

Qualifying Small Enterprise Scorecard
Ref No: FUTU050-05
Measured entity: Future Packaging & Machinery (Kwa-Zulu 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		Excluded		
		Economic interest Economic interest in the hands of black people	9	25%				
		Ownership fulfilment	1	Yes				
		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)				
		Bonus points: Involvement in the ownership of black women Involvement in the ownership of black participants, or in Employee Ownership Schemes, Broad-Based Ownership Schemes or Co-operatives	2 1	10% 10%				
Management Control	25	Black representation at Top-Manager level	25	50.1%		58.38%	25.00	27.00
		Bonus points: Black women representation at Top-Manager level	2	25%		50.00%	2.00	
Employment Equity	25	Black employees who are management as a percentage of all management adjusted using Adjusted Recognition for Gender	15	Yrs 0-5 40%	Yrs 6-10 60%	68.89%	15.00	26.00
		Black employees as a percentage of all employees adjusted using the Adjusted Recognition for Gender	10	Yrs 0-5 60%	Yrs 6-10 70%	81.25%	10.00	
		Bonus points: Meeting of exceeding the EAP targets in each category	2				1.00	
Skills Development	25	Adjusted Skills Development Spend on Learning Programmes for Black employees as a percentage of Levable Amount	25	2%		2.20%	25.00	25.00
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	Yrs 0-5 40%	Yrs 6-10 50%	70.36%	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			103.00					
B-BBEE CONTRIBUTION LEVEL			Level One					
B-BBEE RECOGNITION LEVEL			135%					
Date of Assessment			23 September 2014					

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