

DRAFT ACA BEE SCORECARD

Core Component of BEE	Indicators	Target	Target	Raw Score ¹		Weighting	Total Score ¹	
		2006	2012	2006	2012		2006	2012
1. DIRECT EMPOWERMENT (30%)								
1.1 Equity Ownership - all sources	% share of Economic Benefits owned by black people ² or black companies ³	30%	45%			15%		
1.2 Equity Ownership - all black full-time employees	% black employees who own shares	20%	30%			10%		
1.3 Equity Ownership - black female employees	% black female employees who own shares	10%	15%			5%		
2. HUMAN RESOURCES DEVELOPMENT AND EMPLOYMENT EQUITY (45%)								
2.1 Employment Equity (all black employees)	Weighted employment equity analysis (overall)	45%	60%			10%		
2.2 Gender Equality (all races)	Female representation	50%	50%			5%		
2.3 Professional / Management	% black representation in middle to top management including professionally qualified employees or experienced specialists	30%	50%			10%		
2.4 Black Female / Professional / Management	% black female representation in middle to top management including professionally qualified employees or experienced specialists	15%	30%			3%		
2.5 Disabled (Total)	% disabled representation in total workforce.	1%	2%			2%		
2.6 Black skills development	% of payroll spent p.a. on skills development of black people, including bursaries, new entrants and internal training	3%	2%			10%		
2.7 Learnership programme	Learnerships as % of total staff	3%	3%			5%		
3. INDIRECT EMPOWERMENT : PREFERENTIAL PROCUREMENT (15%)								
3.1 Preferential Procurement from companies with a broad based BEE score of 65% ⁴ or more.	Procurement from media companies as a proportion of total media expenditure	30%	40%			2½%		
	Procurement from production and other discretionary suppliers as a proportion of total production and other expenditure (excl. media)	15%	25%			5%		
3.2 Preferential procurement from companies with a broad based BEE score of 40% ⁵ or more but less than 65%	Procurement from media companies as a proportion of total media expenditure	30%	40%			2½%		
	Procurement from production and other discretionary suppliers as a proportion of total production and other expenditure (excl. media)	15%	25%			5%		
4. CORPORATE INVESTMENT (10%)								
4.1 BEE Enterprise Investment	Direct equity / fostering / mentoring / partnering of emerging BEE companies as a % of annual post tax profit	½%	½%			5%		
4.2 Indirect Investment	Pro bono, community or social development (CSI) as a % of annual post tax profit	½%	½%			5%		

Ranking of total scores

- Total score of 65% and above - good contributor to broad-based BEE
- Total score of 40% to 64.9% - satisfactory contributor to broad-based BEE
- Total score of below 40% - limited contributor to broad-based BEE

¹ The conversion of raw scores into total scores is calculated as a 100/target ratio, times the percentage achieved by an enterprise, expressed as a proportion of the weighting. I.e. if the target for management control in 2006 is 20% and an enterprise achieves 10%, the raw score will be $100/20 \times 10\% = 50\%$. The 2006 total score for that enterprise will then be 5% (which is 50% of 10%). This will be calculated for each indicator and timeframe (2006 and 2012).

² Black people means African, Coloured and Asian South African citizens.

³ Black companies mean companies that are more than 50,1% owned and are controlled by black people.

⁴ To prevent conflict with other industry charters, scores need to be linked with the broad based BEE scorecards.

⁵ See footnote 4.