

DTi Generic BEE Scorecard



Customer: **Manpower SA (Pty) Ltd**

Client Ref: HR/MLE/456/13 Rev 2

BEE Element	Element Weight	Indicator	Indicator Weight	Target	Actual	Score	Element score
Ownership 100	20	Exercisable Black Voting Rights	3.00	25.01%	30.00%	3.00	9.00
		Exercisable Black Women's Voting Rights	2.00	10%	0.00%	0.00	
		Economic interest - black people	4.00	25%	30.00%	4.00	
		Economic interest - black women	2.00	10%	0.00%	0.00	
		Economic interest					
		- Designated Groups & Schemes/Co-ops	1.00	3%	0.00%	0.00	
		Ownership Fulfilment	1.00	Yes	no	0.00	
		Net Equity Interest	7.00	formula	0.00	0.00	
		Bonus: Involvement of black new entrants	2.00	10%	30.00%	2.00	
		Involvement of black schemes	1.00	10%	0.00%	0.00	
Management Control 200	10	Exercisable Voting Rights*	3.00	50%	15.00%	0.90	2.97
		Black Executive Directors*	2.00	50%	12.50%	0.50	
		Black Senior Top Management*	5.00	40%	12.50%	1.57	
		Black Other Top Management*	0.00	40%	0.00%	0.00	
		Bonus: Black Independent Non Exec Directors	1.00	40%	0.00%	0.00	
Employment Equity 300 <i>2012 Targets</i>	15	Black Senior management % - gender adjusted	5.00	60%	0.00%	0.00	4.98
		Black Middle management % - gender adjusted	4.00	75%	54.55%	2.91	
		Black Junior management % - gender adjusted	4.00	80%	41.38%	2.07	
		Black disabled employees % - gender adjusted	2.00	3%	0.00%	0.00	
		Bonus: Exceeding EAP Target	3.00	Yes	formula	0.00	
Skills Development 400	15	Expenditure on Learning Programmes for black employees	6.00	3%	1.16%	2.32	8.32
		Expenditure on Learning Programmes (disabled blacks)	3.00	0%	0.00%	0.00	
		Number of black learnerships	6.00	5%	5.13%	6.00	
Preferential Procurement 500 <i>2012 Targets</i>	20	BEE Procurement Spend	12.00	70%	402.88%	12.00	20.00
		Procurement Spend with QSEs & EMEs	3.00	15%	331.22%	3.00	
		Procurement Spend with black owned bus.	3.00	12%	112.34%	3.00	
		Procurement Spend with black female owned bus.	2.00	8%	144.52%	2.00	
Enterprise Development 600	15	Average annual value of ED contributions	15.00	3%	3.76%	15.00	15.00
Socio-Economic Investment 700	5	Average annual value of SED contributions	5.00	1%	1.00%	5.00	5.00
Total	100						65.27

Level	4
% Recognition	100%
Value Added Supplier	yes
Black Ownership %	30.00%
Black Women Ownership %	0.00%

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Note: This is not a BEE Certificate but is an indicative score for estimation purposes