Document #: PROC/FR/250 **Tenderer's BEE Scorecard** Effective Date: Thursday, February 01, 2007 Revision: his document is only valid for the date and the time that it was printed and contains information, which is the property of MTC. No part of the document may be reproduced or transmitted in any form by any means, withou written permission from MTC. Originator PROC Manager Procurement

	Core Components	BEE Elements	Weighting	Sub	Indicators	Indicator	Actual	Score
Black Numblation Womens 15 15 15 15 15 15 15 1	core components	DEE Elements	vvcigiting		indicators			36016
Physically cultilarings White Women - Namiblain 7.5 10 10 10 10 10 10 10 10 10 10 10 10 10	Direct Empowerment	Ownership (Shareholoding)	15		Black Male Namibian	12		0
Willie Women - Namiblain 9					Black Namibian Women	15		0
Write Valle: Namiblan					Physically challenge	13.5		0
					White Women - Namibian	9		0
Management and board Governance 10					White Male - Namibian	7.5		0
Management and board Governance 10					Foreign	0		0
Okanagement of Co)								0
CECO/MD	Direct Empowerment	Management and board Governance	10		Black Male Namibian	8		0
GLI/Senior Management 3		(Management of Co)			Board			0
Middle Management 3 0 0 0 0 0 0 0 0 0					CEO/MD			0
Black Namiblan Women					GM/Senior Managers	3		0
Board					Middle Management	3		0
CCO/MD					Black Namibian Women			0
GM/Senior Managers 3 0 C					Board			0
Middle Management 3 0 0					CEO/MD			0
Physicalty Challenged					GM/Senior Managers			0
Board					Middle Management	3		0
CECO/MD					Physically challenged	10		0
GM/Senior Managers 3 C					Board	2		0
Middle Management								0
White Women - Namibian 8 2 2 3 5 5 5 5 5 5 5 5 5					GM/Senior Managers	3		0
Board					Middle Management	3		0
CECI/MD					White Women - Namibian	8		0
Solf-Security Solid Research Solid					Board	2		0
Middle Management					CEO/MD	2		0
White Male - Namibian 6 C CEO/MD 2 CEEO/MD					GM/Senior Managers	3		0
Board 2 CCD/MD 2 COMD CEO/MD 2 COMD CEO/MD CEO					Middle Management			0
CEO/MD C C C C C C C C C					White Male - Namibian	6		0
GM/Senior Managers 3 C					Board			0
Middle Management 3 Company					CEO/MD	2		0
Employment Equity (staffing excluding management) as a % of total staff excluding management & Board Black female Namiblan 10 C					GM/Senior Managers	3		0
irrect Empowerment Equity (staffing excluding management) as a % of total staff excluding management & Board Black male Namibian					Middle Management			0
management) as a % of total staff excluding management & Board Black female Namibian 10 10 10 10 10 10 10 1					Foreign	0		0
management) as a % of total staff excluding management & Board Black female Namibian 10 10 10 10 10 10 10 1								0
management & Board Physically challenged 10 0 0 0 0 0 0 0 0	Direct Empowerment	Employment Equity (staffing excluding	10		Black male Namibian			0
White Women - Namibian 6 White Male - Namibian 5 Committee of the White Male - Namibian 6 Committee of the White Male -		management) as a % of total staff excluding			Black female Namibian	10		0
White Male - Namibian 5 Company		management & Board				10		0
Ituman Resource development Technical, Supervisory and Management skills development Technical, Supervisory and Management Tech					White Women - Namibian			0
Ituman Resource development Technical, Supervisory and Management skills development Technical, Supervisory and Management skills development Technical, Supervisory and Management skills development Skills development Technical, Supervisory and Management skills development Skills development Preferential Procurement Preferential Procurement Tenterprise development Tenterprise develo					White Male - Namibian	5		0
skills development 5 % training spent - training for black & 5 physically challenged people 5 Bursaries in total as % of payroll 5 Bursaries as % of bursaries in total - black & 5 physical challenged people 15 Spent on BEE as a % of total procurement 15 Spent on BEE as a % of total procurement 15 Spent on BEE as a % of total procurement 16 Spent of total cost on enterprise 10 development. 17 Rural development 18 % of total cost spent on Black owned SME 10 and other BEE projects in rural area 18 Social responsibility 10 8 % of total cost on education, community programs, job creation, training, health, conservation, sport & sport development, community development and marketing activities to develop local black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work experience					Foreign	0		0
skills development 5 % training spent - training for black & 5 physically challenged people 5 Bursaries in total as % of payroll 5 Bursaries as % of bursaries in total - black & 5 physical challenged people 15 Spent on BEE as a % of total procurement 15 Spent on BEE as a % of total procurement 15 Spent on BEE as a % of total procurement 16 Spent of total cost on enterprise 10 development. 17 Rural development 18 % of total cost spent on Black owned SME 10 and other BEE projects in rural area 18 Social responsibility 10 8 % of total cost on education, community programs, job creation, training, health, conservation, sport & sport development, community development and marketing activities to develop local black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work experience								0
physically challenged people 5 Bursaries in total as % of payroll 5 Bursaries as % of bursaries in total - black & 5 physical challenged people 10 Spent on BEE as a % of total procurement 11 Spent on BEE as a % of total procurement 12 Spent on BEE as a % of total procurement 13 Spent on BEE as a % of total procurement 14 Spent on BEE as a % of total procurement 15 Spent on BEE as a % of total procurement 16 Spent on BEE as a % of total procurement 17 Spent on BEE as a % of total procurement 18 Spent of total cost on enterprise 19 Option of total cost on enterprise 20 And other BEE projects in rural area 21 Social responsibility 22 Spent on Black owned SME 23 Option of total cost on education, community 24 programs, job creation, training, health, 25 conservation, sport & sport development, 26 community development and marketing 27 activities to develop local black 28 entrepreneurs (or % of time managed over total employee time). 28 of new recruitments with no prior work 29 of experience	Human Resource development	Technical, Supervisory and Management	20	5	% of payroll - training in total	5		0
S Bursaries in total as % of payroll S S C		skills development		5	% training spent - training for black &	5		0
Separation Sep					physically challenged people			
physical challenged people Preferential Procurement 15 Spent on BEE as a % of total procurement Enterprise development 10 % spent of total cost on enterprise development. Rural development 10 % of total cost spent on Black owned SME and other BEE projects in rural area Social responsibility 10 8 % of total cost on education, community programs, job creation, training, health, conservation, sport & sport development, community development and marketing activities to develop local black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work 2 experience								0
Preferential Procurement Enterprise development Description of total cost on enterprise and development. Rural development Description of total cost on enterprise and development. Rural development Description of total cost spent on Black owned SME and other BEE projects in rural area and other BEE p				5		5		0
Enterprise development 10 % spent of total cost on enterprise								
Rural development 10 % of total cost spent on Black owned SME and other BEE projects in rural area	Indirect empowerment	Preferential Procurement	15		Spent on BEE as a % of total procurement	15		0
Rural development 10 % of total cost spent on Black owned SME and other BEE projects in rural area Social responsibility 10 8 % of total cost on education, community programs, job creation, training, health, conservation, sport & sport development, community development and marketing activities to develop local black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work experience		Enterprise development	10			10		0
and other BEE projects in rural area Social responsibility 10 8 % of total cost on education, community programs, job creation, training, health, conservation, sport & sport development, community development and marketing activities to develop local black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work 2 experience		Direct development		 				
programs, job creation, training, health, conservation, sport & sport development, community development and marketing activities to develop load black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work experience		Rural development	10			10		0
community development and marketing activities to develop local black entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work experience		Social responsibility	10	8	% of total cost on education, community programs, job creation, training, health,	10		0
entrepreneurs (or % of time managed over total employee time). 2 % of new recruitments with no prior work 2 experience					community development and marketing			
2 % of new recruitments with no prior work 2 experience					*			
experience c				ļ ,		2		0
					•			
						_		0

Notes:
This scorecard is not to be filled out but to show the tenderer the elements that the NPPC is going to look at for the accreditation process.