

<b>Tenderer's BEE Scorecard</b>		Document #:	PROC/FR/250
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		Approved By:	Manager Procurement

Core Components	BEE Elements	Weighting	Sub Weight	Indicators	Indicator Weighting	Actual Percentage	Score
Direct Empowerment	Ownership (Shareholding)	15		Black Male Namibian	12		0
				Black Namibian Women	15		0
				Physically challenge	13.5		0
				White Women - Namibian	9		0
				White Male - Namibian	7.5		0
				Foreign	0		0
Direct Empowerment	Management and board Governance (Management of Co)	10		<b>Black Male Namibian</b>	8		0
				Board	2		0
				CEO/MD	2		0
				GM/Senior Managers	3		0
				Middle Management	3		0
				<b>Black Namibian Women</b>	10		0
				Board	2		0
				CEO/MD	2		0
				GM/Senior Managers	3		0
				Middle Management	3		0
				<b>Physically challenged</b>	10		0
				Board	2		0
				CEO/MD	2		0
				GM/Senior Managers	3		0
				Middle Management	3		0
				<b>White Women - Namibian</b>	8		0
				Board	2		0
				CEO/MD	2		0
				GM/Senior Managers	3		0
				Middle Management	3		0
				<b>White Male - Namibian</b>	6		0
				Board	2		0
				CEO/MD	2		0
				GM/Senior Managers	3		0
Middle Management	3		0				
Foreign	0		0				
							0
Direct Empowerment	Employment Equity (staffing excluding management) as a % of total staff excluding management & Board	10		Black male Namibian	8		0
				Black female Namibian	10		0
				Physically challenged	10		0
				White Women - Namibian	6		0
				White Male - Namibian	5		0
				Foreign	0		0
							0
Human Resource development	Technical, Supervisory and Management skills development	20		5 % of payroll - training in total	5		0
				5 % training spent - training for black & physically challenged people	5		0
				5 Bursaries in total as % of payroll	5		0
				5 Bursaries as % of bursaries in total - black & physical challenged people	5		0
Indirect empowerment	Preferential Procurement	15		Spent on BEE as a % of total procurement	15		0
	Enterprise development	10		% spent of total cost on enterprise development.	10		0
	Rural development	10		% of total cost spent on Black owned SME and other BEE projects in rural area	10		0
	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).	10		0
				2 % of new recruitments with no prior work experience	2		0
							0
		100		Company Score:			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.