



Name of Enterprise:
Registration No.:
Date Compiled
Status of Scorecard

Paradigm Skylights CC
1988/017077/23
30-Apr-15
Final

QSE Indicative Scorecard

**Important Notice: This form contains indicative data used during the Verification process.
This is not a Valid Certificate of Compliance**

Scorecard Element	Criteria	Weighting Points	Compliance target	Verified Status	Points Scored
Ownership Code 100	Exercisable Voting Rights in the Enterprise in the hands of Black people	6	25% + 1 vote	0.0%	-
	Economic Interest of Black people in the Enterprise	9	25%	0.0%	-
	Ownership Fulfilment	1	Yes	No	-
	Net Equity Value	9	20%	0.0%	-
	Bonus Points: Involvement in the ownership of the enterprise of Black women	2	10%	0.0%	-
	Bonus Points: Involvement in the ownership of the Enterprise by Black participants in Employee Ownership Schemes, Co-operatives or Broad-based Ownership Schemes	1	10%	0.0%	-
	Ownership Total	28	3 Possible Bonus Points		N/A
Management Control Code 200	Black top management	25	30.1%	0.0%	-
	Bonus Points: Black Women in Top Management	2	25%	0.0%	-
	Management Control Total	27	2 Possible Bonus Points		N/A
Employment Equity Code 300	Black employees in senior management as a percentage of all such employees using the adjusted recognition for gender	15	60%	58.3%	14.58
	Black employees in junior management as a percentage of all such employees using the adjusted recognition for gender	10	70%	61.4%	10.00
	Bonus points for meeting or exceeding the EAP targets in each category above	2			-
	Employment Equity Total	27	2 Possible Bonus Points		24.58
Skills Development Code 400	Skills development expenditure on learning programmes specified in the learning programmes matrix for black employees as a percentage of leviable amount using the adjusted recognition for gender	25	2%	0.0%	-
	Skills Development Total	25			N/A
Preferential Procurement Code 500	Broad-based black economic empowerment procurement spend from all suppliers based on the BEE procurement recognition levels as a percentage of total measured procurement spend	25	50%	40.0%	20.00
	Preferential Procurement Total	25			20.00
Enterprise Development Code 600	Average Annual value of all Qualifying Contributions as a percentage of Net Profit After Tax	25	2%	1.7%	21.70
	Enterprise Development Total	25			21.70
Socio Economic Development Code 700	Average Annual value of all Qualifying Contributions as a percentage of Net Profit after Tax	25	1%	2.4%	25.00
	Socio Economic Development Total	25			25.00
Total Scorecard		100	7 Possible Bonus Points		91.30

Analyst A du Preez