

Name of measured entity: The Maize Trust
 Certificate Number: Certificate No:01/B-BBEE/2015/00041/QSE
 B-BBEE Approved Registered Auditor:
 Full Name: Gerhard Stols
 B-BBEE Approved Registered Auditor Registration No.: 509360 B



Agricultural Sector Code QSE Scorecard

Element	Weighting	Indicator Category	Indicator	Indicator Weighting Points	TARGET	Score	
Ownership	20%	Voting rights	Exercisable Voting Rights in the Enterprise in the	5	25% + 1 Vote	0.00	
		Economic Interest	Economic interest in the Enterprise to which black people are entitled	7	25%	0.00	
		Realisation Points	Ownership fulfillment		1	Yes	0.00
			Net equity interest		7	25%	0.00
			10% of the Target (Year 1) 20% of the Target (Year 2) 40% of the Target (Year 3,4) 60% of the Target (Year 5,6) 80% of the Target (Year 7,8) 100% of the Target (Year 9,10)				
Bonus Points	Involvement in the ownership of the Enterprise of: * Black Disabled People * Black Youth * Black Women and/or * Broad-based Ownership Schemes	3	10%	0.00			
Land Ownership	20%		Commercial agricultural land transferred or sold to black people (The full detail of this matter can only be finalized once the legislative framework emanating from the current Land Reform Green Paper has been established. In the interim paragraph 5.1.3 of this Code shall apply. The provisions of this Sector Code, read in conjunction with Statement 102, Recognition of Sale of Assets of the Codes of Good Practice, will be valid for measurement purposes.	20	30%	0.00	
		Bonus Points	Contribution to achieving in excess of 30% land transfer. Bonus point per each percentage of land transferred above 30% of total land	5	30%	0.00	
Management	20%	Owner- Manager Participation	Black representation at Owner/ manager level	20	50.1%	19.97	
		Bonus Points	Black women representation at Owner/ manager level	2	25%	0.00	
Employment Equity	20%		Black representation at Controllor/ supervisor level as a total of all management	6	25%	0.00	
			Black women representation at Controllor/ supervisor level as a total of management	6	60%	0.00	
			Black employees as percentage of total employees	4	30%	0.00	
			Black women as percentage of total employees	4	70%	0.00	
			Bonus point for meeting or exceeding the EAP targets in each category above	2	35%	0.00	
Skills Development	20%		Employee enrollment/ involvement in Recognised Training Programmes	5	30%	0.00	
			Skills development spend on black employees as a percentage of Leviaible Amount. (85% of spend focused on core skills as identified by the enterprise and critical skills as identified and accredited by the relevant SETA. If the Measured Entity does not meet the 85% then the points scoring will be pro rated).	15	2%	0.00	
			Percentage of employees participating in ABET level 3 training as a percentage of total employees	2	2%	0.00	

Preferential Procurement	20%		B-BBEE procurement spend from Suppliers based on B-BBEE Procurement recognition levels as a percentage of Total Measured Procurement Spend	20	50%	0.66
Enterprise Development	20%		Average annual value of all Enterprise Development contributions and Sector Specific Programmes made by the Measured Entity as a percentage of target.	20	3% of NPAT	20.00
Socio-economic Development (SED) AND CORPORATE SOCIAL INVESTMENT	20%	SED Spend and/or Land available to farm workers ¹	Average annual value of all SED contributions and Sector Specific Programmes made by the Measured Entity as a percentage of target and/or Land made available to farm workers measured from the commencement date of this Sector Code or the Inception Date over 10 years of the Code period. The Inception date chosen	20	1% of NPAT	20.00
					10% (land for farm labourers in pro rata)	0.00
		Bonus Points	Lease of 20% land or capital assets on a long term basis to black persons which meets the criteria of a qualifying transaction as outlined in paragraph 5.1.1.2.	3	Lease longer than 10 Years	0.00

Enterprises that have fully contributed to the Ownership Element of the scorecard have an option of only contributing to the SED portion of this element

B-BBEE Status and Procurement Recognition Levels:

B-BBEE Contributor Status	Scorecard - Overall Score	Procurement Recognition Level: Claim value as % of Rand spend:
Level 1 Contributor	= 100 points	135%
Level 2 Contributor	= 85 - < 100 points	125%
Level 3 Contributor	= 75 - < 85 points	110%
Level 4 Contributor	= 65 - < 75 points	100%
Level 5 Contributor	= 55 - < 65 points	80%
Level 6 Contributor	= 45 - < 55 points	60%
Level 7 Contributor	= 40 - < 45 points	50%
Level 8 Contributor	= 30 - < 40 points	10%
Non-compliant Contributor	< 30 points	0%