

ANNEXURE B

THIS SCORECARD IS USED TO RATE A COMPANY'S PROGRESS TOWARDS ACHIEVING GENERIC BEE TARGETS

	OBJECTIVE & CODE	MEASURES	ACHIEVEMENT	TARGET	WEIGHT	TOTAL SCORE	
			TOTAL		106.0%	0.0%	
DIIRECT EMPowerMENT	EQUITY OWNERSHIP (100)		Subtotal		23%	0.0%	
		Unrestricted Voting rights in the hands of Black People		25.1%	3.0%		
		Unrestricted Voting rights in the hands of Black Women		10.0%	2.0%		
		Economic Interest in the enterprise to which Black People are entitled		25.0%	4.0%		
		Economic Interest in the enterprise to which Black Women are entitled		10.0%	2.0%		
		Economic Interest in the enterprise to which Black Designated Groups are entitled		2.5%	1.0%		
		Level of unrestricted entitlement of Black People to receive their Economic Interest		25.0%	7.0%		
		Debt entirely unencumbered (only applicable when Ownership>15%)		YES	1.0%		
		Black new entrants		15.0%	3.0%		
		MANAGEMENT (200)		Subtotal		11.0%	0.0%
			Unrestricted Voting rights in the hands of the Black People		50.0%	3.0%	
			Executive Members of the board who are Black People		50.0%	1.0%	
			Executive Members of the board who are Black Women		25.0%	1.0%	
			Senior Executive Management who are Black People		40.0%	2.0%	
			Senior Executive Management who are Black Women		20.0%	1.0%	
		Other Executive Management who are Black People		40.0%	1.0%		
		Other Executive Management who are Black Women		20.0%	1.0%		
		Independent Non-Executive Board Members who are Black People – Bonus Point		40.0%	1.0%		

HUMAN RESOURCE DEVELOPMENT AND EMPLOYMENT EQUITY	Employment Equity (300)		Subtotal		10.0%	0.0%	
		Black People with Disabilities as a % of all full-time employees		4.0%	2.0%		
		Black People in Senior Management as a % of all Senior Management		60.0%	2.0%		
		Black Women in Senior Management as a % of all Senior Management		30.0%	2.0%		
		Black People in Middle Management (& equivalent) as a % of all Mid Management		75.0%	2.0%		
		Black Women in Middle Management (& equivalent) as a % of all Mid Management		40.0%	1.0%		
		Black People in Junior Management (& equivalent) as a % of all Jnr. Management		80%	1.0%		
		Skills Development (400)		Subtotal		20.0%	0.0%
		*Skills Development Spend on:					
		- Black staff as a percentage of livable amount					
		- Critical/Core Skills for Black Staff as a percentage of livable amount		3.0%	4.0%		
		- Critical/Core Skills for Black Women staff as a percentage of livable amount		2.6%	2.0%		
		- Black staff with disabilities as a percentage of livable amount		1.4%	2.0%		
		*Learnership:		0.3%	1.0%		
		Black staff on SETA accredited Learnership as a % of Total Staff		5.0%	2.0%		
	Black Women staff on SETA accredited Learnership as a % of Total Staff		2.5%	2.0%			
	Rural/Formerly unemployed Black people on Learnership as a % of Total Staff		1.0%	1.0%			
	Organisational Transformation Index						
	Existence of comprehensive BEE strategy to integrate components of scorecard.....		YES	1.0%			
	Employment of a Skills Development Facilitator		YES	1.0%			
	Existence of a policy on non-discrimination widely published within the Enterprise...		YES	1.0%			
	Compliance with all relevant employment related legislation		YES	1.0%			
	Skills development expenditure on Black Staff as a percentage of total payroll		YES	1.0%			
	Learnership for Black Staff as a percentage of total staff		YES	1.0%			

INDIRECT EMPOWERMENT	Preferential Procurement (500)		Subtotal		20.0%	0.0%
		BEE Spend from suppliers based on the BEE Procurement Recognition Level as a BEE Spend from Qual Small Ent. Based on the BEE Procurement Recognition.....		70.0%	15.0%	
		BEE Spend from Exmpted Micro Ent. Based on the BEE Procurement.....		4.0%	4.0%	
				1.0%	1.0%	
		Enterprise Development (600)		Subtotal		11.0%
		Non-Recoverable Contributions made as a % of the cumulative EBITDA from.....		2.0%	6.0%	
		Recoverable Contributions made as a % of the cumulative EBITDA from.....		3.0%	4.0%	
		Investment shown to create a job in the previous year		YES	1.0%	

RESI-DUAL	Social investment and upliftment (700)		Subtotal		11.0%	0.0%
		Non-recoverable Qualifying Corporate Social Investment Contributions		3.0%	6.0%	
		Qualifying Industry Specific Contributions made		0.0%	4.0%	
		Investment in Rural and/Urban renewal programme		YES	1.0%	

SUMMARY:				%
BEE Ownership	(100)			
BEE Management	(200)			
Employment Equity	(300)			
Skills development	(400)			
Preferential Procurement	(500)			
Enterprise Development	(600)			
Social Corporate Investment	(700)			
TOTAL:				