

Element	Category	Indicator	Weighting Points	Compliance Target
OWNERSHIP Code 601 Total Points = 25	Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people.	5	25%+1 vote
		Exercisable Voting Rights in the Enterprise in the hands of black women.	2	10%
	Economic Interest	Economic Interest of black people in the Enterprise	5	25%
		Economic Interest of black women in the Enterprise	2	10%
		New Entrants or Black Designated Groups	3	2%
	Realisation Points	Net Value.	8	Refer to Annex 100(E)
MANAGEMENT CONTROL Code 602 Total Points = 15	Executive Management	Black representation at Executive Management	5	50%
		Black female representation at Executive Management	2	25%
	Senior, Middle and Junior Management	Black representation at Senior, Middle and Junior management	6	60%
		Black female representation at Senior, Middle and Junior management	2	30%
Skills Development Code 603 Total Points = 25		Skills development expenditure on learning programmes specifies in the learning programme matrix for black people as a percentage of leviabale amount.	15	3%
		Skills development expenditure on learning programmes specifies in the learning programme matrix for black female as a percentage of leviabale amount.	7	1%
		Skills development expenditure on learning programmes specified in the learning programme matrix for black people with disabilities as a percentage of leviabale amount.	3	0.15%
		BONUS POINTS: Number of black people absorbed by the measured entity and industry at the end of the learning programme.	5	100%

Enterprise & Supplier Development Code 604 Total Points = 30	Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	15	60%
		B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	15%
		BONUS POINTS: B-BBEE Procurement Spend from Designated Group suppliers that are at least 51% black owned based on the B-BBEE Recognition Level	1	1%
	Supplier Development	Annual value of Enterprise Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of NPAT
	Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1% of NPAT
		BONUS POINTS: Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	1	
		Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.	1	
Socio-Economic Development Code 605 Total Points = 5		Annual value of all Socio-Economic Development Contributions and Qualifying Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT