

SAFICON INDUSTRIAL EQUIPMENT



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IMPERIAL GROUP BEE SCORECARD		DIVISION : Imperial Fleet and Leasing Division PREPARED BY: Karen Keen and Jean du Preez					
BEE Elements	Weighting	Indicators	Indicator Weighting	Targets	Actual March 2005	Target March 2006	Target March 2007
	20%	Unrestricted Voting Rights in the enterprise in the hands of Black People	3%	25% + 1 vote	1.42	1.42	1.42
		Unrestricted Voting Rights in the enterprise in the hands of Black Women	2%	10%	0.40	0.40	0.40
		Economic interest in the Enterprise to which Black people are entitled	4%	25%	1.89	1.89	1.89
		Economic interest in the Enterprise to which Black women are entitled	2%	10%	0.40	0.40	0.40
		Economic interest in the Enterprise to which Black designated groups are entitled	1%	2.5%	0.40	0.40	0.40
		Level of Unrestricted entitlement of Black people to receive their Economic interest in the Enterprise (as percentage of total ownership)	8%	25%	3.77	3.77	3.77
		Bonus			1.00	1.00	1.00
Management	10%	Weighted Management Representation Scorecard (See BEE200)	10%	40%	5.00	5	6
Employment Equity	10%	Weighted Employment Equity Scorecard (See BEE300)	10%	50%	5.03	6	6
Skill Development	20%	Investment in Skills Development (in addition to skills developing levy) as a percentage of payroll	15%	3%	4.26	5	6
		Learnership - learnership positions (as a percentage of employees)	5%	3%	5.00	5	5
Preferential Procurement	20%	Affirmative Procurement from Excellent BEE contributors (BEE Percentage Scorecard between 80 and 100 points)	18%	50%	9.79	11	12
		Affirmative Procurement from Good BEE contributors (BEE Percentage Score between 65 and 79)					
		Affirmative procurement from Satisfactory BEE contributors (BEE Percentage Score between 40 and 65)	2%	Mechanism which verify BEE status of suppliers reported under preferential procurement and utilization of DTI approved accreditation agencies	8.59	9	9.45
		Implementation of robust, independent verification and reporting mechanism to avoid fronting					
Enterprise Development	10%	Monetary Investment in SMME with excellent or good BEE contributions (as percentage of Net Asset Value /EBITDA (Total Procurement)	8%	5% - 10% (depending on base used)	8.59	9	9.45
		Quantifiable non-monetary support to SMME with excellent or good BEE contributions (as percentage of Net Asset Value/EBITDA (Total Procurement)	2%	2% - 5% (depending on based used)			
Residual Element	10%	Industry specific initiatives to facilitate the inclusions of black people in the sector (as a percentage of net profit)	10%	3%	1.18	2	3
		Industry specific initiatives to promote black economic empowerment (as a percent of net profit)					
		Corporate social investment initiatives in health, education, poverty alleviation and community development (as a percentage of net profit)					
Element Weighting	100%	Indicator Weighting	100%	Total	48.14	52.28	56.73

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