

# Tourism Amended COGP Generic Overall Scorecard



FCTG Corporate qualifies and is measured as a Generic Entity under the Amended Tourism Sector Code

Element Weight	Element Weight	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved?			
<b>Ownership 100</b>											
27	<b>Voting Rights</b>	Exercisable Black Voting Rights	4.00	30.00%	30.00%	4.00	27.00	Yes			
		Exercisable Black Women Voting Rights	2.00	15.00%	30.00%	2.00					
	<b>Economic Interest</b>	Economic interest - black people	4.00	30.00%	30.00%	4.00					
		Economic interest - black women	2.00	15.00%	30.00%	2.00					
		Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3.00	3.00%	30.00%	3.00					
	<b>New Entrants</b>	Ownership by Black New Entrants	4.00	10.00%	30.00%	4.00					
<b>Net Equity Value</b>	Net Equity Value	8.00	formula	1.00	8.00						
<b>Management Control 200</b>											
19	<b>Board Participation</b>	Exercisable Voting Rights of Black Board Members	2.00	50.00%	66.67%	2.00	14.69				
		Exercisable Voting Rights of Black Women Board Members	1.00	30.00%	33.33%	1.00					
	<b>Executive Directors</b>	Black Exec. Directors as a % of all Exec. Directors	2.00	50.00%	100.00%	2.00					
		Black Women Exec. Directors as a % of all Exec. Directors	1.00	30.00%	50.00%	1.00					
		Black Exec. Management as a % of Other Executive Management	4.00	60.00%	25.00%	1.67					
		Black Women Exec. Management as a % of Other Executive Management	2.00	30.00%	25.00%	1.67					
	<b>Top Management</b>	Included under Top Management	0.00	60.00%	0.00%	0.00					
		Included under Top Management	0.00	30.00%	0.00%	0.00					
	<b>Middle Management</b>	Black employees in Middle Management	2.00	75.00%	11.40%	0.30					
		Black Women employees in Middle Management	1.00	38.00%	11.85%	0.31					
	<b>Junior Management</b>	Black employees in Junior Management	1.00	80.00%	22.56%	0.28					
		Black Women employees in Junior Management	1.00	40.00%	18.07%	0.45					
	<b>Disabled Employees</b>	Black disabled employees	2.00	2.00%	3.45%	2.00					
		Number of black disabled employees in excess of 2% target	2.00	1% over 2%	1.45%	2.00					
	<b>Skills Development 300</b>										
	20	<b>Learning Programme Expenditure</b>	Expenditure on Tourism Sector Learning Programmes for black people*	5.00	6.00%	3.64%			3.03	19.28	Yes
Expenditure on Learning Programmes for disabled black people			3.00	0.30%	0.31%	3.00					
<b>Learnerships</b>		Number of black previously employed learnerships - 18(1)	8.00	3.50%	3.29%	7.51					
<b>Unemployed Training</b>		Number of black previously unemployed learnerships - 18(2)	4.00	3.00%	2.89%	3.86					
<b>Black People Absorbed</b>		Number of black people absorbed at the end of Learnerships	5.00	100.00%	37.50%	1.88					
<b>Enterprise &amp; Supplier Development 400</b>											
40	<b>Procurement Spend</b>	BEE Procurement Spend with Empowering Suppliers	5.00	80.00%	74.48%	4.66	35.83	Yes			
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3.00	15.00%	10.78%	2.16					
		Procurement Spend with suppliers qualifying as EMEs	4.00	15.00%	25.70%	4.00					
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9.00	40.00%	22.28%	5.01					
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4.00	12.00%	29.37%	4.00					
		<b>Supplier Development</b>	Supplier Development contributions	10.00	3.00%	3.73%			10.00		
	<b>Enterprise Development</b>	Enterprise Development contributions and Sector specific Programmes	5.00	0.50%	0.62%	5.00					
	<b>Enterprise Dev to Supplier Dev Graduation</b>	Graduation from Enterprise Development to Supplier Development beneficiary	1.00	Yes	Yes	1.00					
<b>Job Creation</b>	Created one or more jobs as a result of SD&ED initiatives	1.00	Yes	No	0.00						
<b>Socio-Economic Development 500</b>											
5	<b>Contributions</b>	Annual value of SED contributions	5.00	1.00%	1.43%	5.00	5.00				
	<b>TOMSA Status</b>	Status as TOMSA levy collector	3.00	Yes	No	0.00					
111	0		123				101.80				
111	<b>YES Initiative</b>	1.5 x YES Target and 5% Absorption	3.00	Yes	No	0.00	0.00				
111			126				101.80				

Note: This is not a BEE Certificate but is an indicative score for estimation purposes only.

Comment:

	Before discount	After discount & YES Enhancement
<b>BEE Recognition Level</b>	1	1
<b>% Recognition</b>	135%	135%
<b>Black Ownership Economic Interest %</b>		30.00%
<b>Black Women Ownership Econ. Interest %</b>		30.00%
<b>Modified Flow Through used in Ownership</b>		No
<b>Black Ownership Status per Amended COGP Definitions:</b>		
- Measured Entity has not met the criteria for Black Ownership		
<b>Empowering Supplier Status</b>		Yes
<b>Designated Group Supplier</b>		No