

## Tourism - Generic revised codes scorecard summary

### Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4	31.00%	0.00%	0.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	15.00%	0.00%	0.00
Economic Interest	Economic Interest of black people in the Enterprise	4	30.00%	0.00%	0.00
	Economic Interest of black Women in the Enterprise	2	15.00%	0.00%	0.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	3.00%	0.00%	0.00
	Black New Entrants	4	10.00%	0.00%	0.00
Realisation Points	Net Equity Value	8	As per Net Equity	0.00	0.00

### Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	2	50.00%	0.00%	0.00
	Exercisable voting rights of black female board members as a percentage of all board members	1	30.00%	0.00%	0.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	30.00%	0.00%	0.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%	0.00%	0.00
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	0.00%	0.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	0.00%	0.00
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	0.00%	0.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	0.00%	0.00
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	0.00%	0.00
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	80.00%	0.00%	0.00
	Black female Employees in Junior Management as a percentage of all Junior Management	1	40.00%	0.00%	0.00
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	0.00%	0.00
Bonus Points	Number of Black employees with disabilities as a percentage of all employees over and above the 2% target for Black employees with disabilities	2	1.00%	0.00%	0.00

## Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black People in any of the following three tourism sub-sectors as a percentage of Leivable Amount: - Accommodation; - Hospitality and related services; and - Travel and related services.	5	6.00%	0.00%	0.00
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black People with Disabilities in any of the above three tourism sub-sectors as a percentage of Leivable Amount	3	0.30%	0.00%	0.00
Learnerships, Apprenticeships, and Internships	Number of Black Employees participating in Learnerships, Apprenticeships and Internships paid for by the Measured Entity as a percentage of total Employees	8	3.50%	0.00%	0.00
	Number of Black Unemployed Learners participating in Learnerships, Apprenticeships and Internships paid for by the Measured Entity as a percentage of number of total Employees	4	3.00%	0.00%	0.00
Bonus Points	Number of Black People Absorbed by the Measured Entity at the end of the Learnerships programme	5	100.00%	0.00%	0.00

## Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	5	80.00%	0.00%	0.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	0.00%	0.00
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	0.00%	0.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	9	40.00%	0.00%	0.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	0.00%	0.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	3.00%	0.00%	0.00
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	0.50%	0.00%	0.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	No	0.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	No	0.00

## Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	5	1.00%	0.00%	0.00
Bonus Points	Status as a TOMSA Levy Collector	3	Yes	No	0.00