

Detailed Scorecard

Name of measured entity: SRK Consulting (South Africa) (Pty) Ltd
 Certificate Number: Certificate No:01/B-BBEE/2019/00051/GEN
 Amax BEE Verifications (Pty) Ltd
 B-BBEE Verification Agency: BVA 195

Expiry Date: 14 March 2020 Appendix A1



DTI Codes of Good Practice on Black Economic Empowerment Generic Scorecard

AMENDED CODE SERIES 100 : MEASUREMENT OF THE OWNERSHIP ELEMENT						
Weighting points	Category	Ownership	Weighting points	Compliance target	Score	
25	2.1 Voting rights:	2.1.1 Exercisable Voting Rights in the Entity in the hands of black people.	4	25%+1vote	3.07	
		2.1.2 Exercisable Voting Rights in the Entity in the hands of black women.	2	10%	1.38	
	2.2 Economic Interest	2.2.1 Economic Interest of black people in the Entity.	4	25%	3.07	
		2.2.2 Economic Interest of black women in the Entity.	2	10%	1.38	
		2.2.3 Economic Interest of the following black natural people in the Entity: 2.2.3.1 black designated groups; 2.2.3.2 black Participants in Employee Ownership Schemes; 2.2.3.3 black beneficiaries of Broad based Ownership Schemes; or 2.2.3.4 black Participants in Co-operatives	3	3.00%	2.91	
		2.2.4 New Entrants	2	2.00%	2.00	
		2.3 Realisation Points	2.3.2 Net Value	8	Formula	6.14
	Total			25		19.95

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OF THE ORIGINAL**

Sasha De Villiers AGA (SA)
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 Commissioner of Oaths
 SRK House
 265 Oxford Road, Illovo, 2196

S. De Villiers
 18/03/2019

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AMENDED CODE SERIES 200: MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT					
Weighting points	Category	Management control	Weighting points	Compliance targets	Score
19	2.1 Board participation	2.1.1 Exercise Voting Rights of black Board members as percentage of all board members.	2	50%	1.14
		2.1.2 Black Voting Rights of black female board members as a percentage of all board members.	1	25%	0.57
		2.1.3 Black Executive Directors as a percentage of all executive directors.	2	50%	1.33
		2.1.4 Black Female Executive Directors as a percentage of all executive directors.	1	25%	0.67
	2.2 Other Executive Management	Black Executive Management as a percentage of all executive directors.	2	60%	0.95
		Black Executive Management as a percentage of all executive directors.	1	30%	0.71
	2.3 Senior Management	2.3.1 Black employees in Senior Management as a percentage of all senior management.	2	60%	0.15
		2.3.2 Black female employees in Senior Management as a percentage of all senior management.	1	30%	0.00
	2.4 Middle Management	2.4.1 Black employees in Middle Management as a percentage of all senior management.	2	75%	0.53
		2.4.2 Black female employees in Middle Management as a percentage of all senior management.	1	38%	0.23
	2.5 Junior Management	2.5.1 Black employees in Junior Management as a percentage of all senior management.	1	75%	0.35
		2.5.2 Black female employees in Junior Management as a percentage of all senior management.	1	38%	0.27
	2.6 Employees with Disabilities	2.6.1 Black employees with disabilities as a percentage of all employees.	2	2%	2.00
		Total		19	

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AMENDED CODE SERIES 300: MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT				
Weighting points	Skills Development	Weighting points	Compliance Target	Score
20	2.1.1 Skills Development Expenditure on any program specified in the Learning Programmes Matrix for black people as a percentage of leviabale amount:			
	2.1.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning programme Matrix for black people as a percentage of leviabale Amount.	8	6%	7.02
	2.1.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning programme Matrix for black employees with disabilities e as a percentage of leviabale Amount.	4	0.3%	4.00
	2.1.2 Leainerships, Apprentices, and Internships			
	2.1.2.1 Number of black people participating in Leainerships, Apprenticeships and internships as a percentage of total employees.	4	2.50%	4.00
	2.1.2.2 Number of black unemployed people participating in Leainerships, Apprenticeships and internships as a percentage of number employees.	4	2.50%	4.00
	Bonus Points:			
	2.1.3 Number of black people absorbed by the Measured and Industry Entity at the end of the Leainerships programme.	5	100%	5.00
Total		25		24.02

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AMENDED CODE SERIES 700: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER DEVELOPMENT ELEMENT					
Weighting points	Category	Preferential Procurement	Weighting points	Compliance Target	Score
40	2.1 Preferential Procurement				
	2.1.1 B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.		5	80%	5.00
	2.1.2 B-BBEE Procurement Spend from Empowering Suppliers that are Qualifying Small Entities based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.		3	15%	3.00
	2.1.3 B-BBEE Procurement Spend from Empowering Suppliers that are Exempted Micro- Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend.		4	15%	4.00
	2.1.4 B-BBEE Procurement spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE procurement Recognitions Levels as a percentage of Total Measured Procurement Spend.		9	40%	9.00
	2.1.4 B-BBEE Procurement spend from Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE procurement Recognitions Levels as a percentage of Total Measured Procurement Spend.		4	12%	4.00
	Bonus Points				
B-BBEE Procurement spend from Designated Group Suppliers that are at least 51% black owned.		2	2%	2.00	
10	2.2 Supplier Development				
	2.2.1 Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.		10	2% of NPAT	8.15
5	2.3 Enterprise Development				
	2.2.1 Annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target.		5	1% of NPAT	5.00
5	2.4 Bonus Points				
	2.4.1 Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.		1		1.00
	2.4.2 Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.		1		1.00
Total			44		42.15

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AMENDED CODE SERIES 500: MEASUREMENT OF THE SOCIAL DEVELOPMENT AND SECTOR SPECIFIC ELEMENT					
Weighting points	Category	Social Economic Development	Weighting points	Compliance Target	Score
5	Annual value of all Socio-Economic Development Contributions by the Measured Entity a percentage of the target.		5	1% of NPAT	5.00

Total Points All Elements	100.01
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BEE Level	Discounted Level
ONE	ONE

Amended B-BBEE Status and Procurement Recognition Levels:

B-BBEE Contributor Status	Scorecard - Overall Score	Procurement Recognition Level: Claim value as % of Rand spend:
Level 1 Contributor	= 100 points	135%
Level 2 Contributor	= 95 - < 100 points	125%
Level 3 Contributor	= 90 - < 95 points	110%
Level 4 Contributor	= 80 - < 90 points	100%
Level 5 Contributor	= 75 - < 80 points	80%
Level 6 Contributor	= 70 - < 75 points	60%
Level 7 Contributor	= 55 - < 70 points	50%
Level 8 Contributor	= 40 - < 55 points	10%
Non-compliant Contributor	< 40 points	0%

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