

Road Freight, Logistics and Allied Services Score Card

Customer: IMPERIAL LOGISTICS



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%	25.96%	3.00	18.55
		Economic interest - black women	2.00	10.00%	5.39%	1.08	
		Exercisable Black Voting Rights	4.00	25.01%	25.96%	4.00	
		Exercisable Black Women's Voting Rights	2.00	10.00%	5.39%	1.08	
		Economic interest - Schemes*	1.00	2.50%	12.44%	1.00	
		Net Equity Interest	7.00	formula	5.39	5.39	
		Ownership Fulfilment	1.00	Yes	no	0.00	
		Involvement of black new entrants	2.00	10.00%	16.00%	2.00	
		Involvement of black Ownership Schemes**	1.00	10.00%	12.44%	1.00	
Management Control 200 <i>Plus max 1 Bonus Point</i>	10	Exercisable Black Voting Rights	1.50	50.00%	41.18%	1.24	6.54
		Exercisable Black Female Voting Rights	1.50	25.00%	11.76%	0.71	
		Black Executive Directors	1.00	50.00%	28.57%	0.57	
		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%	33.33%	1.50	
		Black Other Top Management	1.00	40.00%	11.11%	0.28	
		Black Female Other Top Management	1.00	20.00%	0.00%	0.00	
		Bonus: Black Independent Non Exec Directors	1.00	40.00%	40.00%	1.00	
Employment Equity 300 <i>Plus max 3 Bonus Points</i>	15	Black Senior management %	2.50	43.00%	11.89%	0.69	5.54
		Black Female Senior Management %	2.50	22.00%	0.00%	0.00	
		Black Middle management %	1.50	63.00%	31.51%	0.75	
		Black Female Middle management %	1.50	32.00%	9.93%	0.47	
		Black Junior management %	1.50	68.00%	63.23%	1.39	
		Black Female Junior management %	1.50	34.00%	13.10%	0.58	
		Black Women in Non management roles%	2.00	15.00%	12.42%	1.66	
		Black disabled employees %	1.00	2.00%	0.00%	0.00	
		Black female disabled employees %	1.00	1.00%	0.00%	0.00	
Bonus: Exceeding EAP Target	3.00	Yes	formula	0.00			
Skills Development 400	15	Expenditure on Learning Programmes for black employees	3.00	3.00%	2.32%	2.32	8.49
		Expenditure on Learning Programmes for black female employees	3.00	1.50%	0.69%	1.37	
		Number of black learnerships or Cat B,C & D programmes	3.00	5.00%	9.38%	3.00	
		Number of black female learnerships or Cat B,C & D programmes	3.00	2.50%	1.50%	1.80	
		Expenditure on Learning Programmes (disabled blacks)	1.50	0.30%	0.00%	0.00	
		Expenditure on Learning Programmes (female disabled blacks)	1.50	0.15%	0.00%	0.00	
Preferential Procurement 500	20	BEE Procurement Spend	12.00	50%	68.41%	12.00	18.58
		Procurement Spend with QSEs & EMes	3.00	10%	7.79%	2.34	
		Procurement Spend with black owned bus.	3.00	9%	18.36%	3.00	
		Procurement Spend with black female owned bus.	2.00	6%	3.74%	1.25	
Enterprise Development 600	15	Investment in black owned enterprises	15.00	3.00%	5.69%	15.00	15.00
Socio-Economic Investment 700	5	Average annual value of SED contributions	5.00	1%	1.63%	5.00	5.00
Total	100						77.69

Level	3
% Recognition	110%