidder must indicate the racial classification of each candidate attorney for purposes of B-BBEE reporting.

The DBSA reserves the right to verify any information submitted by bidders in this regard, including, where necessary, requesting additional supporting documentation.

In the event of any ambiguity or inconsistency between this clarification and the clarification issued on 17 December 2025, the provisions of this clarification shall prevail.

Issued by Supply Chain Management Unit



D Makhura (Board Chairman),
 P Nqeto (Board Deputy Chairman)

B Mosako* (Chief Executive), K Brown, B Hore, D Lerutla, MP Matji,
 Z Mbele*, L Milne, D Moephuli, J Muthige, C Naidoo, J Netshitenzhe,
 B Nqwababa, E Pieterse

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