

Metmfile Holding Ltd

LEVEL THREE CONTRIBUTOR - TOTAL SCORE 84.17

Procurement Impact is R1.38 / R1.00 spent - [Value adding supplier]

Reg No: 1983/012697/06

01 July 2012 to 30 June 2013

[target period 6 to 10 years]

THE GENERIC SCORECARD	Indicator weighting	Indicator target	Achieved	Score
Ownership				21.00
Voting rights of black people	3.00	25.0%	52.8%	3.00
Voting rights of black women	2.00	10.0%	25.6%	2.00
Economic interest of black people	4.00	25.0%	52.8%	4.00
Economic interest of black women	2.00	10.0%	25.6%	2.00
Economic interest of black designated groups	1.00	2.5%	19.9%	1.00
Ownership fulfillment	1.00	No restr.	Yes	1.00
Net value	7.00	-	-	7.00
Bonus points: ownership by black new entrants	3.00	10.0%	0.0%	0.00
Bonus points: ownership by broad-based schemes, ESOP's and co-operatives	1.00	10.0%	34.7%	1.00
Management and control				4.01
Voting rights of directors - adjusted for gender	3.00	50.0%	43.8%	2.63
Representation amongst the executive board of directors - adjusted for gender	2.00	50.0%	0.0%	0.00
Representation amongst senior top management - adjusted for gender	3.00	40.0%	0.0%	0.00
Representation amongst other top management - adjusted for gender	2.00	40.0%	7.7%	0.38
Bonus points: independent representation	1.00	40.0%	75.0%	1.00
Employment equity				5.26
Disabled employees represented amongst all employees - adjusted for gender	2.00	3.0%	1.3%	0.89
Representation amongst senior management - adjusted for gender	5.00	60.0%	8.3%	0.00
Representation amongst middle management - adjusted for gender	4.00	75.0%	30.2%	1.61
Representation amongst junior management - adjusted for gender	4.00	80.0%	55.2%	2.76
Bonus points: meeting the EAP target	3.0	87.4%	-	0.0
Skills development				15.00
Skills development spend for black people -adjusted for gender	6.00	3.0%	3.3%	6.00
Skills development spend for black people with disabilities - adjusted for gender	3.00	0.3%	0.3%	3.00
Employees on learnerships as a % of all employees - adjusted for gender	6.00	5.0%	7.8%	6.00
Preferential procurement				18.91
BEE procurement spend from all suppliers based on BEE recognition level as a % of total measured spend	12.00	70.0%	80.9%	12.00
BEE procurement spend from QSE or EME suppliers based on BEE recognition level as a % of total measured spend	3.00	15.0%	28.0%	3.00
BEE procurement spend from suppliers that are 50% black owned as a % of total procurement spend	3.00	12.0%	16.4%	3.00
BEE procurement spend from suppliers that are 30% black women owned as a % of total procurement spend	2.00	8.0%	3.6%	0.91
Enterprise development				15.00
Annual value of all qualifying contributions made by the measured entity by the commencement of this statement or the inception date to the date of measurement as a % of the target	15.00	3.0%	5.3%	15.00
Socio-economic development				5.00
Qualifying contributions made by the measured entity by the commencement of this statement or the inception date to the date of measurement as a % of the target	5.00	1.0%	1.2%	5.00