



Qualifying Small Enterprise Scorecard

Measured entity: Future Packaging & Machinery (KwaZulu Natal) (Pty) Ltd

Element	Weighting	Criteria	Points	Target	Actual %	Actual Score	Total
Ownership	25	Voting rights Exercisable voting rights in the hands of black people	6	25% = 1 vote	10.00%	2.40	11.60
		Economic interest Economic interest in the hands of black people	9	25%	10.00%	3.60	
		Ownership fulfillment	1	Yes	No	0.00	
		Net equity interest	9	10% of target (Yr 1) 20% of target (Yr 2) 40% of target (Yr 3,4) 60% of target (Yr 5,6) 80% of target (Yr 7,8) 100% of target (Yr 9,10)	8.00%	3.60	
		Bonus points: Involvement in the ownership of black women	2	10%	10.00%	2.00	
		Involvement in the ownership of black participants, or in Employee Ownership Schemes; Broad-Based Ownership Schemes or Co-operatives	1	10%	0.00%	0.00	
Management Control	25	Black representation at Top-Manager level	25	50.1%	61.90%	25.00	27.00
		Bonus points: Black women representation at Top-Manager level	2	25%	28.57%	2.00	
Employment Equity	25	Black employees who are management as a percentage of all management adjusted using Adjusted Recognition for Gender	15	40%	70.00%	15.00	27.00
		Black employees as a percentage of all employees adjusted using the Adjusted Recognition for Gender	10	80%	75.71%	10.00	
		Bonus point for meeting or exceed the EAP targets in each of the above categories	2.00		Yes	2.00	
Skills Development	25	Adjusted Skills Development Spend on Learning Programmes for Black employees as a percentage of Liabale Amount	25	2%		Excluded	
Preferential Procurement	25	B-BBEE procurement spend from suppliers based on the B-BBEE procurement recognition levels as a percentage of Total Measured Procurement Spend	25	40%	45.96%	25.00	25.00
Enterprise Development	25	Average annual value of all Qualifying Contributions made from the commencement of this statement or the inception date to the date of measurement as a percentage of the target	25	2% of NPAT		Excluded	
Socio-Economic Development	25	Average annual value of all Qualifying Contributions measured from the commencement of this statement or the inception date to the date of measurement as a percentage of the target	25	1% of NPAT		Excluded	
TOTAL B-BBEE POINTS SCORED				90.80			
B-BBEE CONTRIBUTION LEVEL				Level Two			
B-BBEE RECOGNITION LEVEL				125%			
Date of Assessment				13 May 2011			