



Road Freight Generic Scorecard

Measured Enterprise Cargo Carriers Limited
Registration Number 1959/003254/06
Physical Location 11a Grace Road, Mountainview, Observatory
Certificate Number GEN ITR 11970 REV 8

BEE Elements	Weighting	Indicators	Indicator Weighting	Target	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights by Black people	3.0	25.01%	16.37%	1.96	9.18
		Exercisable Voting Rights by Black women	2.0	10.00%	4.05%	0.81	
		Economic Interest in the Enterprise to which Black people are entitled	4.0	25.00%	16.37%	2.62	
		Economic Interest in the Enterprise to which Black women are entitled	2.0	10.00%	3.92%	0.78	
		Economic Interest of specified black natural people in the Enterprise	1.0	2.50%	0.43%	0.17	
		Current Equity Interest	7.0	Formula A	8.98%	2.52	
		Ownership Fulfilment	1.0	Yes	No	0.00	
		<u>Bonus points:</u> Involvement in the ownership of the Enterprise of black new entrants	2.0	10.00%	3.56%	0.29	
		<u>Bonus point:</u> Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes	2.0	10.00%	0.43%	0.03	
Management Control	10	Exercisable Voting Rights of Black Board Members	1.5	50.00%	50.00%	1.50	7.42
		Exercisable Voting Rights of Black Women Board Members	1.5	25.00%	25.00%	1.50	
		Black Executive Directors	1.0	50.00%	33.33%	0.67	
		Black Women Executive Directors	1.0	25.00%	0.00%	0.00	
		Black Senior Top Management	1.5	40.00%	33.33%	1.25	
		Black Senior Women Top Management	1.5	20.00%	33.33%	1.50	
		Black Other Top Management	1.0	40.00%	0.00%	0.00	
		Black Women Other Top Management	1.0	20.00%	0.00%	0.00	
		<u>Bonus points:</u> Black Independent Non-Executive Board Members	1.0	40.00%	75.00%	1.00	
		<u>Bonus points:</u> Black Independent Non-Executive Board Members	1.0	40.00%	75.00%	1.00	
Employment Equity	15	Black employees in Senior Management	2.5	43.00%	10.53%	0.00	6.31
		Black Women employees in Senior Management	2.5	22.00%	5.26%	0.00	
		Black employees in Middle Management	1.5	63.00%	36.59%	0.87	
		Black Women employees in Middle Management	1.5	32.00%	9.76%	0.00	
		Black employees in Junior Management	1.5	68.00%	69.70%	1.50	
		Black Women employees in Junior Management	1.5	34.00%	21.21%	0.94	
		Black Women employees falling under semi and unskilled	2.0	15.00%	7.50%	1.00	
		Black disabled employees	1.0	2.00%	2.38%	1.00	
		Black Women disabled employees	1.0	1.00%	2.38%	1.00	
		<u>Bonus Points:</u> for meeting or exceeding the EAP targets	3.0		0.00%	0.00	

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BEE Elements	Weighting	Indicators	Indicator Weighting	Target	Actual %	Score	Total Score
Skills Development	15	Skills Development Spend for black employees	3.0	3.00%	2.49%	2.49	12.63
		Skills Development Spend for black women employees	3.0	1.50%	0.57%	1.14	
		Number of black employees participating in learnerships/ Category B,C,D	3.0	5.00%	6.70%	3.00	
		Number of black women employees participating in learnerships/ Category B,C,D	3.0	2.50%	3.46%	3.00	
		Skills Development for black employees with disabilities	1.5	0.30%	0.32%	1.50	
		Skills Development for black women employees with disabilities	1.5	0.15%	0.30%	1.50	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers	12.0	50.00%	89.50%	12.00	19.69
		B-BBEE Procurement Spend from QSE's or from EME's	3.0	10.00%	39.64%	3.00	
		Suppliers that are more than 50% black owned	3.0	9.00%	15.11%	3.00	
		Suppliers that are more than 30% black women owned	2.0	6.00%	5.08%	1.69	
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of the target NPAT or Turnover	15.0	3.00%	8.99%	15.00	15.00
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target (NPAT or Turnover)	5.0	1.00%	2.20%	5.00	5.00
Total							75.22

Measurement Options

FINAL SCORE	75.22
APPLICABLE DENOMINATOR AFTER EXEMPTIONS	100.00
STATUS	Level Three Contributor
ANALYST	Natalie Munemo
VERIFICATION MANAGER	Ebrahim Mohamed