



Rated Entity: STEEL STUDIO INTERNATIONAL (PTY) LTD - BM16909-260517
Date: 26 May 2017
Entity Status: General - Generic (Revised Codes)

1. EXECUTIVE SUMMARY

The table below indicates the overall performance of the measured entity based on the Generic Enterprise Scorecard.

This page should be read in conjunction with the entire report

Element	Company Performance	Weighted Points
Ownership	0.00	25
Management Control	5.98	19
Skills Development	16.51	25
Enterprise Supplier Development	29.26	44
Socio Economic Development	5.00	5
Total	56.75	118

**LEVEL EIGHT CONTRIBUTOR WITH A 10% PROCUREMENT RECOGNITION LEVEL
THE ENTITY AS AN EMPOWERING SUPPLIER**

BEE Status	Qualification	BEE Procurement Recognition level
Level One Contributor	>100 points on Scorecard	135%
Level Two Contributor	>95 but <100 points on Scorecard	125%
Level Three Contributor	>90 but <95 points on Scorecard	110%
Level Four Contributor	>80 but <90 points on Scorecard	100%
Level Five Contributor	>75 but <80 points on Scorecard	80%
Level Six Contributor	>70 but <75 points on Scorecard	60%
Level Seven Contributor	>55 but <70 points on Scorecard	50%
Level Eight Contributor	>40 but <55 points on Scorecard	10%
Non Compliant Contributor	<40 points on Scorecard	0%

Shaun Chetty
Verification Analyst

2. SCORECARD SUMMARY

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	25.01%	0.00%	0.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	0.00%	0.00
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	0.00%	0.00
	Economic Interest of black Women in the Enterprise	2	10.00%	0.00%	0.00
	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	3.00%	0.00%	0.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	0.00%	0.00
Realisation Points	Net Equity Value	8	As per Net Equity	0.00	0.00
					0.00

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	2	50.00%	20.00%	0.80
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	20.00%	0.80
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
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%	1.41%	0.05
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	0.00%	0.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	11.11%	0.30
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	0.00%	0.00
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	32.52%	0.37
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	0.00%	0.00
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	2.02%	2.00
					5.98

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 Leivable Amount	8	6.00%	3.73%	4.98
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.63%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	2.21%	3.53
	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	2.50%	4.00
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	0.00%	0.00
					16.51

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	5	80.00%	192.74%	5.00
	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%	96.28%	3.00
	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	4	15.00%	4.41%	1.18
	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	9	40.00%	13.65%	3.07
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	0.04%	0.01
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%	0.00%	0.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	2.16%	10.00
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	1.12%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	Yes	1.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	Yes	1.00
					29.26

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	5	1.00%	1.11%	5.00
					5.00
TOTAL BEE SCORE				56.75 Points	