

Revised Generic Scorecard



Element	Category	Indicator	Weighting Points	Compliance Target
OWNERSHIP Code 100 Total Points = 25	Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people.	4	25%+1 vote
		Exercisable Voting Rights in the Enterprise in the hands of black women.	2	10%
	Economic Interest	Economic Interest in the entity to which black people are entitled	4	25%
		Economic Interest in the entity to which black women are entitled	2	10%
		Economic Interest of the following black natural people in the Enterprise: - black designated groups - black participants in Employee Ownership Schemes - black beneficiaries of Broad-Based Ownership Schemes; or - black participants in Co-operatives.	3	3%
		New Entrants	2	2%
	Realisation Points	Net value.	8	Refer Annex C
MANAGEMENT CONTROL Code 200 Total Points = 19	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.	2	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.	1	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%

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Skills Development Code 300 Total Points = 20	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 Leviable Amount.**	8	6%
		Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount.	4	0.3%
	Learnerships, Apprenticeships and Internships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees.**	4	2.5%
		Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of employees.**	4	2.5%
	Bonus Points	Number of black people absorbed by the Measured and Industry entity at the end of the learnership.	5	100%
Enterprise and Supplier Development Code 400 Total Points = 40	Preferential Procurement	BEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	5	80%
		BEE 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.	3	15%
		BEE Procurement Spend from all EMEs based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.	4	15%
		BEE 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.	9	40%
		BEE 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.	4	12%
		Bonus points: B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% black owned.	2	2%
	Supplier Development	Annual Value of all supplier Development contributions made by the measured entity as a percentage of the target.	10	2% of Net Profit After Tax

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	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
	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 Total Points = 5		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

** Measured against Provincial / National demographics

BBBEE STATUS	2007 QUALIFICATION	2013 QUALIFICATION	BBBEE RECOGNITION LEVEL
Level 1	≥100 points	≥100 points	135%
Level 2	≥85 points <100	≥95 points <100	125%
Level 3	≥75 points <85	≥90 points <95	110%
Level 4	≥65 points <75	≥80 points <90	100%
Level 5	≥55 points <65	≥75 points <80	80%
Level 6	≥45 points <55	≥70 points <75	60%
Level 7	≥40 points <45	≥55 points <70	50%
Level 8	≥30 points <40	≥40 points <55	10%
Non-compliant	<30	<40	0%