

ICT CODES SCORECARD

FOR THE TWELVE PERIOD ENDED 31 DECEMBER 2014

CERTIFICATION DATE: 29 October 2015

Verified and issued by SizweNtsalubaGobodo Inc. on 29 October 2015

SUMMARY SCORECARD - 31 December 2014

SizweNtsalubaGobodo
Audit - Advisory - Forensics



ICT CODES OF GOOD PRACTICE						
Codes Targets			YTD results	Current		
2012	2016	Weighting points	ICT Actuals	Score		
			20.00	23.00		
Ownership	Voting Rights of black people	30.0%	3.00	30.00%	3.00	
	Voting rights of black women	10.0%	2.00	15.17%	2.00	
	Economic interest of black people	30.0%	4.00	30.00%	4.00	
	Economic interest of black women	10.0%	2.00	15.17%	2.00	
	Economic interest of designated groups	2.5%	1.00	19.50%	1.00	
	Realisation of ownership	30.0%	1.00	10.50%	1.00	
	Realisation of net value	25.0%	7.00	30.00%	7.00	
	Involvement of new entrants (bonus points)	10.0%	2 bonus points	19.50%	2.00	
Involvement of black participants (bonus points)	10.0%	1 bonous point	19.50%	1.00		
			10.00	6.46		
Board Participation						
Board of directors						
Exercisable Voting rights of black boardmembers (ARfG)						
Black executive directors (ARfG)						
Black Independent directors (Bonus point)						
Top Management						
Executives (appointed by the Board)						
Top Management (ARfG)						
			40.0%	5.00	23.08%	2.89
			10.00	4.02		
Employment Equity	Senior Management	60.0%	4.00	35.19%	2.35	
	Black People (ARfG)	75.0%	3.00	25.58%	0.00	
	Middle Management	80.0%	2.00	66.67%	1.67	
	Black People (ARfG)	3.0%	1.00	0.00%	0.00	
	Black People with Disabilities	3 bonus point				
EAP targets (Bonus points)						
			17.00	7.86		
Skills Development	Black People (ARfG)	3.0%	7.00	1.18%	2.76	
	Black People with Disabilities (ARfG)	0.3%	3.00	0.00%	0.00	
	Black Learnerships (ARfG)	5.0%	7.00	3.64%	5.10	
			20.00	21.86		
Preferential Procurement	Procurement	70.0%	12.00	94.43%	12.00	
	Procurement from EMEs and QSEs	15.0%	3.00	41.52%	3.00	
	Procurement from:	20.0%	5.00			
	- 50% black owned	12.0%	3.00	6.59%	1.65	
	- 30% black women owned	8.0%	2.00	4.85%	1.21	
	Favourable payments terms (Bonus points)	3bonus points		0.00%	3.00	
	B-BBEE spend from 50%black owned and 30% black women 'Bonus points for every 5% of the 70% target spent with '50% black owned and 30% black women owned	1 bonus point		12.12%	1.00	
	Procurement spend from enterprise referred to in 2.1.3 of the procurement scorecard that include people with disabilities who have a minimum of 5% equity participation.	2 bonus points		0.00%	0.00	
			11.00	11.00		
Enterprise Development						
Average annual value of Enterprise development						
			5.00%	11.00	9.74%	11.00
			12.00	12.00		
Socio-Economic Development						
Corporate Social Investment (% of NPAT)						
			1.50%	12.00	4.18%	12.00
			100.00	86.2		

Broad based BEE status level

Level 2

Value Adding Supplier

Pft before tax + Payroll > 25% of Revenue

14.65%

No