



**Road Freight Generic Scorecard**

**Measured Enterprise**                      Freightworx CC  
**Registration Number**                    1999/063986/23  
**Physical Location**                        Kempton Park  
**Certificate Number**                        GEN 11925 REV1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights by Black people	3.0	25.01%	100.00%	3.00	21.00
		Exercisable Voting Rights by Black women	2.0	10.00%	30.00%	2.00	
		Economic Interest in the Enterprise to which Black people are entitled	4.0	25.00%	100.00%	4.00	
		Economic Interest in the Enterprise to which Black women are entitled	2.0	10.00%	30.00%	2.00	
		Economic Interest of specified black natural people in the Enterprise	1.0	2.50%	0.00%	0.00	
		Current Equity Interest	7.0	Formula B	100.00%	7.00	
		Ownership Fulfilment	1.0	Yes	Yes	1.00	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of black new entrants	2.0	10.00%	100.00%	2.00	
		<u>Bonus point</u> : Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes	2.0	10.00%	0.00%	0.00	
Management Control	10	Exercisable Voting Rights of Black Board Members	1.5	50.00%	100.00%	1.50	8.50
		Exercisable Voting Rights of Black Women Board Members	1.5	25.00%	50.00%	1.50	
		Black Executive Directors	1.0	50.00%	100.00%	1.00	
		Black Women Executive Directors	1.0	25.00%	50.00%	1.00	
		Black Senior Top Management	1.5	40.00%	100.00%	1.50	
		Black Senior Women Top Management	1.5	20.00%	0.00%	0.00	
		Black Other Top Management	1.0	40.00%	100.00%	1.00	
		Black Women Other Top Management	1.0	20.00%	100.00%	1.00	
		Bonus points: Black Independent Non-Executive Board Members	1.0	40.00%	0.00%	0.00	
Employment Equity	14	Black employees in Senior Management	4.0	43.00%	100.00%	4.00	7.45
		Black Women employees in Senior Management	2.5	22.00%	12.50%	1.42	
		Black employees in Middle Management	1.8	68.00%	0.00%	0.00	
		Black Women employees in Middle Management	1.8	34.00%	0.00%	0.00	
		Black employees in Junior Management	0.0	0.00%	77.78%	0.00	
		Black Women employees in Junior Management	0.0	0.00%	44.44%	0.00	
		Black Women employees falling under semi and unskilled	2.0	15.00%	7.69%	1.03	
		Black disabled employees	1.0	2.00%	0.00%	0.00	
		Black Women disabled employees	1.0	1.00%	0.00%	0.00	
		Bonus Points: for meeting or exceeding the EAP targets	3.0		0.00%	1.00	



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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%	0.00%	0.00	0.00
		Skills Development Spend for black women employees	3.0	1.50%	0.00%	0.00	
		Number of black employees participating in learnerships/ Category B,C,D	3.0	5.00%	0.00%	0.00	
		Number of black women employees participating in learnerships/ Category B,C,D	3.0	2.50%	0.00%	0.00	
		Skills Development for black employees with disabilities	1.5	0.30%	0.00%	0.00	
		Skills Development for black women employees with disabilities	1.5	0.15%	0.00%	0.00	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers	12.0	50.00%	79.77%	12.00	20.00
		B-BBEE Procurement Spend from QSE's or from EME's	3.0	10.00%	44.33%	3.00	
		Suppliers that are more than 50% black owned	3.0	9.00%	51.85%	3.00	
		Suppliers that are more than 30% black women owned	2.0	6.00%	11.16%	2.00	
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%	13.24%	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%	2.79%	5.00	5.00
Total							76.95

**Measurement Options**

FINAL SCORE	76.95
APPLICABLE DENOMINATOR AFTER EXEMPTIONS	100.00
STATUS	Level Three Contributor
ANALYST	Jayshree Morar
VERIFICATION MANAGER	Sheetal Morar