



Qualifying Small Enterprise Scorecard
Information and Communication Technology

In4 Group (Pty) Ltd

OWNERSHIP ELEMENT

	Actual %	Target %	Points Score	Weighting Points
Exercisable Voting Rights of Black People in the Enterprise	100.00%	30.00%	6.00	6.00
Economic Interest of Black People in the Enterprise	100.00%	30.00%	9.00	9.00
Ownership fulfilment Net equity Interest	100.00%	30.00%	9.00	9.00
Ownership Fulfilment Bonus point	Yes	-	1.00	1.00
Bonus Points Involvement in Ownership of Black Women	60.00%	10.00%	2.00	2.00
Bonus Points Involvement in Ownership by Black Participants	0.00%	10.00%	0.00	1.00
	<i>Included</i>	-	27.00	28.00

MANAGEMENT CONTROL

Black representation at Top Management Level	75.00%	50.10%	25.00	25.00
Bonus Point Black Woman representation at Top Management Level	50.00%	25.00%	2.00	2.00
	<i>Included</i>	-	27.00	27.00

EMPLOYMENT EQUITY

Black Managers using the Adjusted Recognition for Gender	68.75%	60.00%	15.00	15.00
Black employees using the Adjusted Recognition for Gender	59.09%	70.00%	8.44	10.00
Meeting or exceeding the EAP target for Black Managers before ARG	No	90.04%	0.00	1.00
Meeting or exceeding the EAP target for Black Employees before ARG	No	90.04%	0.00	1.00
	<i>Included</i>	-	23.44	27.00

SKILLS DEVELOPMENT

Skills Development spend on Black Employees ARG applied	0.00%	2.00%	0.00	25.00
	<i>Excluded</i>	-	0.00	25.00

PREFERENTIAL PROCUREMENT

BEE Procurement Spend from All Suppliers	0.00%	50.00%	0.00	25.00
	<i>Excluded</i>	-	0.00	25.00

ENTERPRISE DEVELOPMENT

Enterprise Development Contributions	0.00%	2.00%	0.00	25.00
	<i>Excluded</i>	-	0.00	25.00

SOCIO-ECONOMIC DEVELOPMENT

Socio Economic Development Contributions	16.18%	1.50%	25.00	25.00
	<i>Included</i>	-	25.00	25.00

TOTAL Points **102.44**

TECHNICAL SIGNATORY
PWD Smith

VERIFICATION ANALYST
Theuna Erasmus

24/03/2016
T-QSE-ICT-1/1.2
Level One

ABACUS BEE Verification (Pty) Ltd

2007/013991/07