

BBBEE VERIFICATION SCORECARD: Generic

Compiled by: BEE Verification Agency (Pty) Ltd

Category	BEE Elements	Weighting	Indicators	Weighting Points	Compliance Target
Direct Empowerment	Ownership				
	Voting Rights	20	Exercisable voting rights in the hands of Black people	3	25% + 1 vote
			Exercisable voting rights in the hands of Black women	2	10%
	Economic Interest		Economic interest of Black people	4	25%
			Economic interest of Black women	2	10%
			Economic interest of Black natural people: 1. Black designated groups; 2. Black Participants in Employee Ownership Schemes; 3. Black beneficiaries of Broad Based Ownership Schemes; 4. Black participants in Co-operatives.	1	2.5%
			Ownership Fulfilment	1	
	Realisation Points	Net Value	7		
		Ownership Bonus	3	Involvement in the Ownership of the Enterprise of Black new entrants	2
	Involvement in the Ownership of the Enterprise of Black Participants: 1. in Employee Ownership Schemes; 2. of Broad Based Ownership schemes; or 3. Co-operatives.			1	10%
	Management Control				
	Board Participation	10	Exercisable Voting Rights of black Board members - adjusted using the Adjusted Recognition for Gender	3	50%
			Black Executive Directors - adjusted using the Adjusted Recognition for Gender	2	50%
	Top Management		Black Senior Top Management - adjusted using the Adjusted Recognition for Gender	3	40%
			Black Other Top Management - adjusted using the Adjusted Recognition for Gender	2	40%
Management Control Bonus	1	Black Non-executive independent Board members	1	40%	
Human Resource Empowerment	Employment Equity				
	Employment Equity	15	Black Disabled Employees as a percentage of all employees using the Adjusted Recognition for Gender	2	2%
			Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	5	43%
			Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	63%
			Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	68%
	EE Bonus	3	Exceeding EAP Targets in EE Categories Above	3	
	Skills Development				
	Skills Development Expenditure on Learning Programmes	15	Skills Development Expenditure on Learning Programmes for Black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender	6	3%
			Skills Development Expenditure on Learning Programmes for Black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender	3	0.3%
	Learning Programmes		Percentage of Black employees participating in In-service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%
Indirect Empowerment	Preferential Procurement				
	Preferential Procurement	20	BEE Procurement Spend from all Suppliers - based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%
			BEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises - based on the applicable BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%
			BEE Procurement Spend from Suppliers that are more than 50% Black owned	3	9%
			BEE Procurement Spend from Suppliers that are more than 30% Black women owned	2	6%
	Enterprise Development				
	Enterprise Development	15	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the NPAT target	15	3%
Socio-Economic Development					
Socio-Economic Development	5	Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the NPAT target	5	1%	