

OWNERSHIP

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score
Voting Rights:					0.00
Exercisable Voting Rights in the Enterprise in the hands of black people	3	25% + 1 vote	0.00%	0.00	
Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	0.00%	0.00	
Economic Interest:					
Economic Interest of black people in the Enterprise	4	25%	0.00%	0.00	
Economic Interest of black women in the Enterprise	2	10%	0.00%	0.00	
Economic Interest of the following black natural people in the Enterprise 1. Black designated groups; 2. Black participants in Employee Ownership Schemes; 3. Black beneficiaries of Broad based Ownership Schemes; or 4. Black Participants in Co-operatives.	1	2.5%	0.00%	0.00	
Realization Points:					
Ownership Fulfillment	1	Refer to par. 10.1	0.00%	0.00	
Net Equity Interest	7	Refer to Annex C par. 4	0.00%	0.00	
Bonus points:					
Involvement in the ownership of the Enterprise of black new entrants	2	10%	0.00%	0.00	
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%	0.00%	0.00	

MANAGEMENT CONTROL

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score
Board Participation:					0.00
Exercisable voting rights of black Board members who are black adjusted using the adjusted recognition for gender	3	50%	0.00%	0.00	
Black executive directors adjusted using the adjusted recognition for gender	2	50%	0.00%	0.00	
Top Management:					
Black senior top management adjusted using the adjusted recognition for gender	3	40%	0.00%	0.00	
Black other top management adjusted using the adjusted recognition for gender	2	40%	0.00%	0.00	
Bonus points:					
Black independent non executive board members	1	40%	0.00%	0.00	

EMPLOYMENT EQUITY

Measurement Category and Criteria	Weighting Points	Compliance Target		Actual %	Score	Total Score
		0-5 Yrs	6-10 Yrs			
Black disabled employees as a percentage of all employees	2	2%	3%	0.00%	0.91	0.91
Black employees in Senior Management as a percentage of all such employees using the adjusted recognition for gender	5	43%	60%	14.28%	0.00	
Black employees in Middle Management as a percentage of all such employees using the adjusted recognition for gender	4	63%	75%	9.80%	0.00	
Black employees in Junior Management as a percentage of all such employees using the adjusted recognition for gender	4	68%	80%	0.00%	0.00	
Bonus point for meeting or exceeding the EAP targets in each category	3				0.00	

SKILLS DEVELOPMENT

Category	Weighting Points	Compliance Target	Actual %	Score	Total Score
Skills Development Expenditure on any program specified in the Learning Programmes Matrix (Code 400, P57): Skills development Expenditure on the Learning Programmes for black employees as a percentage of Leivable Amount Using the Adjusted Recognition for Gender Skills Development Expenditure on Learning Programmes for black employees with disabilities as a percentage of Leivable Amount Adjusted Using the Adjusted Recognition For Gender	6 3	3% 0.3%	0.42% 0.00%	0.85 0.00	5.22
Learnerships: Number of Learners participating in Learnerships or Category B, C and D programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	3.64%	4.37	

PREFERENTIAL PROCUREMENT

Criteria	Weighting Points	Compliance Target		Actual %	Score	Total Score
		0-5 Years	6-10 Years			
B-BBEE Procurement Spend: B-BBEE Spend on all Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Procurement Spend B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:	12 3 3	50% 10% 9%	70% 15%	32.04% 7.29% 1.22%	7.68 2.18 0.81	10.69
1. Suppliers that are 50% black owned	3	9%				
2. Suppliers that are 30% black women owned	2	6%				

ENTERPRISE DEVELOPMENT

Criteria	Weighting Points	Compliance Target	Actual %	Score	Total Score
Average annual value of all qualifying EDContributions made by the measured Entity as a percentage of the target	15	3 % of NPAT	0.00%	9.95	9.95

SOCIO-ECONOMIC DEVELOPMENT

Criteria	Weighting Points	Compliance Target	Actual %	Score	Total Score
Average annual value of all qualifying SED contributions made by the Measured Entity as a percentage of the target	5	1 % of NPAT	2.56%	5.00	5.00

BROAD-BASED BEE STATUS CATEGORIES

B-BBEE Status	Qualification	B-BBEE Recognition Level
Level One Contributor	• 100 points	135% Recognition
Level Two Contributor	• 85 but < 100 points	125% Recognition
Level Three Contributor	• 75 but < 85 points	110% Recognition
Level Four Contributor	• 65 but < 75 points	100% Recognition
Level Five Contributor	• 55 but < 65 points	80% Recognition
Level Six Contributor	• 45 but < 55 points	60% Recognition
Level Seven Contributor	• 40 but < 45 points	50% Recognition
Level Eight Contributor	• 30 but < 40 points	10% Recognition
Non Compliant Contributor	< 30 points	0% Recognition