

**THE QSE SCORECARD**

Element	Category	Indicator	Weighting Points	Interim Target	Compliance Target
<b>OWNERSHIP</b>	<b>Voting Rights</b>	Exercisable Voting Rights in the Enterprise in the hands of black people	<b>6</b>		<b>25%+1 vote</b>
Measures effective ownership of companies by black people	<b>Economic Interest</b>	Economic Interest of black people in the Enterprise	<b>9</b>		<b>25%</b>
	<b>Realisation Points</b>	Ownership fulfillment	<b>1</b>		
		Net value	<b>9</b>		
	<b>Bonus Points</b>	Involvement in the ownership of the Enterprise of black new entrants	<b>2</b>		<b>10%</b>
<b>Code 801</b>		Involvement in the ownership of the Enterprise of black participants:	<b>1</b>		<b>10%</b>
<b>Total Points =</b>		- in Employee Ownership Schemes - of Broad-Based Ownership Schemes - Co-operatives			
<b>25</b>					
<b>MANAGEMENT CONTROL</b>	Measures effective control of companies by black people	Black Representation at Top Management level	<b>25</b>		<b>50.1%</b>
<b>Code 802</b>		Black women representation at Top Management level	<b>2</b>		<b>25%</b>
<b>Total Points =</b>					
<b>25</b>					
<b>Employment Equity</b>	Measures initiatives intended to achieve equity in the workplace	Black employees who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender	<b>15</b>	40%	<b>60%</b>
<b>Code 803</b>		Black employees as a percentage of all employees adjusted using the Adjusted Recognition for Gender	<b>10</b>	60%	<b>70%</b>
<b>Total Points =</b>		Bonus point for meeting and exceeding EAP target in each of above categories	<b>2</b>		
<b>25</b>					
<b>Skills Development</b>	Measures the extent to which employers develop the competencies of black employees	Adjusted Skills Development spend on Learning Programmes for black employees as a percentage of Leivable Amount	<b>25</b>		<b>2%</b>
<b>Code 804</b>					
<b>Total Points =</b>					
<b>25</b>					

The Accreditation Agency

Document Name: QSE Scorecard  
 Document Number: AA-INFO-009

Effective Date: 08/08/2009  
 Version: V1.01

<p><b>Preferential Procurement</b></p> <p><b>Code 805</b></p> <p><b>Total Points =</b></p> <p><b>25</b></p>	<p>Measures the extent to which companies buy goods and services from BEE compliant suppliers as well as black-owned entities</p>	<p>BEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend</p>	<p><b>25</b></p>	<p>40%</p>	<p><b>50%</b></p>
<p><b>Enterprise Development</b></p> <p><b>Code 806</b></p> <p><b>Total Points =</b></p> <p><b>25</b></p>	<p>Measures the extent to which companies carry out initiatives contributing to enterprise development</p>	<p>Average annual value of all Qualifying Contributions made by the Measured Entity as a percentage of the target</p>	<p><b>25</b></p>		<p><b>2% of Net Profit After Tax</b></p>
<p><b>Socio-ECONOMIC Development</b></p> <p><b>Code 807</b></p> <p><b>Total Points =</b></p> <p><b>25</b></p>	<p>Measures the extent to which companies support socio-economic development</p>	<p>Average annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target</p>	<p><b>25</b></p>		<p><b>1% of Net Profit After Tax</b></p>