

Element	Category	Indicator	Weighting Points	Compliance Target
Management Control Code 602 Total Points = 25	Executive Management	Black representation at Executive Management	8	50%
		Black female representation at Executive Management.	3	25%
	Senior, Middle and Junior Management	Black representation at Senior, Middle and Junior management	11	60%
		Black female representation at Senior, Middle and Junior management	3	30%
Skills Development Code 603 Total Points = 30		Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leviabale amount	24	3%
		Skills development expenditure on learning programmes specified in the learning programme matrix for black female as a percentage of leviabale amount	6	1%
Preferential Procurement Code 604 Total Points = 30		B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	25	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	10%
Socio-Economic Development Code 605 Total Points = 15		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	15	1% of NPAT or 0.1% Annual Revenue / Allocated Budget/ Gross Receipts /Discretionial Spend