



DASHBOARD

CREATE

PROCESS

**Award : SABPP EEDT Diversity and Inclusion (Results Achieved)**

RESULTS ACHIEVED (Total weight: 30) - Please refer to the instructions under QUALITY OF APPROACH which are also applicable here

**1. ASPECTS ADJUDICATED UPON: PROGRESS IN MC B-BBEE SCORE USING THE 2014 GENERIC SCORECARD**

**Criteria to be applied in measurement:**

- Progress (per year and overall) over the period entered for in the Management Control (MC) score(s) out of 16 (reduced from 19 by excluding any points for Black Board Members) using the 2014 Generic B-BEE Scorecard
- Accuracy of alignment of employees' grades used measuring MC Score(s) to the Job Evaluation used by the entrant
- Accuracy of correlation of Job Evaluation used by the entrant to the EEA9 requirements
- Inherent restraints to EE transformation in the Industry/Region

**Weighted: 10**

**Please note:** Organisations that do not have BEE Certificates, and as a result, do not furnish any of the requested BEE information or documentation will not be prejudiced as their MC scores in respect of both requested periods will be calculated by the judges based on the EEA2 or similar information furnished in response to the requests for information below

BEE INFORMATION TO BE FURNISHED

**Does your organisation have BEE Certificates for either or both periods?**

Yes  
 No

**If so, please provide B-BBEE MC Points out of 16, at the beginning of period (based on B-BBEE Certificate information uploaded below)**

**If so, please provide B-BBEE MC Points out of 16 at the end of period (based on B-BBEE Certificate information uploaded below)**

DOCUMENTS TO BE UPLOADED

**Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the BEGINNING of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)**

No file chosen

**Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the END of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)**

No file chosen

**The EEA2 Report of the start year of the period entered for, or similar credible data on which your BEE Certificate information uploaded below is based, if applicable**

No file chosen

**The EEA2 Report of the end year of the period entered for, or similar credible data on which your end period BEE Certificate information uploaded below is based, if applicable; alternatively, more up-to-date similar credible data reflecting the Workforce Profile as the end date of the period being entered for, alternatively the latest date on which this is available before the end date**

No file chosen

**The detailed report in Excel format on which the EEA2 or similar credible data furnished is based containing, at least, in respect of each employee: his/her race, gender, Foreign Nationality status, disability, grade of position occupied according to the entrant's JE system and EEA9 Occupational Level as per the entrant's pay roll/HR data system**

No file chosen

**Evidence of inherent restraints to EE transformation in the Industry/Region**

No file chosen

**2. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES) ON IN DIVERSITY INCLUSION ENVIRONMENT**

**Criteria to be applied in measurement:**

- Extent of improvement of Diversity and Inclusion on the ground with reference to experience of previously excluded groups with regard to:
  - Having access to and being included in the organisation (entry/having a seat)
  - Being accepted as members of the organisation (beyond tolerance)
  - Opportunities of diverse groups to contribute and participate
  - Valuing of uniqueness and contributions of diverse groups
  - Diversity inclusion shifts from the beginning to the end of the measurement period
  - Any other aspect that the entrant may include that has contributed significantly to Diversity Inclusion at the entrant's workplace

**Weighted: 14**

DOCUMENTS TO BE UPLOADED

Tangible evidence of impact of diversity inclusion strategy on diversity inclusion, such as comparative climate or other survey results, Diversity Barriers Analysis results, etc with reference to before and after implementation of strategy.

**Survey/or Barriers Analysis Result before implementation of strategy**

No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**

**Survey/or Barriers Analysis Result after implementation of strategy**

No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**

Summaries of comparative results from management tools/instruments implemented to measure behaviours with reference to before and after implementation of strategy

**Result before implementation of strategy**

 No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**

**Result after implementation of strategy**

 No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**

Summaries of comparative Exit Interview results with reference to before and after implementation of strategy

**Result before implementation of strategy**

 No file chosen

**Please furnish name of document(s) and page number(s) being relied upon if already uploaded**

**Result after implementation of strategy**

 No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**

**3. ASPECTS ADJUDICATED UPON: RESULTANT BENEFITS OF THE IMPLEMENTATION OF PROGRAMME(S)/STRATEGY(IES)/PLAN FOR THE ORGANISATION**

**Criteria to be applied in measurement:**

- Tangible benefits arising from strategy and its implementation
- Impact of strategy on the entrant's bottom line or turnover

**Weighted: 6**

DOCUMENTS TO BE UPLOADED

**Please describe benefit / impact on bottom line**

**Supporting documentary evidence showing the benefit and or impact on bottom line and the relationship between strategy and result/impact benefit relied upon with reference to BEFORE and AFTER implementation of programme(s)/ strategy(ies)/ Plan (please scan into one document if necessary)**

 No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**