

Construction - Generic Contractor Scorecard: Aveng (Africa) Limited

Objective	Indicator	Weight	Actual Value	Actual Base	Target	Result	Points
Broad Based Black Economic Empowerment Contribution		100.0				82.35%	82.35
Objective : Ownership		25.00				96.00%	24.00
Equity Ownership	Exercisable Voting Rights by Black People	4.00	61.67%	100.00%	30.00%	100.00%	4.00
	Exercisable Voting Rights by Black Women	2.00	20.63%	100.00%	10.00%	100.00%	2.00
	Economic Interest to which Black People are entitled	5.00	61.67%	100.00%	30.00%	100.00%	5.00
	Economic Interest to which Black Women are entitled	2.00	20.63%	100.00%	10.00%	100.00%	2.00
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	5.00	23.91%	100.00%	10.00%	100.00%	5.00
	Ownership Fulfillment	1.00	No	Yes	Yes	0.00%	-
	A - Net Value	6.00	27.35%	100.00%	24.00%	100.00%	6.00
	B - EI using Normal Flow Through		61.67%	100.00%	30.00%	100.00%	
Objective : Management Control		10.00				74.59%	7.46
Management Control	Exercisable Voting Rights of Black Board Members using the Adjusted Recognition for Gender	5.00	34.09%	100.00%	40.00%	85.23%	4.26
	Black Senior Top Management using the Adjusted Recognition for Gender	5.00	12.02	47	40.00%	63.96%	3.20
Objective : Employment Equity		10.00				33.57%	3.36
Employment Equity	Black Disabled People using the Adjusted Recognition for Gender	0.50	17.26	8 460	3.00%	6.80%	0.03
	Black Senior Management using the Adjusted Recognition for Gender	3.50	42.16	233	60.00%	30.16%	1.06
	Black Middle Management using the Adjusted Recognition for Gender	3.50	254.62	1 113	75.00%	30.50%	1.07
	Black Junior Management using the Adjusted Recognition for Gender	2.50	1 296.51	3 377	80.00%	47.99%	1.20
Objective : Skills Development		15.00				60.25%	9.04
Skills Development	Skills Development Expenditure on All Employees as a % of Leviable Amount	2.00	96 547 540	3 579 016 745	1.50%	100.00%	2.00
	% of Above on Black People using the Adjusted Recognition for Gender (ARG)	3.00	55 750 953	96 547 540	70.00%	82.49%	2.47
	% of Spend on Black People spent on Black Management using the ARG	1.50	5 480 336	58 892 106	25.00%	37.22%	0.56
	Learners in Category B,C and D as a % of Total Employees	1.00	461	16 035	2.50%	100.00%	1.00
	Black Learners in Category B,C and D as a % of Total Learners using the ARG	2.50	321	461	70.00%	99.36%	2.48
	Black Disabled Learners in Category B,C and D as a % of Black Office Based Learners using the ARG	1.00	-	16	5.00%	0.00%	-
	Bursary Expenditure on Black Students as a % of Leviable Amount	2.00	2 797 072	3 579 016 745	0.30%	26.05%	0.52
	Implementation of an Approved and Verified Mentorship Programme	2.00	No	Yes	Yes	0.00%	-
Objective : Preferential Procurement		20.00				92.48%	18.50
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	12.00	9 630 714 787	15 112 087 013	70.00%	91.04%	10.92
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises & Exempted Micro Enterprises	3.00	3 141 374 976	15 112 087 013	15.00%	100.00%	3.00
	Procurement Expenditure - Suppliers that are >50% Black Owned	3.00	3 365 506 387	15 112 087 013	12.00%	100.00%	3.00
	Procurement Expenditure - Suppliers that are >30% Black Women Owned	2.00	949 886 383	15 112 087 013	8.00%	78.57%	1.57
Objective : Enterprise Development		15.00				100.00%	15.00
Enterprise Development	Compliance with the Guidelines for Enterprise Development Programs (Adjusted TO Ratio)	5.00	19 899 429 980	19 061 703 000	5.00%	100.00%	5.00
	Average Annual Value of all Enterprise Development Contributions as a % of NPAT	10.00	311 937 929	1 354 511 000	3.00%	100.00%	10.00
Objective : Socio Economic Development		5.00				100.00%	5.00
Socio-Economic Development	Average Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	45 998 762	1 354 511 000	1.00%	100.00%	5.00