

IMPERIAL GROUP - CARGO MOTORS
BEE SELF ASSESSMENT - GENERIC SCORECARD - ANNUAL TURNOVER EXCEEDING R35 MILLION

January 2009

Ownership		Target	Points	Score
Percentage of exercisable voting rights in the Enterprise in the hands of Black people		25%	3	1.64
Percentage exercisable voting rights in the Enterprise in the hands of black women		10%	2	0.88
Percentage economic interest in the enterprise to which black people are entitled		25%	4	2.62
Percentage economic interest in the enterprise to which black women are entitled		10%	2	0.83
Percentage economic interest in the enterprise to which black designated groups; black Participants in Employee Ownership Schemes; black beneficiaries of Broad-Based Ownership Schemes; or black Participants in Co-operatives are entitled		2.50%	1	1.00
Ownership fulfilment	Yes/No		1	0
Net Value				
Flow Through Percentage of Black Ownership				
Enterprise value		2.50%	7	4.58
Value of the black shares			Formula A	68.33
Value of debt against black share			Formula B	4.58
Bonus Points - Percentage economic interest in the enterprise to which New Black Entrants are entitled		10%	2	2.00
Bonus Points - Percentage economic interest in the enterprise to which black Participants in Employee Ownership Schemes; Broad-Based Ownership Schemes; or black participants in cooperatives		10%	1	0.63
Have you sold a business or Asset, If Yes Please complete the "Sale of Assets" Sheet	Yes/No			
Management Control		Target	Points	Score
Voting Rights on the board by black people as a percentage of all Voting rights on the board				
Voting Rights on the board by black women as a percentage of all Voting rights on the board				
ADJUSTED FOR GENDER		50%	3	1.64
Executive Members of the board who are black people as a percentage of all Executive Members on the board				
Executive Members of the board who are black women as a percentage of all Executive Members on the board				
ADJUSTED FOR GENDER		50%	2	0.75
Black Senior Top management representation as a percentage of all Senior Top management				
Black Women Senior Top management representation as a percentage of all Senior Top management				
ADJUSTED FOR GENDER		40%	3	1.88
Black Other Top management representation as a percentage of all Other Top management				
Black Women Other Top management representation as a percentage of all Other Top management				
ADJUSTED FOR GENDER		40%	2	0.36
IF NO DISTINCTION IS MADE BETWEEN SENIOR AND OTHER TOP MANAGEMENT PLEASE COMPLETE BELOW				
Black Top management representation as a percentage of all Top management				
Black Women Top management representation as a percentage of all Top management				
ADJUSTED FOR GENDER		40%	3	0.60
Bonus point - Percentage of black people who are Independent Non-Executive Board Members as a percentage of all Independent Non-Executive Board Members		40%	1	0.71
Employment Equity		Target	Points	Score
Black Employees with disabilities as a percentage of all Employees				
Black Women Employees with disabilities as a percentage of all Employees				
ADJUSTED FOR GENDER		2%	2	0.00
Senior Management Black people as a percentage of all Senior management				
Senior Management Black women as a percentage of all Senior management				
ADJUSTED FOR GENDER		43%	5	0.00
Middle Management Black people as a percentage of all Middle management				
Middle Management Black women as a percentage of all Middle management				
ADJUSTED FOR GENDER		63%	4	0.00
Junior Management Black people as a percentage of all Junior management				
Junior Management Black women as a percentage of all Junior management				
ADJUSTED FOR GENDER		68%	4	0.00
Meeting or Exceeding EAP targets in each of the above categories	Yes/No		3	0.00

Skills Development	Target	Points	Score
Total Payroll			
Skills Development spend on Black Employees			
Skills Development spend on Black Women			
ADJUSTED FOR GENDER	3%	6	0.63
Skills Development spend on Black Disabled Employees			
Skills Development spend on Black Disabled Women			
ADJUSTED FOR GENDER	0%	3	0.00
Total number of employees			
Black employees participating in learnerships			
Black Women employees participating in learnerships			
ADJUSTED FOR GENDER	5%	6	5.04

Preferential Procurement (SEE "Procurement Spend Sheet")	Target	Points	Score
Total Measurable Procurement			
BEE Procurement Spend from Suppliers	60%	12	3.03
BEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro Enterprises	10%	3	0.00
BEE Procurement Spend from Suppliers that are more than 50% black owned			
BEE Procurement Spend from Suppliers that are more than 30% black women owned	15%	5	0.00

Enterprise Development	Target	Points	Score
Net profit after Tax for the last Financial year			
Average Net profit after Tax for the previous Five years (if no NPAT, for the previous financial year)			
Turnover for the for the previous Five years (if no NPAT, for the previous financial year)			
Average annual value of all Qualifying Enterprise Development Contributions made by the Enterprise	3%	15	15.00

Socio-Economic development	Target	Points	Score
Average annual value of all Qualifying Socio-Economic development Contributions made by the Enterprise (Please note NPAT must be entered above in order to calculate a score)	1%	5	5.00

Broad Based Score	
Total Score	48.72
Level	6
Recognition	60%

Narrow Based Score	
Total Score	38.07
Level	8
Recognition	10%