



Scorecard

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New National Assurance Company Limited 01 Jan 2015 - 31 Dec 2015
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Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	3	25.01% 25% + 1 Vote	83.22%	3.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	1	10.00%	7.22%	0.72
Economic Interest	Economic Interest of black people in the Enterprise	3	25.00%	83.22%	3.00
	Economic Interest of black Women in the Enterprise	1	10.00%	7.22%	0.72
	Economic Interest of the following black natural people in the Enterprise: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Ownership Schemes; - Black Beneficiaries of Broad-based Ownership Schemes	1	2.50%	0.00%	0.00
Realisation Points	Net Equity Value	3	As per Net Equity Calculations (Formula A or B)	9.99	3.00
	Direct or Indirect Ownership in Excess of 15%	2	10.00%	68.22%	2.00
Bonus Points	Involvement in the ownership of the Enterprise of black new entrants	2	10.00%	0.00%	0.00
	Involvement in the ownership of the Enterprise of black Participants: 1. in Employee Ownership Schemes; 2. of Broad-Based Ownership Schemes; or 3. Co-operatives.	1	10.00%	0.00%	0.00
					12.44

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	0.5	50.00%	100.00%	0.50
	Exercisable voting rights of black female board members as a percentage of all board members	0.5	25.00%	0.00%	0.00
	Black persons who are executive directors as a percentage of all executive directors	1	50.00%	100.00%	1.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
Top Management	Black Senior Top Management	2.5	40.00%	100.00%	2.50
	Black Women Senior Top Management	2.5	20.00%	0.00%	0.00
Bonus Points	Black independent non executive board members	1	40.00%	66.67%	1.00
					5.00

Employment Equity

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Disabled	Black disabled employees as a percentage of all employees	0.5	3.00%	0.00%	0.00
	Black women disabled employees as a percentage of all employees	0.5	1.50%	0.00%	0.00
Management	Black employees in Senior Management as a percentage of all such employees	3	60.00%	90.00%	3.00
	Black women employees in Senior Management as a percentage of all such employees	2	30.00%	30.00%	2.00
	Black employees in Middle Management as a percentage of all such employees	3	75.00%	92.31%	3.00
	Black women employees in Middle Management as a percentage of all such employees	2	37.50%	46.15%	2.00
	Black employees in Junior Management as a percentage of all such employees	2	80.00%	91.18%	2.00
	Black women employees in Junior Management as a percentage of all such employees	2	40.00%	67.65%	2.00
Bonus Points	Bonus point for meeting or exceeding the EAP targets in each category	3	90.08%		0.00
					14.00

Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes for black employees as a percentage of Leviable Amount	3	3.00%	2.55%	2.55
	Skills Development Expenditure on the Learning Programmes for black women employees as a percentage of Leviable Amount	1.5	1.50%	1.38%	1.38
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount	0.5	0.30%	0.00%	0.00
	Skills Development Expenditure on Learning Programmes for black women employees with disabilities as a percentage of Leviable Amount	0.5	0.15%	0.00%	0.00
Learnerships	Number of Black Learners participating in Learnerships or Category B, C and D programmes as a percentage of total employees	3	5.00%	6.10%	3.00
	Number of Black Women Learners participating in Learnerships or Category B, C and D programmes as a percentage of total employees	1.5	2.50%	3.66%	1.50
					8.43

Preferential Procurement

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
	B-BBEE Spend on all Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Procurement Spend	8	70.00%	75.21%	8.00

Procurement Spend	B-BBEE Procurement Spend from Qualifying Small Enterprises or Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%		24.95%	3.00
	B-BBEE Procurement Spend as a percentage of Total Measured Procurement Spend from suppliers that are 50% black owned	2.5	12.00%		2.30%	0.48
	B-BBEE Procurement Spend as a percentage of Total Measured Procurement Spend from suppliers that are 30% Black Women Owned	2.5	8.00%		0.05%	0.02
						11.50

Enterprise Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
ED Contributions	Average annual value of all qualifying ED contributions made by the measured Entity as a percentage of NPAT	15	3.00%	4.20%	15.00
					15.00

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Average annual value of all qualifying SED Contributions made by the Measured Entity as a percentage of NPAT	3	0.70%	0.74%	3.00
					3.00

TOTAL BEE SCORE	85.65 %
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<- ADJUSTED (OUT OF 100%)

BROAD BASED CONTRIBUTION LEVEL	LEVEL 2
VALUE ADDING SUPPLIER	NO
ENTERPRISE DEVELOPMENT BENEFICIARY	YES; B
PROCUREMENT LEVEL	125%
ENHANCED PROCUREMENT LEVEL	125.00%

Applied Scorecard: Financial Sector - General