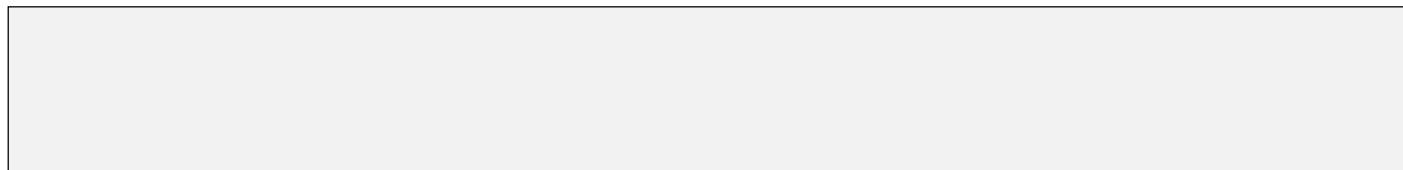


DTi QSE Score Card



Visagie Vos & Vennote t/a Visagie Vos & Vennote

BEE Element	Element Weight	Indicator	Indicator Weight	Target	Actual	Score	QSE Score	Element score
Ownership 801	Bonus	Exercisable Black Voting Rights	6.00	25%+1 Vote	0.00%	0.00	0.00	0.00
		Economic interest - black people	9.00	25.00%	0.00%	0.00		
		Ownership Fulfilment	1.00	Yes/No	No	0.00		
		Net Equity Value	9.00	formula	0.00	0.00		
		Involvement of Black Women	2.00	10.00%	0.00%	0.00		
		Ownership by ESOPs, Broad-based Schemes & Co-ops	1.00	10.00%	0.00%	0.00		
Management Control 802	Bonus	Black representation at top management level *	25.00	50.10%	0.00%	0.00	0.00	0.00
		Black women representation at top manager level	2.00	25.00%	0.00%	0.00		
Employment Equity 803 <i>2012 Targets</i>	25 Bonus	Black management % - gender adjusted	15.00	60.00%	29.41%	7.35	13.18	13.18
		Black staff as a % of total staff - gender adjusted	10.00	70.00%	40.82%	5.83		
		Exceeding EAP Target	2.00	Yes	formula	0.00		
Skills Development 804	25	Spend on Black Skills Development	25.00	2.00%	1.70%	21.26	21.26	21.26
Preferential Procurement 805 <i>2012 Targets</i>	25	BEE Procurement Spend	25.00	50.00%	56.97%	25.00	25.00	25.00
Enterprise Development 806		Average annual value of ED contributions	25.00	2.00%	0.00%	0.00	0.00	0.00
Socio-economic Development 807	25	Average annual value of SED contributions	25.00	1.00%	1.02%	25.00	25.00	25.00
Total	100						84.44	



Level	3
% Recognition	110.00%
Value Added Supplier	yes
Black Ownership %	0.00%
Black Women Ownership %	0.00%

Note: BEE Scorecard Report