

## QUALIFYING SMALL ENTERPRISES SCORECARD

**Turnover Applicable: Between R5 and R35 million**

**Elements Measured: Four out of the seven elements on the scorecard**

Criteria	Weighting Points	Compliance Target	Raw Score	Weighted Score
<b>OWNERSHIP (25)</b>				
<b>Voting Rights:</b>				
Exercisable Voting Rights in the Enterprise in the hands of black people.	6	25% + 1 vote	%	
<b>Economic Interest:</b>				
Economic interest of black people in the Enterprise.	9	25%	%	
<b>Realisation Points:</b>				
Ownership fulfillment.	1	Yes	Yes/No	
Net equity interest. <ul style="list-style-type: none"> <li>• 10% of target in year 1</li> <li>• 20% of target in year 2</li> <li>• 40% of target in years 3-4</li> <li>• 60% of target in years 5-6</li> <li>• 80% of target in years 7-8</li> <li>• 100% of target in years 9-10</li> </ul>		25%	%	
<b>Bonus Points:</b>				
Involvement in the ownership of the Enterprise by black women.	2	10%	%	
Involvement in the ownership of the Enterprise by black participants in Employee Ownership Schemes, Co-operatives or Broad-Based Ownership Schemes.	1	10%	%	
<b>MANAGEMENT CONTROL (25)</b>				
Black representation at Top Manager level.	25	50.1%	%	
<b>Bonus Points:</b>				
Black women representation at Top-Manager level	2	25%	%	
<b>EMPLOYMENT EQUITY (25)</b> (years 0-5)				
Black employees of the Measured Entity who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender.	15	40%	%	

Black employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition for Gender.	10	60%	%	
<b>SKILLS DEVELOPMENT (25)</b>				
Adjusted Skills Development Spend on Learning Programmes for black employees in addition to Skills Development Levy as a percentage of Leviable Amount	25	2%	%	
<b>PREFERENTIAL PROCUREMENT (25)</b> (years 0-5)				
BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	25	40%	%	
<b>ENTERPRISE DEVELOPMENT (25)</b>				
Average annual value of all Qualifying Contributions made by the Measured Entity measured 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 OR 0.25% of turnover	%	
<b>SOCIO-ECONOMIC DEVELOPMENT (25)</b>				
Average annual value of all Qualifying Contributions made by the Measured Entity 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 OR 0.125% of turnover	%	
<b>Total:</b>	100			