



# Tourism Amended COGP Generic Overall Scorecard

Overall Scorecard - FCTG Corporate (Pty) Ltd  
 Client Ref: FCTGC2020  
 File Version: FINAL

Verification Agency: GLP BBEE (Proprietary) Limited  
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 Date Completed: Thursday, 20 August 2020  
 Technical Signatory: Joanna Pillay  
 Date Signed Off: Tuesday, 08 September 2020

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

Element Weight	Indicator	Element Weight	Actual	Score	Element Score	Min 40% achieved?		
27	Ownership 100	Exercisable Black Voting Rights	4.00	30.00%	4.00	27.00	Yes	
		Exercisable Black Women Voting Rights	2.00	15.00%	2.00			
		Economic Interest - black people	4.00	30.00%	4.00			
		Economic Interest - black women	2.00	15.00%	2.00			
		Economic Interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3.00	3.00%	3.00			
		Ownership by Black New Entrants	4.00	10.00%	3.00%	4.00		
		Net Equity Value	8.00	formula	1.00	8.00		
		Board Participation	2.00	50.00%	66.67%	2.00	16.05	
		Executive Directors	1.00	30.00%	33.33%	1.00		
		Top Management	1.00	60.00%	50.00%	3.33		
19	Management Control 200	Included under Top Management	0.00	60.00%	0.00%	0.00		
		Black employees in Middle Management	0.00	30.00%	0.00%	0.00		
		Black Women employees in Middle Management	2.00	75.00%	9.69%	0.26		
		Black employees in Junior Management	1.00	80.00%	15.13%	0.19		
		Black Women employees in Junior Management	1.00	40.00%	13.19%	0.33		
		Number of black disabled employees in excess of 2% target	2.00	1% over 2%	5.50%	2.00		
		Expenditure on Tourism Sector Learning Programmes for black people*	5.00	6.00%	4.39%	3.66	17.93	Yes
		Expenditure on Learning Programmes for disabled black people	3.00	0.30%	0.75%	3.00		
		Number of black previously unemployed learnerships - 18(1)	8.00	3.50%	3.23%	7.39		
		Number of black previously unemployed learnerships - 18(2)	4.00	3.00%	2.91%	3.88		
40	Enterprise & Supplier Development 400	Number of black people absorbed at the end of Learnerships	5.00	100.00%	0.00%	0.00		
		BEE Procurement Spend with Empowering Suppliers	5.00	80.00%	65.85%	4.12	34.59	Yes
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3.00	15.00%	7.17%	1.43		
		Procurement Spend with suppliers qualifying as EMEs	4.00	15.00%	18.10%	4.00		
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9.00	40.00%	23.50%	5.29		
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4.00	12.00%	31.00%	4.00		
		Supplier Development contributions	10.00	3.00%	2.95%	9.83		
		Enterprise Development contributions and Sector specific Programmes	5.00	0.50%	0.49%	4.92		
		Graduation from Enterprise Development to Supplier Development beneficiary	1.00	Yes	Yes	1.00		
		Created one or more jobs as a result of SD&ED initiatives	1.00	Yes	No	0.00		
5	Socio-Economic Development 500	Annual value of SED contributions	5.00	1.00%	1.71%	5.00		
		Status as TOMSA levy collector	3.00	Yes	No	0.00		
		TOMSA Status	123	Yes	No	0.00	100.56	
111	YES Initiative	1.5 x YES Target and 5% Absorption	3.00	Yes	No	0.00		
			125			100.56		

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

Comment:

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

