

BEE Scorecard for Qualifying Small Enterprises

Name of Company:	Delta Refractories (Pty) Ltd
Registration Nr.	1992/002248/07
Date Completed:	5-Oct-2007
Date of Financials used:	28-Feb-2007
Completed by:	Labour Aid Rating Agency

	Weighting points	Target	Actual Level	Score
<u>Ownership</u>	28			-

Excercisable Voting Rights in the hands of Black people	6	26.0%	0.0%	-
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Economic interest in the enterprise to which black people are entitled	9	25.0%	0.0%	-
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Ownership fulfilment	1			-
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Net Equity Interest	9	25.0%		-
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Bonus points

Involvement in the ownership of the Enterprise by black women	2	10.0%	0.0%	-
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Involvement in the ownership of the Enterprise by black participants in Employee Ownership Schemes, Co-operatives or Broad-Based Ownership Schemes	1	10.0%	0.0%	-
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<u>Management</u>	27			-
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Board participation

Black representation at Top-Manager level	25	50.1%	0.0%	-
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Bonus points

Black woman representation at Top-Manager level	2	10.0%	0.0%	-
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<u>Employment Equity</u>	25			16.25
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Black employees of the Measured Entity who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender	15	40.0%	16.7%	6.25
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Black employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition for Gender	10	60.0%	65.5%	10.00
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<u>Skills Development</u>	25			3.92
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Adjusted Skills Development Spend on Learning Programmes for black employees as a percentage of Leivable Amount	25	2.0%	0.3%	3.92
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<u>Preferential Procurement</u>	25			10.29
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BEE Procurement Spend from Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measurable Procurement Spend	25	50.0%	20.6%	10.29
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<u>Enterprise Development</u>	25			-
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Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the target	25	2% of NPAT or 0.25% of turnover	0.0%	-
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Residual Element	25	25.00
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Average annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement as a percentage of the target	25	1% of NPAT or 0.125% of turnover	100.9%	25.00
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Total BEE score	55
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BEE status	Level Five Contributor
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This scorecard was produced using information supplied by the Measured Entity and is only valid for one year from the completion date.

LabourAid Facilitator

C. Bouwer
