



Scorecard

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Syrex

Measurement Period: 01 Jul 2019 - 30 Jun 2020

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	30.00%	30.00%	4.00	
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	29.97%	2.00	
Economic Interest	Economic Interest of black people in the Enterprise	4	30.00%	30.00%	4.00	
	Economic Interest of black Women in the Enterprise	2	10.00%	29.97%	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	3.00%	Note: Limited to 3 Points	30.00%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%		30.00%	2.00
Realisation Points	Net Equity Value	8	30.00%	As per Net Equity Calculations (Formula A or B)	8.00	8.00
					25.00	

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	3	50.00%	0.00%	0.00
	Exercisable voting rights of black female board members as a percentage of all board members	2	25.00%	0.00%	0.00
	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	5	60.00%		36.36%	3.03
	Black female Other Executive Management as a percentage of all Other Executive Management	3	30.00%		9.09%	0.91
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%		45.15%	1.20
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%		18.75%	0.49
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%		60.94%	0.69
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%		21.89%	0.50
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%		4.21%	2.00
						8.83

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%		1.41%	1.88
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people with disabilities as a percentage of Leivable Amount	4	0.30%		0.26%	3.46
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%		2.16%	3.46
Unemployed Learners	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%		2.16%	3.46
Bonus Points	Number of black people absorbed by the Measured Entity or in the Economy at the end of the Learnership, Apprenticeship, Internship and Graduate programmes	5	100.00%		0.00%	0.00
						12.25

Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score	
	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%		93.00%	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%		10.25%	2.05

Preferential Procurement	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%		6.98%	1.86
	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%		46.95%	9.00
	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%		38.19%	4.00
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%	of NPAT (including Partner or Vendor Contributions)	2.36%	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	15	3.00%	of NPAT (to Black owned ICT Entities)	3.67%	15.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes		No	0.00
	Bonus point for creating new jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	2	10.00%	1 Point up to 10% of workforce; 2 Points for 11% or more	0.00%	0.00
						46.91

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	12	1.50%	of NPAT (All contributions must be ICT sector specific)	1.60%	12.00
						12.00

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 2 x Y.E.S Absorption Target		2.50%	0.00%		
						0.00

TOTAL BEE SCORE	104.99 Points
BROAD BASED CONTRIBUTION LEVEL	LEVEL 4
YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	100%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO

Applied Scorecard: ICT - Generic (Revised Codes)