

Element	Category	Indicator	Weighting Points	Compliance Target
<b>OWNERSHIP</b> <b>Code 601</b>  <b>Total Points = 25</b>	<b>Voting Rights</b>	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%
	<b>Economic Interest</b>	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%
	<b>Realisation Points</b>	Net Value.	8	Refer to Annex 100(E)
<b>MANAGEMENT CONTROL</b> <b>Code 602</b>  <b>Total Points = 15</b>	<b>Executive Management</b>	Black representation at Executive Management	5	50%
		Black female representation at Executive Management	2	25%
	<b>Senior, Middle and Junior Management</b>	Black representation at Senior, Middle and Junior management	6	60%
		Black female representation at Senior, Middle and Junior management	2	30%
<b>Skills Development</b> <b>Code 603</b>  <b>Total Points = 25</b>		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%
		<b>BONUS POINTS:</b> Number of black people absorbed by the measured entity and industry at the end of the learning programme.	5	100%

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