



DASHBOARD

CREATE

PROCESS

### Award : SABPP EEDT Diversity and Inclusion (Extent of Application)

EXTENT OF APPLICATION (Total weight: 40) - Please refer to the instructions under QUALITY OF APPROACH which are also applicable here

**1. ASPECTS ADJUDICATED UPON: INVESTMENT IN IMPROVING THE DIVERSITY AND INCLUSION ENVIRONMENT PER ANNUM OVER THE PERIOD ENTERED FOR MEASURED AS A % OF PAYROLL IMPLEMENTED**

**Criteria to be applied in measurement:**

- The amount of money allocated and utilised in support of the enhancement of Diversity and Inclusion per annum over the period being entered for, excluding training included in the Entrant's Training Report, measured as a % of payroll

**Weighted: 10**

DOCUMENTS TO BE UPLOADED

**Detailed summary of all spend on Diversity and Inclusion per year, excluding training included in Training Report over the period being entered for**

No file chosen

**Payroll spend in respect of each year during the period entered for as verified by the entrant's B-BBEE Verification Agency or other means in the absence of any BEE Verification (please scan into one document before uploading if not evident from documents already uploaded)**

No file chosen

**2. ASPECTS ADJUDICATED UPON: INVESTMENT IN TRAINING TO IMPROVE THE DIVERSITY AND INCLUSION ENVIRONMENT PER ANNUM OVER THE PERIOD ENTERED FOR MEASURED AS A % OF PAYROLL**

**Criteria to be applied in measurement:**

- The amount of money spent on training in the enhancement of the Diversity and Inclusion Environment per annum over the period entered for, measured as a % of payroll.

**Weighted: 5**

DOCUMENTS TO BE UPLOADED

**Annual Training Reports (on which the B-BBEE SD Spend Reports below, in the event of the entrant having a BEE Certificate, need to be based), in respect of each year of the period entered for, in which the training relied on is highlighted (please scan into one document before uploading)**

No file chosen

**A document generated by the entrant specifically for the entering of this Award, if necessary, in which the amount of spend during the period entered for on the training above relied upon (highlighted), is set out and calculated (yearly and total amount)**

No file chosen

**B-BBEE SD Spend detailed report(s) generated/ approved by the entrant's B-BBEE verification agency (only if the Entrant has a BEE certificate) for each year during the period entered (please scan into one document before uploading)**

No file chosen

**Payroll spend in respect of each year during the period entered for as verified by the entrant's B-BBEE Verification Agency or other means in the absence of any BEE Verification (please scan into one document before uploading if not evident from documents already uploaded)**

No file chosen

**Please indicate if already uploaded**

Yes  
 No

**3. ASPECTS ADJUDICATED UPON: EXTENT TO WHICH THE PROGRAMME/STRATEGY RELIED UPON HAS BEEN IMPLEMENTED**

**Criteria to be applied in measurement:**

- The extent to which the programme/strategy relied upon has been implemented as measured against its objectives
- Where the EE Plan is a/the programme/strategy relied upon, the extent of application will be measured mainly with reference to the extent to which the AA Measures therein have been implemented

**Weighted: 10**

DOCUMENTS TO BE UPLOADED

**A summary prepared by the Entrant specifically for purposes of the entering of this Award comparing what was planned in terms of the programme/strategy/ plan and what was implemented**

No file chosen

**Contemporaneous documentation generated by the Entrant during the implementation of the programme /strategy/ plan such as (final) Report (s) as evidence of what was implemented (only if not uploaded as a Report under Aspect 4 below)**

No file chosen

**Uploaded as Reports under Aspect 4 below?**

Yes  
 No

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

**4. ASPECTS ADJUDICATED UPON: HOW THE IMPLEMENTATION OF THE PROGRAMME(S)/STRATEGY(IES) IS/ARE/WAS/WERE MANAGED**

**Criteria to be applied in measurement:**

- How the programme(s)/strategy(ies) is/are/was/were managed with reference to:
  - Frequency of meetings

- o Decision making powers of attendees
- o How its implementation was monitored and tracked
- o Systems utilised

**Weighted: 10**

DOCUMENTS TO BE UPLOADED

DOCUMENTATION USED BY THE ENTRANT TO MEASURE OR TRACK IMPLEMENTATION OF THE PROGRAMME/STRATEGY

Minutes of at least 3 meetings reflecting governance and tracking of implementation of strategy

**Minutes of Meeting #1**

No file chosen

**Minutes of Meeting #2**

No file chosen

**Minutes of Meeting #3**

No file chosen

**Attendance register in respect of Meeting #1**

No file chosen

**Attendance registers in respect of Meeting #2**

No file chosen

**Attendance registers in respect of Meeting #3**

No file chosen

At least 3 reports on progress with implementation of strategy

**Report #1**

No file chosen

**Report #2**

No file chosen

**Report #3**

No file chosen

At least 3 sample materials used/generated during implementation

**Sample materials #1**

No file chosen

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

**Sample materials #2**

No file chosen

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

**Sample materials #3**

No file chosen

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

**Evidence of at least 1 system utilised**

No file chosen

**Evidence of linkage of KPIs of person(s) responsible to implementation of programme(s)/strategy(ies)**

No file chosen

**5. ASPECTS ADJUDICATED UPON: HOW EFFECTIVELY THE IMPLEMENTATION OF THE PROGRAMME/STRATEGY IS/WAS COMMUNICATED TO EMPLOYEES**

**Criteria to be applied in measurement:**

- Communication of the implementation of programme(s)/strategy(ies) with reference to:
  - o To whom
  - o Medium
  - o Frequency
  - o Format

**Weighted: 5**

DOCUMENTS TO BE UPLOADED

At least 3 samples of communication of the implementation of programme(s)/strategy(ies) that best illustrate communication against criteria measured against

**Sample #1**

No file chosen

**Sample #2**

No file chosen

**Sample #3**

No file chosen