

**ANCHOR INDUSTRIES (PTY) LTD  
GENERIC SCORECARD**



ELEMENT	CATEGORY	INDICATOR	WEIGHTING POINTS	Achieved (YEARS 0-5)	COMPLIANCE TARGET (YEARS 6-10)	Points Scored	
<b>OWNERSHIP</b> Measures effective ownership of companies by black people  <b>Code 100</b>	Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	3	50%	25.10%	3	
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	12.50%	10%	2	
	Economic Interest	Economic interest of black people in the Enterprise	4	28%	25%	4	
		Economic Interest of black women in the Enterprise	2	4.20%	10%	0.84	
		Economic Interest of the following black natural people in the Enterprise: - black designated groups - black participants in employee Ownership Schemes - black beneficiaries of Special or General Benefit Schemes; or - black participants in co-operatives	1	25.10%	2.50%	1	
	Realisation Points	Ownership fulfillment	1			1	
		Net value	7			7	
	Bonus Points		Involvement in the ownership of the Enterprise of black new entrants	2	25.10%	10%	2
			Involvement in the ownership of the Enterprise of black participants: - in Employee Ownership Schemes - of Broad-Based Ownership Schemes - in co-operatives	1	25.10%	10%	1
	<b>Total points = 20</b>						
<b>MANAGEMENT CONTROL</b> Measures effective control of companies by black people  <b>Code 200</b>	Board Participation	Exercisable Voting Rights of board members who are black adjusted using the Adjusted Recognition for Gender	3	50%	50%	3	
		Black Executive Directors adjusted using the Adjusted Recognition for Gender	2	0%	50%	0	
	Top Management	Black Senior Top Management adjusted using the Adjusted Recognition for Gender	3	0%	40%	0	
		Black Other Top Management adjusted using the Adjusted Recognition for Gender	2	0%	40%	0	
	Bonus Points	Black Independent Non-Executive Board Members	1	0%	40%	0	
<b>Total Points = 10</b>							
<b>EMPLOYMENT EQUITY</b> Measures initiatives intended to achieve equity in the workplace  <b>Code 300</b>		Black Disabled Employees as a percentage of all employees	2	2.27%	2%	2	
		Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	5	0%	43%	0	
		Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	100%	63%	4	
		Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	100%	68%	4	
<b>Total Points = 15</b>							
<b>SKILLS DEVELOPMENT</b> Measures the extent to which employers develop the competencies of black employees  <b>Code 400</b>	Skills Development Spend on Learning Programmes	Skills Development Expenditure on Learning Programmes for black employees as a percentage of Leviable Amount	6	3%	3%	6	
		Adjusted Skills Development Expenditure on Learning Programmes for black employees with disabilities as a percentage of Leviable Amount	3	0.30%	0.30%	3	
	Learning Programmes	Adjusted number of black employees participating in Learning Programmes as a percentage of total employees	6	0%	5%	0	
<b>Total Points = 15</b>							
<b>PREFERENTIAL PROCUREMENT</b> Measures the extent to which companies buy goods and services from BEE compliant suppliers as well as black-owned entities  <b>Code 500</b>		BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	58.75%	50%	12	
		BEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro Enterprises based on the applicable BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15%	10%	3	
		BEE Procurement Spend from any of the following Suppliers (regardless of their BEE Procurement Recognition Level) as a percentage of Total Measured Procurement Spend: - Suppliers that are more than 50% black owned; or - Suppliers that are more than 30% black owned	5	5.48%	15%	1.82	
<b>Total Points = 20</b>							
<b>ENTERPRISE DEVELOPMENT</b> Measures the extent to which companies carry out initiatives contributing to enterprise development  <b>Code 600</b>		Average annual value of all Qualifying Contributions made by the company measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the target	15	0%	3% of NPAT or 0.375% of T/O	0	
<b>Total Points = 15</b>							
<b>SOCIO-ECONOMIC DEVELOPMENT</b> Measures the extent to which companies support socio-economic development  <b>Code 700</b>		Average annual value of all Qualifying Contributions made by the company measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the target	5	1%	1% of NPAT or 0.125% of T/O	5	
<b>Total Points = 5</b>							

**Level 4 Contributor**  
**BEE recognition level 100%**  
**BEE effective from 01st October 2007**

**65.66%**