

ADDENDUM A

Core Components	Indicators of Empowerment	Private Sector Targets	Private Sector Weights	Public Sector/SOE Targets	Public Sector/SOE Weights	Time Frames
<u>Foreign Ownership</u>	% share of economic benefits	0% (<i>offset principle</i> See Enterprise Development)	N/A	N/A	N/A	
<u>Local Based Operations</u> Capital & Services Sector	% share of economic benefits	25.1%	14%	25.1% (in the event of an asset disposal and or upon restructuring)	N/A	5 years
	Women Representivity	10%	4%	10%	N/A	
	People living with Disabilities	3%	2%	3%	N/A	
Management	% Black persons in executive management and or executive board and board committees	40%	7%	70%	10%	5years
	Women Representivity	16%	2%	35%		
	People living with Disabilities	3%	1%	3%		
Employment Equity	Across the top 3 levels as stipulated in the EEA2 report	40%	7%	70%	10%	5 years
	Women Representivity	16%	2%	35%		
	PLWD	3%	1%	3%		

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Skills Development	Skills Development expenditure as a proportion of total payroll (includes the 1% current skills development levy as well as all associated costs).	5%	15%	10%	30%	Ongoing
	Learnerships	5% learners of total workforce	5%	10% learners of total workforce		Ongoing
Preferential Procurement	Procurement from Black-owned and empowered enterprises as a proportion of discretionary procurement.	30%	15%	60%	20%	5years
	SMME's	10% of total discretionary procurement	5%	30%	10%	

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Enterprise Development	Investment in black-owned and empowered enterprises as a proportion of net asset value (Local companies)	10% of NAV	10%	10% of NAV (where applicable)	20%	5 years
	Foreign Companies	25.1% of domestic NAV (Offset against ownership target)	20% (ownership) +10% EnterpriseDev = 30%	N/A	N/A	5 years
MT & SI Specific	Job Creation	5% of current permanent jobs	5%	5% of current permanent jobs	5%	5 years
	Social Development	0.025% of turnover	2.5%	0.025% of turnover	2.5%	Ongoing
	Maritime Awareness Campaign	0.025% of turnover	2.5%	0.025% of turnover	2.5%	Ongoing
TOTAL			100%		100%	

Source: Copied directly from BEE Charter.