

EAGLE SCREENPRINT BEE SCORECARD AS AT JUNE 2005

Core Component of BEE	Indicators	Target %	Actual	Raw Score	Weighting	Total Score ¹
			2005			2005
1. DIRECT EMPOWERMENT (30%)						
1.1 Equity Ownership - all sources	% share of Economic Benefits owned by black people ² or black companies ³	25.1	25.1	100%	15%	15.00
1.2 Equity Ownership - all black full-time employees	% black employees who own shares	25.1	25.1	100%	10%	10.00
1.3 Equity Ownership - black female employees	% black female employees who own shares	7	21	100%	5%	5.00
2. HUMAN RESOURCES DEVELOPMENT AND EMPLOYMENT EQUITY (30%)						
2.1 Employment Equity (all black employees)	Weighted employment equity analysis (overall)	75	76	100%	5%	5.00
2.2 Gender Equality (all races)	Female representation	25	33.3	100%	2%	2.00
2.3 Professional / Management	% black representation in middle to top management including professionally qualified employees or experienced specialists	50	37.5	75%	3%	2.25
2.4 Black Female / Professional / Management	% black female representation in middle to top management including professionally qualified employees or experienced specialists	15	0	0%	3%	-
2.5 Disabled (Total)	% disabled representation in total workforce.	1	0	0%	2%	-
2.6 Black skills development	% of payroll spent p.a. on skills development of black people, including bursaries, new entrants and internal training	3	2	67%	15%	10.00
2.7 Learnership programme	Learnerships as % of total staff	10	8	80%	5%	4.00
3. INDIRECT EMPOWERMENT : PREFERENTIAL PROCUREMENT (30%)						
3.1 Preferential Procurement from companies with a broad based BEE score of 65% ⁴ or more.	Procurement from production and other discretionary suppliers as a proportion of total production and other expenditure (excl. media)	20	9	45%	15.0%	6.75
3.2 Preferential procurement from companies with a broad based BEE score of 40% ⁵ or more but less than 65%	Procurement from production and other discretionary suppliers as a proportion of total production and other expenditure (excl. media)	10	4	40%	5%	2.00
4.1 BEE Enterprise Investment	Direct equity / fostering / mentoring / partnering of emerging BEE companies as a % of annual post tax profit	0.5	0.5	100%	5%	5.00
4.2 Indirect Investment	Pro bono, community or social development (CSI) as a % of annual post tax profit	0.5	0.5	100%	5%	5.00
4. RESIDUAL (10%)						72.00

Ranking of total scores

Total score of 65% and above - good contributor to broad-based BEE

Total score of 40% to 64.9% - satisfactory contributor to broad-based BEE

Total score of below 40% - limited contributor to broad-based BEE

Audited by Maryon Storey, Independent HR & Training Consultant

I, Maryon Storey hereby certify that this scorecard is a true reflection of the BEE status of Eagle Screenprint.

Signed M. Storey Dated 15-JULY 2005