

# BBBEE VERIFICATION SCORECARD: Qualifying Small Enterprise (QSE)

Compiled by: BEE Verification Agency (Pty) Ltd

Category	BEE Elements	Weighting	Indicators	Weighting Points	Compliance Target
Direct Empowerment	<b>Ownership</b>				
	Voting Rights	25	Exercisable voting rights in the hands of Black people	6	25% + 1 vote
	Economic Interest		Economic interest of Black people	9	25%
	Realisation Points		Ownership Fulfilment Net Value	1 9	
	Ownership Bonus	3	Involvement in the Ownership of the Enterprise by Black Women	2	10%
			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%
	<b>Management Control</b>				
	Top Management	25	Black Top Management	25	50.1%
Management Control Bonus	2	Black Women in Top Management	2	25%	
Human Resource Empowerment	<b>Employment Equity</b>				
	Employment Equity	25	Black employees in all other Management as a percentage of all other Management using the Adjusted Recognition for Gender	15	40%
			Black employees as a percentage of all employees using the Adjusted Recognition for Gender	10	60%
	EE Bonus	2	Exceeding EAP Targets in EE Categories Above	2	
	<b>Skills Development</b>				
Skills Development Expenditure	25	Skills Development Expenditure on Learning Programmes for Black employees as a percentage of Leivable Amount using the Adjusted Recognition for Gender	25	2%	
Indirect Empowerment	<b>Preferential Procurement</b>				
	Preferential Procurement	25	BEE Procurement Spend from all Suppliers - based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	25	40%
	<b>Enterprise Development</b>				
	Enterprise Development	25	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	25	0%
<b>Socio-Economic Development</b>					
Socio-Economic Development	25	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	25	0%	