


B-BBEE SCORECARD – DETAILED ANALYSIS

Measured Entity	ABLON CONSTRUCTION CLOSE CORPORATION	Certificate # MS7360 – 190627 – 01
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Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4.5	32.50%	Year 1-3	66.66%	4.50
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	Year 1-3	33.33%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4.5	32.50%	Year 1-3	60.00%	4.50
	Economic Interest of black Women in the Enterprise	2	10.00%	Year 1-3	10.00%	2.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	10.00%	Year 1-3	0.00%	0.00
	Involvement in the ownership of the Enterprise of black new entrants	5	5.00%		60.00%	5.00
Realisation Points	Net Equity Value	6	25.00%	As per Net Equity Calculations (Formula A or B)	14.40	6.00
Bonus Points	Exercisable Voting Rights in the Entity in the hands of Black People above 50%	1	50.00%	Bonus Point only awarded if the 50% target is exceeded	66.66%	1.00
	Exercisable Voting Rights in the Entity in the hands of Black People above 75%	2	75.00%	Bonus Points only awarded if the 75% target is exceeded	66.66%	0.00
	Exercisable Voting Rights in the Entity in the hands of Black Women above 50%	1	50.00%	Bonus Point only awarded if the 50% target is exceeded	33.33%	0.00
						25.00



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Management Control

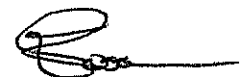
Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	3	50.00%	66.66%	3.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	20.00%	33.33%	1.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	66.67%	2.00
	Black female executive directors as a percentage of all executive directors	1	20.00%	33.33%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%	50.00%	1.67
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	0.00%	0.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	41.62%	1.39
	Black female Employees in Senior Management as a percentage of all Senior Management	0.5	30.00%	10.00%	0.17
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	1	75.00%	57.44%	0.77
	Black female Employees in Middle Management as a percentage of all Middle Management	0.5	30.00%	17.48%	0.29
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	61.34%	0.70
	Black female Employees in Junior Management as a percentage of all Junior Management	0.5	35.00%	20.00%	0.29
Disabled	Black Employees with Disabilities as a percentage of all office based Employees	0.5	2.00%	0.00%	0.00
Black Professionals	Black professionally registered Employees as a percentage of all professionally registered Employees	2	50.00%	50.00%	2.00
Bonus Points	Exceeding the target for Black Executive Directors above	1	50.00%	66.67%	1.00
	Exceeding the target for Black Female Executive Directors above	1	20.00%	33.33%	1.00
	Black Employees that are Youth as a percentage of all Employees using the Adjusted Recognition for Gender	2	30.00%	As defined by the National Youth Commission Act of 1996 29.36%	1.96
					18.22

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Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	4	2.00%	Year 1-2	7.66%	4.00
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on African People	2	78.50%	%Contribution of African People to EAP	74.57%	1.90
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Executive, Senior & Middle Management)	2	15.00%		76.02%	2.00
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Junior Management)	1	10.00%		0.00%	0.00
	The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Bursaries or Scholarships for Black People	2	15.00%		9.65%	1.29
Learnerships, Apprenticeships, Internships and Professional Registrations	Number of black people participating in Category A, B, C or D learning programmes as per the Learning Programme Matrix, as a percentage of the total number of employees	3	2.50%		6.45%	3.00
	Number of Black Employees registered as candidates with industry professional registration bodies as a % of the total number of such registered Employees	3	60.00%		100.00%	3.00
	Number of Black People with Disabilities on Category A, B, C or D programmes as per the Learning Programme Matrix, as a percentage of black office based learners on those learning programmes	1	5.00%		0.00%	0.00
Mentorship	Implementation of an approved and verified Mentorship Program	3	Yes	as per Annexure CSC300 (C)	Yes	3.00
Bonus Points	Number of black people absorbed by the Measured Entity at the end of a Category A, B, C or D learning programme	1	100.00%		0.00%	0.00
	The number of black employees that completed a Mentorship Programme during the last 3 years that were promoted during the Measurement Period expressed as a percentage of all such employees during those 3 years	2	15.00%	{3 years including the Measurement Period}	0.00%	0.00
	Number of Black Employees who registered as professionals with industry professional bodies as a % of all Employees who registered as such in the Measurement Period	2	60.00%		50.00%	1.67
						19.85



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Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	6	80.00%		127.59%	6.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%		8.46%	1.69
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%		48.46%	3.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	20.00%		101.17%	4.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 35% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	12.00%		50.69%	3.00
Bonus Points	B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	1	8.00%		39.88%	1.00
	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	3	20.00%		6.80%	1.02
Supplier Development Programmes	Compliant Supplier and Contractor Development Programmes	5	100.00%	Annex CSC400 (C)	100.00%	5.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	8	3.00%	of NPAT	2.40%	6.40
	Annual value of all Qualifying Supplier Development Contributions towards 51% Black Women Owned Entities made by the Measured Entity as a percentage of the target	2	20.00%	of SD Contribution Value	71.20%	2.00
						33.11

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target		Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	4	1.25%	of NPAT	1.75%	4.00
	The portion of Qualifying Socio Economic Development Contributions above spent on communities with limited services	1	0.38%	of NPAT (30% of Target above)	0.00%	0.00
Bonus Points	Annual Value of Contributions towards Structured SED Projects by the Measured Entity as a percentage of the target	1	1.25%	of NPAT	0.00%	0.00
						4.00

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Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved the Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	100.18 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 1

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	135%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Applied Scorecard: Construction Contractors - Generic (Revised Codes)

