

Revised BBEE GS Specialised Scorecard 2014



Element	Category	Indicator	Weighting Points	Compliance Target
MANAGEMENT CONTROL Code 200 Total Points = 20	Board Participation	Exercisable Voting Rights of black Board members as a percentage of all board members.	2	50%
		Exercisable Voting Rights of black Female Board members as a percentage of all board members.	1	25%
		Black Executive directors as a percentage of all executive directors.	2	50%
		Black Female Executive directors as a percentage of all executive directors.	1	25%
	Other Executive Management	Black Executive Management as a percentage of all executive management.	2	60%
		Black Female Executive Management as a percentage of all executive management.	1	30%
	Senior Management	Black Employees in Senior Management as a percentage off all senior management.	2	60%
		Black Female Employees in Senior Management as a percentage off all senior management.	1	30%
	Middle Management	Black Employees in Middle Management as a percentage of all middle management.	2	75%
		Black Female Employees in Middle Management as a percentage of all middle management.	1	38%
	Junior Management	Black Employees in Junior Management as a percentage of all junior management.	2	88%
		Black Female Employees in Junior Management as a percentage of all junior management.	1	44%
	Employees with Disabilities	Black Employees with disabilities as a percentage of all employees	2	2%
	Skills Development Code 300 Total Points = 25	Skills Development Spend on Learning Programmes	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount.	9
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount.			4	0.3%

Revised BBEE GS Specialised Scorecard 2014



	Learnerships, Apprenticeships and Internships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees.	6	2.5%
		Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of number of employees.	6	2.5%
	Bonus Points	Number of black people absorbed by the Measured Entity and Industry at the end of the learnership/ apprenticeship or internship programme	5	100%
Enterprise and Supplier Development Code 400 Total Points = 54	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.	5	80%
		B-BBEE Procurement Spend from all Empowering Suppliers that are QSEs based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	4	15%
		B-BBEE Procurement Spend from all EMEs based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	5	15%
		B-BBEE Procurement Spend from all 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.	11	40%
		B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	5	12%
		Bonus points: B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% black owned.	2	2%

Revised BBEE GS Specialised Scorecard 2014



	Supplier Development	Annual Value of all Supplier Development Contributions made by the measured entity as a percentage of the target.	15	2% of Net Profit After Tax or Annual Revenue/Allocated budget/Gross receipts/Discretionary spend
	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 Net Profit After Tax or Annual Revenue/Allocated budget/Gross receipts/Discretionary spend
	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 500		Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target.	5	1% of Net Profit After Tax or Annual Revenue/Allocated budget/Gross receipts/Discretionary spend
Total Points = 5				