

**AMENDED FSC SERIES FS900: FRAMEWORK FOR MEASURING BROAD-BASED BLACK ECONOMIC EMPOWERMENT
FOR SPECIALISED ENTERPRISES**

STATEMENT 900: GENERAL PRINCIPLES AND THE SCORECARD

Issued under section 9 (1) of the Broad-Based Black Economic Empowerment Act of
2003 as amended by Act 46 of 2013

INDEX FOR THE AMENDED FSC - SPECIALISED ENTERPRISES STATEMENT

Statement Number	Financial Sector Code Series	Statement Title	Page
900	Code Series FS900	Specialised Enterprises Scorecard	120
900	Code Series FS900	Specialised Enterprises QSFI & Trade Associations Scorecard	120
901	Code Series FS900	Management Control for Specialised Enterprises Scorecard	121
902	Code Series FS900	Skills Development for Specialised Enterprises	123
903	Code Series FS900	Enterprise and Supplier Development for Specialised Enterprises	125
904	Code Series FS900	Socio-Economic Development and Consumer Education Contributions for Specialised Enterprises	127
905	Code Series FS900	Management Control for QSFI Specialised Enterprises	128
906	Code Series FS900	Skills Development for QSFI Specialised Enterprises	129
907	Code Series FS900	Enterprise and Supplier Development for QSFI Specialised Enterprises	130
908	Code Series FS900	Socio-Economic Development and Consumer Education Contributions for QSFI Specialised Enterprises	131
909	Code Series FS900	Management Control for Trade Associations Specialised Enterprises	132
910	Code Series FS900	Skills Development for Trade Associations Specialised Enterprises	133
911	Code Series FS900	Enterprise and Supplier Development for Trade Associations Specialised Enterprises	134
912	Code Series FS900	Socio-Economic Development and Consumer Education Contributions for Trade Associations Specialised Enterprises	135

1. OBJECTIVES OF STATEMENT FS900

- 1.1 The objectives of this statement are to:
- 1.1.1 provide guidance about the treatment of Ownership for Specialised Enterprises for Broad Based Black Economic Empowerment (B-BBEE) purposes, of:
- 1.1.1.1 Companies limited by guarantee;
- 1.1.1.2 Non-Profit Companies;
- 1.1.1.3 Public entities and other Enterprises exclusively owned by organs of State;
- 1.1.1.4 Public Benefit Schemes or Public Benefit Organisations;
- 1.1.1.5 Mutual insurers;
- 1.1.1.6 Trade Associations; and
- 1.1.1.7 Reinsurance companies that are precluded in terms of a global policy from accommodating domestic ownership participation;
- 1.1.2 specify the principles in the Financial Sector Code (FS100 – FS700) applicable to Specialised Enterprises;
- 1.1.3 specify the scorecard for measuring the Specialised Enterprises contributions to B-BBEE.

2 GENERAL PRINCIPLES

- 2.1 Public entities and other enterprises exclusively owned by organs of State are not capable of being evaluated for black ownership under Code series FS100.
- 2.2 Companies limited by guarantee and Non-Profit Companies have no shareholding. They are not capable of being evaluated for black ownership under Code series FS100. This does not imply that companies limited by guarantee and Non-Profit Companies sharing in the ownership of other enterprises cannot contribute towards black ownership to such enterprises as provided for in Statement FS100.
- 2.3 Non-Profit Companies and Public Benefit Organisations generally do not have any beneficial ownership and are incapable of being evaluated for black ownership under Code series FS100. This does not imply that Non-Profit Companies and Public Benefit Organisations sharing in the ownership of other enterprises as broad-based ownership schemes cannot contribute towards black ownership to such enterprises as provided for in Statement FS100.
- 2.4 Mutual Insurance Companies are owned by their policyholders and are incapable of being evaluated for of black ownership under Code series FS100. This does not imply that Mutual Insurance Companies sharing in the ownership of other enterprises as broad-based ownership schemes cannot contribute towards black ownership to such enterprises as provided for in Statement FS100.
- 2.5 Trade Associations are Non-Profit Companies and do not have any beneficial ownership and are incapable of being evaluated for black ownership under Code series FS100.
- 2.6 Wherever any of the entities listed in paragraph 1.1.1 require evidence of their own B-BBEE compliance, they will use the either the Specialised Enterprises Generic Scorecard or the QSFI Specialised Enterprises Scorecard or the Trade Associations Specialised Enterprises Scorecard.

- 2.7 Entities that are Exempted Micro Enterprises (EME) under this statement are deemed to have a B-BBEE status of "Level Four", having a B-BBEE recognition level of 100%.
- 2.8 Enhanced B-BBEE recognition level for an EME:
- 2.8.1 Despite paragraph 2.7 an EME that has at least 75% black beneficiaries qualifies for elevation to "Level One", having a B-BBEE recognition level of 135%; and
- 2.8.2 Despite paragraph 2.7 and 2.8.1, an EME that has at least 51% black beneficiaries qualifies for elevation to "Level Two", having a B-BBEE recognition level of 125%.
- 2.9 An EME is only required to obtain a sworn affidavit annually confirming the following:
- 2.9.1 Annual Total Revenue/Allocated Budget/Gross Receipts of R10 million or less; and
- 2.9.2 Level of percentage of black beneficiaries.
- 2.10 Entities that are Qualifying Small Financial Institutions (QSFI) will use the Specialised Qualifying Small Financial Institution Scorecard.
- 2.11 Despite paragraph 2.10, a QSFI that has at least 75% black beneficiaries qualifies for elevation to "Level One", having a B-BBEE recognition level of 135%.
- 2.11.1 Despite paragraphs 2.10 and 2.11, a QSFI that has at least 51% black beneficiaries qualifies for elevation to "Level Two", having a B-BBEE recognition level of 125%.
- 2.12 A QSFI that has at least 51% black beneficiaries is only required to obtain a sworn affidavit annually confirming the following:
- 2.12.1 Annual Total Revenue/Allocated Budget/Gross Receipts of R50 million or less; and
- 2.12.2 Level of percentage of black beneficiaries.
- 2.13 Priority Elements and Subminimum as it relates to Specialised Enterprises is:**
- 2.13.1 The Priority Elements are as follows:
- a. Skills Development: The sub-minimum requirement for Skills Development is 40% of the total weighting points (40% of the 25 points), excluding bonus points, for skills development.
 - b. Enterprise and Supplier Development: The sub-minimum for Enterprise and Supplier Development is 40% of the total weighting points (excluding bonus points) of each of the three broad categories, within the Enterprise and Supplier Development element, namely Preferential Procurement; Supplier Development and Enterprise Development. This means that the measured entity must achieve at least:
For Generic companies:
 - 12 points in the Preferential Procurement category;
 - 5.2 points in the Supplier Development category;
 - 2.8 points in the Enterprise Development category;For QSFI and Trade Association companies:
 - 12 points in the Preferential Procurement category;
 - 4 points in the Supplier Development category;
 - 4 points in the Enterprise Development category;

2.13.2 Compliance with Priority Elements: All enterprises are required to comply with the priority elements as stipulated in 2.13.1

3. KEY MEASUREMENT PRINCIPLES

3.1 The key measurement principles for measuring a Specialised Enterprise's contribution to B-BBEE are specified in Statement FS000: General Principles and the Generic Scorecard.

4. THE SPECIALISED ENTERPRISE SCORECARD

4.1 The following table represents the Specialised Enterprises scorecard for QSFI and Trade Associations and contains the elements of the scorecard and their weightings for each element: The weighting points in respect of any element in the scorecard represent the maximum number of points possible for each of the criteria.

Element	Weighting	Code Series FS900
Management control	20 points	FS901
Skills Development	25 points	FS902
Enterprise and Supplier Development	50 points	FS903
Socio-Economic Development	5 points	FS904
Total	100 points	

4.2 The B-BBEE compliance of a Specialised Enterprise must be determined in accordance with Code FS000. Any matter concerning the application of the Specialised Enterprise scorecard that is not dealt with explicitly in this scorecard must be dealt with in terms of Codes FS000 - FS700.

5. THE SPECIALISED ENTERPRISE QSFI AND TRADE ASSOCIATIONS SCORECARD

5.1 The following table represents the Specialised Enterprises scorecard and contains the elements of the scorecard and their weightings for each element: The weighting points in respect of any element in the scorecard represent the maximum number of points possible for each of the criteria.

Element	Weighting	Code Series FS900
Management control	20 points	FS905 / FS909
Skills Development	25 points	FS906 / FS910
Enterprise and Supplier Development	50 points	FS907 / FS911
Socio-Economic Development	5 points	FS908 / FS912
Total	100 points	

5.2 The B-BBEE compliance of a Specialised Enterprise must be determined in accordance with Code FS000. Any matter concerning the application of the Specialised Enterprise scorecard that is not dealt with explicitly in this scorecard must be dealt with in terms of Codes FS000-FS700.

STATEMENT FS901: MANAGEMENT CONTROL FOR SPECIALISED ENTERPRISES

1. THE SPECIALISED ENTERPRISES MANAGEMENT CONTROL SCORECARD

The following table represents the indicators and method for calculating a score for management control in this statement:

Management Control Scorecard			
	Description	Points	Target
1.1	Board Participation	5	
1.1.1	Exercisable voting rights of black board members as a percentage of all board members	1	50%
1.1.2	Exercisable voting rights of black female board members as a percentage of all board members	1	25%
1.1.3	Black executive directors as a percentage of all executive directors	2	50%
1.1.4	Black female executive directors as a percentage of all executive directors	1	25%
1.2	Other Executive Management	3	
1.2.1	Black executive management as a percentage of all executive management	2	60%
1.2.2	Black female executive management as a percentage of all executive management	1	30%
1.3	Senior management	4	
1.3.1	Black employees in senior management as a percentage of all such employees	2	60%
1.3.2	Black female employees in senior management as a percentage of all senior managers	1	30%
1.3.3	African senior managers as a percentage of all senior managers	1	EAP %
1.4	Middle management	4	
1.4.1	Black employees in middle management as a percentage of all middle management	2	75%
1.4.2	Black female employees in middle management as a percentage of all middle management	1	38%
1.4.3	African middle managers as a percentage of all middle managers	1	EAP %
1.5	Junior management	4	
1.5.1	Black employees in junior management as a percentage of all junior management	1	88%
1.5.2	Black female employees in junior management as a percentage of all junior management	1	44%
1.5.3	African junior managers as a percentage of all junior managers	1	EAP %
1.6	Black employees with disabilities as a percentage of all employees	1	2%
	Total	20	

2. KEY MEASUREMENT PRINCIPLES

- 2.1 For the purpose of the Specialised Enterprise Scorecard, Senior, Middle and Junior management refers to those positions as categorised for Employment Equity purposes.
- 2.2 A measured entity must use the current payroll data in calculating its score under the management control scorecard.
- 2.3 Key measurement principles in statement FS200 are applicable to this statement.
- 2.4 Any interpretation or calculation of a Specialised Enterprise score for management control must be made in accordance with statement FS200.
- 2.5 The demographic representation of black people as defined in the Regulations of the Employment Equity Act and the Commission on Employment Equity report are not applicable to the Specialised Enterprise Scorecard.

STATEMENT FS902: SKILLS DEVELOPMENT FOR SPECIALISED ENTERPRISES

1 THE SPECIALISED ENTERPRISE SKILLS DEVELOPMENT SCORECARD

The following table represents the indicators and methods for calculating a score in this statement:

	Description	Points	Target
1.1	Senior Management	3	
	1.1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black senior and executive managers as a percentage of the leviabale amount applicable to this level	2	2.00%
	1.1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black women senior and executive managers as a percentage of the leviabale amount applicable to this level	1	1.00%
1.2	Middle management	3	
	1.2.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black middle managers as a percentage of the leviabale amount applicable to this level	2	3.00%
	1.2.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black women middle managers as a percentage of the leviabale amount applicable to this level	1	1.50%
1.3	Junior management	5	
	1.3.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black junior managers as a percentage of leviabale amount applicable to this level	3	5.00%
	1.3.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black women junior managers as a percentage of the leviabale amount applicable to this level	2	2.50%
1.4	Black people and non-management staff	4	
	1.4.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people and non-management staff as a percentage of the leviabale amount applicable to this level	3	8.00%
	1.4.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black women and non-management staff as a percentage of the leviabale amount applicable to this level	1	4.00%
1.5	Skills development expenditure on learning programmes specified in the learning programme matrix for black people with disabilities as a percentage of the leviabale amount	2	0.30%
1.6	Number of black people, (employed or unemployed) participating in learnerships, apprenticeships, internships or Category B, C or D programmes as a percentage of total employees	8	5.00%
	Total	25	
1.7	Bonus Points: Number of previously unemployed black people Absorbed by the measured entity/industry at the end of the learnerships, apprenticeships, internships or Category B, C or D programmes.	3	100%

2 KEY MEASUREMENT PRINCIPLES AND SUB-MINIMUM REQUIREMENTS

- 2.1. The Key Measurement Principles and discounting principle in Statement FS300 and sub-minimum requirements in Statement FS900 are applicable to this statement.
- 2.2. The demographic representation of black people as defined in the Regulations of the Employment Equity Act and the Commission on Employment Equity report are not applicable to the Specialised Enterprise Scorecard.
- 2.3. Where applicable, the following criteria must be fulfilled in order for the measured entity to receive points on the Skills Development element scorecard (where applicable):
 - 2.3.1 workplace Skills Plan, an Annual Training Report and PIVOTAL report which are SETA approved; and
 - 2.3.2 implementation of a priority skills programme in general, and for black people in particular.
- 2.4. Key measurement principles in statement FS300 are applicable to this statement.
- 2.5. Any interpretation or calculation of a Specialised Enterprise score for skills development must be made in accordance with statement FS300.
- 2.6. The learning programme matrix under code series FS300 is applicable to this statement.

STATEMENT FS903: ENTERPRISE AND SUPPLIER DEVELOPMENT FOR SPECIALISED ENTERPRISES

1. THE SPECIALISED ENTERPRISE: - ENTERPRISE AND SUPPLIER DEVELOPMENT SCORECARD

The following table represents the criteria for deriving a score for Enterprise and Supplier Development in this statement.

	Description	Others	Targets year 1-3	Targets year 3+
		Weightings	Targets	
1.1	Procurement	30		
1.1.1	B-BBEE Procurement Spend from all <i>Empowering Suppliers</i> based on the B-BBEE procurement recognition levels as a percentage of total measured procurement spend	7	75%	80%
1.1.2	B-BBEE procurement spend from empowering suppliers who are QSEs based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	5	14%	18%
1.1.3	B-BBEE procurement spend from empowering suppliers who are EMEs based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	4	8%	12%
1.1.4	B-BBEE procurement spend from 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	20%	30%
1.1.5	B-BBEE procurement spend from 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	5	9%	10%
1.2	Supplier Development	13		
1.2.1	Annual value of all supplier development contributions made by the measured entity	13	2% of NPAT	
1.3	Enterprise and Supplier Development	7		
1.3.1	Annual value of enterprise development contributions and sector specific programmes made by the measured entity	7	1% of NPAT	
	Total	50		

1.4	Bonus Points		
1.4.1	Graduation of one or more enterprise development beneficiaries to graduate to the supplier development level.	1	1
1.4.2	For creating one or more jobs directly as a result of supplier development and enterprise development initiatives by the measured entity.	1	1
1.4.3 (a)	B-BBEE procurement spend from intermediated black professional service providers who are empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of intermediated spend	2	TBD
<i>or</i>			
1.4.3 (b)	B-BBEE procurement spend from black stockbrokers or black fund managers who are empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of total value of all trade allocated	2	5%
1.4.4	B-BBEE procurement spend from designated group suppliers that are at least 51% black owned as a percentage of the total measured spend	2	2%
1.4.5	Enterprise development support of black stockbrokers, black fund managers or intermediaries	2	0.5% of NPAT (recoverable or non-recoverable)
	Total bonus points	8	

2. KEY MEASUREMENT PRINCIPLES AND SUB-MINIMUM REQUIREMENTS

- 2.1 The Key Measurement Principles and discounting principle in Statement FS300 and sub-minimum requirements in Statement FS900 are applicable to this statement.
- 2.2 Qualifying Enterprise Development and Supplier Development Contributions will be recognised as a percentage of the previous year's annual Net Profit After Tax (NPAT) of the measured entity. If the entity does not make a profit, then Qualifying Enterprise Development and Supplier Development Contributions of an average of the previous 3 years contributions will earn the measured entity the full points in paragraphs 1.2 and 1.3 respectively.
- 2.3 Any interpretation or calculation of a Specialised Enterprise's score for Enterprise and Supplier Development must be made in accordance with statement FS400.

**STATEMENT FS904: SOCIO-ECONOMIC DEVELOPMENT AND CONSUMER EDUCATION CONTRIBUTIONS FOR
SPECIALISED ENTERPRISES**

1 THE SPECIALISED ENTERPRISE SOCIO-ECONOMIC DEVELOPMENT AND CONSUMER EDUCATION SCORECARD

1.1 Qualifying socio-economic development (SED) and consumer education (CE) contributions will be recognised as a percentage of the previous year's annual Net Profit After Tax (NPAT) of the measured entity. If the measured entity does not make a profit, then qualifying SED and CE contributions of an average of the last 3 years contributions will earn the full points in paragraphs 1.3.1 and 1.3.2 respectively.

1.2 For banks, the NPAT is the NPAT generated by retail operations.

1.3 The following table represents the criteria and method used for deriving a score for SED in this statement:

	Criteria	Weighting Points	Compliance Target
1.3.1	Annual value of all SED contributions by the measured entity as a percentage of NPAT	3	0.60%
1.3.2	Annual value of all qualifying CE contributions made by the measured entity as a percentage of NPAT	2	0.40%
	Total	5	
1.4	Bonus Points		
1.4.1	Additional SED contributions made by the measured entity as a percentage of NPAT	1	0.20%
1.4.2	Additional CE contributions made by the measured entity as a percentage of NPAT	1	0.10%
1.4.3	Contributions to the Fundisa Retail Fund made by the measured entity as a percentage of NPAT	2	0.20%

2 KEY MEASUREMENT PRINCIPLES

Key measurement principles in statement FS500 are applicable to this statement. Any interpretation or calculation of a Specialised Enterprise score for Socio-economic Development and Consumer Education must be made in accordance with statement FS500.

STATEMENT FS905: MANAGEMENT CONTROL FOR QSFI SPECIALISED ENTERPRISES**1 THE QSFI SPECIALISED ENTERPRISES MANAGEMENT CONTROL SCORECARD**

The following table represents the indicators and method for calculating a score for management control in this statement:

Criteria	Weighting Points	Compliance Target
1.1 Executive Management		
1.1.1 Black representation in executive management	7	50%
1.1.2 Black female representation in executive management	3	25%
1.2 Senior, Middle and Junior Management		
1.2.1 Black representation in Senior, Middle and Junior management	7	60%
1.2.2 Black female representation in Senior, Middle and Junior management	3	30%
Total	20	

2. KEY MEASUREMENT PRINCIPLES

- 2.1 For the purpose of the Specialised Enterprise scorecard, executive management includes other executive management as described in the general principles of statement FS200.
- 2.2 For the purpose of the Specialised Enterprise Scorecard, Senior, Middle and Junior management refers to those positions as categorised for Employment Equity purposes.
- 2.3 A measured entity must use the current payroll data in calculating its score under the management control scorecard.
- 2.4 Key measurement principles in statement FS200 are applicable to this statement.
- 2.5 Any interpretation or calculation of a Specialised Enterprise score for management control must be made in accordance with statement FS200.
- 2.6 The demographic representation of black people as defined in the Regulations of the Employment Equity Act and the Commission on Employment Equity report are not applicable to the Specialised Enterprise Scorecard.

STATEMENT FS906: SKILLS DEVELOPMENT FOR QSFI SPECIALISED ENTERPRISES**1 THE QSFI SPECIALISED ENTERPRISE SKILLS DEVELOPMENT SCORECARD**

The following table represents the indicators and methods for calculating a score in this statement:

Skills Development Element	Weighting points	Compliance target
1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of the leviable amount.	20	3%
1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black females as a percentage of leviable amount.	5	1%
Total	25	

2 KEY MEASUREMENT PRINCIPLES AND SUB-MINIMUM REQUIREMENTS

- 2.1. The Key Measurement Principles and discounting principle in Statement FS300 and sub-minimum requirements in Statement FS900 are applicable to this statement.
- 2.2. The demographic representation of black people as defined in the Regulations of the Employment Equity Act and the Commission on Employment Equity report are not applicable to the Specialised Enterprise Scorecard.
- 2.3. Where applicable, the following criteria must be fulfilled in order for the measured entity to receive points on the Skills Development element scorecard (where applicable):
 - 2.3.1 workplace Skills Plan, an Annual Training Report and PIVOTAL report which are SETA approved; and
 - 2.3.2 implementation of a priority skills programme in general, and for black people in particular.
- 2.4. Key measurement principles in statement FS300 are applicable to this statement.
- 2.5. Any interpretation or calculation of a Specialised Enterprise score for skills development must be made in accordance with statement FS300.
- 2.6. The learning programme matrix under code series FS300 is applicable to this statement.

STATEMENT FS907: ENTERPRISE AND SUPPLIER DEVELOPMENT FOR QSFI SPECIALISED ENTERPRISES**1. THE QSFI SPECIALISED ENTERPRISE:- ENTERPRISE AND SUPPLIER DEVELOPMENT SCORECARD**

The following table represents the criteria for deriving a score for Enterprise and Supplier Development in this statement.

Criteria	Weighting points	Compliance targets
1.1 PREFERENTIAL PROCUREMENT		
1.1.1 B-BBEE procurement spend from all empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of total measured procurement spend	20	60%
1.1.2 B-BBEE procurement spend from 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	10	15%
1.2 SUPPLIER DEVELOPMENT		
1.2.1 Annual value of all supplier development contributions made by the measured entity as a percentage of NPAT.	10	1%
1.3 ENTERPRISE DEVELOPMENT		
1.3.1 Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of NPAT.	10	1%
Total	50	

2. KEY MEASUREMENT PRINCIPLES AND SUB-MINIMUM REQUIREMENTS

- 2.1 The Key Measurement Principles and discounting principle in Statement FS300 and sub-minimum requirements in Statement FS900 are applicable to this statement.
- 2.2 Qualifying Enterprise Development and Supplier Development Contributions will be recognised as a percentage of the previous year's annual Net Profit After Tax (NPAT) of the measured entity. If the entity does not make a profit, then Qualifying Enterprise Development and Supplier Development Contributions of an average of the previous 3 years contributions will earn the measured entity the full points in paragraphs 1.2 and 1.3 respectively.
- 2.3 Any interpretation or calculation of a Specialised Enterprise's score for Enterprise and Supplier Development must be made in accordance with Statement FS400.

**STATEMENT FS908: SOCIO-ECONOMIC DEVELOPMENT AND CONSUMER EDUCATION CONTRIBUTIONS FOR QSFI
SPECIALISED ENTERPRISES**

1 THE QSFI SPECIALISED ENTERPRISE SOCIO-ECONOMIC DEVELOPMENT AND CONSUMER EDUCATION SCORECARD

- 1.1 Qualifying socio-economic development (SED) and consumer education (CE) contributions will be recognised as a percentage of the previous year's annual Net Profit After Tax (NPAT) of the measured entity. If the measured entity does not make a profit, then qualifying SED and CE contributions of an average of the last 3 years contributions will earn the full points in paragraphs 1.3.1 and 1.3.2 respectively.
- 1.2 For banks, the NPAT is the NPAT generated by retail operations.
- 1.3 The following table represents the criteria and method used for deriving a score for SED in this statement:

	Criteria	Weighting Points	Compliance Target
1.3.1	Annual value of all SED by the measured entity as a percentage of NPAT	3	0.60%
1.3.2	Annual value of all qualifying CE contributions made by the measured entity as a percentage of NPAT	2	0.40%
	Total	5	
1.4	Bonus Points		
1.4.1	Additional SED contributions made by the measured entity as a percentage of NPAT	1	0.20%
1.4.2	Additional CE contributions made by the measured entity as a percentage of NPAT	1	0.10%
1.4.3	Contributions to the Fundisa Retail Fund made by the measured entity as a percentage of NPAT	2	0.20%

2 KEY MEASUREMENT PRINCIPLES

Key measurement principles in statement FS500 are applicable to this statement. Any interpretation or calculation of a Specialised Enterprise score for socio-economic development and consumer education must be made in accordance with statement FS500.

STATEMENT FS909: MANAGEMENT CONTROL FOR TRADE ASSOCIATION SPECIALISED ENTERPRISES**1 THE TRADE ASSOCIATION SPECIALISED ENTERPRISES MANAGEMENT CONTROL SCORECARD**

The following table represents the indicators and method for calculating a score for management control in this statement:

Criteria	Weighting Points	Compliance Target
1.1 Board and Executive Management	13	
1.1.1 Exercisable voting rights of black board members as a percentage of all board members	5	50%
1.1.2 Exercisable voting rights of black female board members as a percentage of all board members	3	25%
1.1.3 Black representation in executive management	3	50%
1.1.4 Black female representation in executive management	2	25%
1.2 Senior, Middle and Junior Management	7	
1.2.1 Black representation in Senior, Middle and Junior management	5	60%
1.2.2 Black female representation in Senior, Middle and Junior management	2	30%
Total	20	

2. KEY MEASUREMENT PRINCIPLES

- 2.1 For the purpose of the Specialised Enterprise scorecard, executive management includes other executive management as described in the general principles of statement FS200.
- 2.2 For the purpose of the Specialised Enterprise Scorecard, Senior, Middle and Junior management refers to those positions as categorised for Employment Equity purposes.
- 2.3 A measured entity must use the current payroll data in calculating its score under the management control scorecard.
- 2.4 Key measurement principles in statement FS200 are applicable to this statement.
- 2.5 Any interpretation or calculation of a Specialised Enterprise score for management control must be made in accordance with statement FS200.
- 2.6 The demographic representation of black people as defined in the Regulations of the Employment Equity Act and the Commission on Employment Equity report are not applicable to the Specialised Enterprise Scorecard.

STATEMENT FS910: SKILLS DEVELOPMENT FOR TRADE ASSOCIATION SPECIALISED ENTERPRISES**1 THE TRADE ASSOCIATION SPECIALISED ENTERPRISE SKILLS DEVELOPMENT SCORECARD**

The following table represents the indicators and methods for calculating a score in this statement:

Skills Development Element	Weighting points	Compliance target
1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of the leviable amount.	20	3%
1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black females as a percentage of leviable amount.	5	1%
Total	25	

2 KEY MEASUREMENT PRINCIPLES AND SUB-MINIMUM REQUIREMENTS

- 2.1. The Key Measurement Principles and discounting principle in Statement FS300 and sub-minimum requirements in Statement FS900 are applicable to this statement.
- 2.2. The demographic representation of black people as defined in the Regulations of the Employment Equity Act and the Commission on Employment Equity report are not applicable to the Specialised Enterprise Scorecard.
- 2.3. Where applicable, the following criteria must be fulfilled in order for the measured entity to receive points on the Skills Development element scorecard (where applicable):
 - 2.3.1 workplace Skills Plan, an Annual Training Report and PIVOTAL report which are SETA approved; and
 - 2.3.2 implementation of a priority skills programme in general, and for black people in particular.
- 2.4. Key measurement principles in statement FS300 are applicable to this statement.
- 2.5. Any interpretation or calculation of a Specialised Enterprise score for skills development must be made in accordance with statement FS300.
- 2.6. The learning programme matrix under code series FS300 is applicable to this statement.

STATEMENT FS911: ENTERPRISE AND SUPPLIER DEVELOPMENT FOR TRADE ASSOCIATION SPECIALISED ENTERPRISES

1. THE TRADE ASSOCIATION SPECIALISED ENTERPRISE: - ENTERPRISE AND SUPPLIER DEVELOPMENT SCORECARD

The following table represents the criteria for deriving a score for Enterprise and Supplier Development in this statement.

Criteria	Weighting points	Compliance targets
1.1 PREFERENTIAL PROCUREMENT		
1.1.1 B-BBEE procurement spend from all empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of total measured procurement spend	20	60%
1.1.2 B-BBEE procurement spend from 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	10	15%
1.2 SUPPLIER DEVELOPMENT		
1.2.1 Annual value of all supplier development contributions made by the measured entity as a percentage of NPAT.	10	1%
1.3 ENTERPRISE DEVELOPMENT		
1.3.1 Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of NPAT.	10	1%
Total	50	

2. KEY MEASUREMENT PRINCIPLES AND SUB-MINIMUM REQUIREMENTS

- 2.1 The Key Measurement Principles and discounting principle in Statement FS300 and sub-minimum requirements in Statement FS900 are applicable to this statement.
- 2.2 Qualifying Enterprise Development and Supplier Development Contributions will be recognised as a percentage of the previous year's annual Net Profit After Tax (NPAT) of the measured entity. If the entity does not make a profit, then Qualifying Enterprise Development and Supplier Development Contributions of an average of the previous 3 years contributions will earn the measured entity the full points in paragraphs 1.2 and 1.3 respectively.
- 2.3 Any interpretation or calculation of a Specialised Enterprise's score for Enterprise and Supplier Development must be made in accordance with statement FS400.

STATEMENT FS912: SOCIO-ECONOMIC DEVELOPMENT AND CONSUMER EDUCATION CONTRIBUTIONS FOR TRADE ASSOCIATION SPECIALISED ENTERPRISES

1 THE TRADE ASSOCIATION SPECIALISED ENTERPRISE SOCIO-ECONOMIC DEVELOPMENT AND CONSUMER EDUCATION SCORECARD

1.1 Qualifying socio-economic development (SED) and consumer education (CE) contributions will be recognised as a percentage of the previous year's annual Net Profit After Tax (NPAT) of the measured entity. If the measured entity does not make a profit, then qualifying SED and CE contributions of an average of the last 3 years contributions will earn the full points in paragraphs 1.3.1 and 1.3.2 respectively.

1.2 For banks, the NPAT is the NPAT generated by retail operations.

1.3 The following table represents the criteria and method used for deriving a score for SED in this statement:

	Criteria	Weighting Points	Compliance Target
1.3.1	Annual value of all SED by the measured entity as a percentage of NPAT	3	0.60%
1.3.2	Annual value of all qualifying CE contributions made by the measured entity as a percentage of NPAT	2	0.40%
	Total	5	
1.4	Bonus Points		
1.4.1	Additional SED contributions made by the measured entity as a percentage of NPAT	1	0.20%
1.4.2	Additional CE contributions made by the measured entity as a percentage of NPAT	1	0.10%
1.4.3	Contributions to the Fundisa Retail Fund made by the measured entity as a percentage of NPAT	2	0.20%

2 KEY MEASUREMENT PRINCIPLES

Key measurement principles in statement FS500 are applicable to this statement. Any interpretation or calculation of a Specialised Enterprise score for Socio-economic Development and Consumer Education must be made in accordance with statement FS500.