

Road Freight, Logistics and Allied Services Score Card



Customer: Cargo Carriers Limited

BEE Element	Element Weight	Indicator	Indicator Weight	Target	Actual	Score	Element score
Ownership 100 <i>Plus max 4 Bonus Points</i>	20	Economic interest - black people	3.00	25.00%	6.47%	0.78	4.68
		Economic interest - black women	2.00	10.00%	1.64%	0.33	
		Exercisable Black Voting Rights	4.00	25.01%	6.47%	1.03	
		Exercisable Black Women's Voting Rights	2.00	10.00%	1.64%	0.33	
		Economic interest - Schemes*	1.00	2.50%	0.92%	0.37	
		Net Equity Interest	7.00	formula	0.00	1.46	
		Ownership Fulfilment	1.00	Yes	No	0.00	
		Involvement of black new entrants	2.00	10.00%	1.01%	0.20	
		Involvement of black Ownership Schemes**	2.00	10.00%	0.92%	0.18	
		Management Control 200 <i>Plus max 1 Bonus Point</i>	10	Exercisable Black Voting Rights	1.50	50.00%	
Exercisable Black Female Voting Rights	1.50			25.00%	22.22%	1.33	
Black Executive Directors	1.00			50.00%	33.33%	0.67	
Black Female Executive Directors	1.00			25.00%	0.00%	0.00	
Black Senior Top Management	1.50			40.00%	33.33%	1.25	
Black Female Senior Top Management	1.50			20.00%	0.00%	0.00	
Black Other Top Management	1.00			40.00%	0.00%	0.00	
Black Female Other Top Management	1.00			20.00%	0.00%	0.00	
Bonus: Black Independent Non Exec Directors	1.00			40.00%	0.00%	0.00	
Employment Equity 300 <i>Plus max 3 Bonus Points</i>	15			Black Senior management %	2.50	43.00%	23.81%
		Black Female Senior Management %	2.50	22.00%	0.00%	0.00	
		Black Middle management %	1.50	63.00%	32.20%	0.77	
		Black Female Middle management %	1.50	32.00%	0.00%	0.00	
		Black Junior management %	1.50	68.00%	43.90%	0.97	
		Black Female Junior management %	1.50	34.00%	0.00%	0.00	
		Black Women in Non management roles%	2.00	15.00%	0.00%	0.00	
		Black disabled employees %	1.00	2.00%	60.90%	1.00	
		Black female disabled employees %	1.00	1.00%	0.00%	0.00	
		Bonus: Exceeding EAP Target	3.00	Yes	formula	1.50	
Skills Development 400	15	Expenditure on Learning Programmes for black employees	3.00	3.00%	6.39%	3.00	15.00
		Expenditure on Learning Programmes for black female employees	3.00	1.50%	3.45%	3.00	
		Number of black learnerships or Cat B,C & D programmes	3.00	5.00%	7.75%	3.00	
		Number of black female learnerships or Cat B,C & D programmes	3.00	2.50%	5.65%	3.00	
		Expenditure on Learning Programmes (disabled blacks)	1.50	0.30%	3.37%	1.50	
		Expenditure on Learning Programmes (female disabled blacks)	1.50	0.15%	3.37%	1.50	
Preferential Procurement 500	20	BEE Procurement Spend	12.00	50%	101.49%	12.00	17.60
		Procurement Spend with QSEs & EMEs	3.00	10%	24.97%	3.00	
		Procurement Spend with black owned bus.	3.00	9%	7.35%	2.45	
		Procurement Spend with black female owned bus.	2.00	6%	0.46%	0.15	
Enterprise Development 600	15	Investment in black owned enterprises	15.00	3.00%	8.17%	15.00	15.00
Socio-Economic Investment 700	5	Average annual value of SED contributions	5.00	1%	1.01%	5.00	5.00
Total	100						67.49

Verified by National Empowerment Rating Agency (Pty) Ltd

Level	4
% Recognition	100%