



LOCHHEAD WHITE AND WOMERSLEY (PTY) LTD'S BROADBASED EMPOWERMENT POSITION FOR THE PERIOD 1 JUNE 2009 - 31 MAY 2010

			Target %	Actual %
Company name	LOCHHEAD WHITE AND WOMERSLEY (PTY) LTD	Direct empowerment	50%	0.0%
Level of recognition	LEVEL 6 CONTRIBUTOR	Human capital	50%	10.4%
Value-adding enterprise	0%	Indirect empowerment	75%	45.0%
Contribution to broad-based empowerment (adjusted score)			55%	

Preferential procurement impact is R0.80/R1.00 spent

BEE Elements	Indicators	Measurement	Weight	Target	Achievement	Total Score		
Direct empowerment	Ownership	Exercisable voting rights	black people - as % total	6%	25% + 1	Not selected	0.0%	
		Economic interest entitlement	black people - as %	9%	25%	Not selected	0.0%	
		Realisation points	ownership fulfilment		1%	Yes	Not selected	0.0%
			as % (black) current equity interest held in enterprise		9%	10%	Not selected	0.0%
		Bonus	involvement in ownership: black women		2%	10%	-	0.0%
	co-operatives, benefit & employee ownership schemes			1%	10%	-	0.0%	
							0.0%	
Control	Black representation	top manager level - as % total	25%	50.1%	Not selected	0.0%		
	Black women representation	Bonus- top manager level - as % total	2%	25%	Not selected	0.0%		
						0.0%		
Human capital	Employment equity	Black representation	black management - as %	15%	40%	7.1%	0.0%	
		Black employees	black employees - as %	10%	60%	25.0%	5.6%	
		Bonus	exceeding EAP targets	2%	-	-	0.0%	
	Skills development	Investment skills development	as % of payroll	25%	2%	0.4%	4.9%	
						10.4%		
Indirect empowerment	Preferential procurement	Level 1 - Level 8 contributors	all enterprises - recognition level	25%	40%	32.0%	20.0%	
	Enterprise development	Cumulative qualified development	% net profit after tax	25%	2%	Not selected	0.0%	
	Social investment	Cumulative qualified development	% net profit after tax	25%	1%	0.2%	25.0%	
							45.0%	
Score using four elements of the QSE scorecard						55.4%		
Total score using four best element scores						55.4%		