



QSE Scorecard

F-VP-11/1

Universal Satellite Technologies (Pty) Ltd Actual %	OSE Scorecard Target %	Universal Satellite Technologies (Pty) Ltd Points Score	QSE Scorecard Weighting Points
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Universal Satellite Technologies (Pty) Ltd

OWNERSHIP ELEMENT

Exercisable Voting Rights of Black People in the Enterprise	51.00%	26.00%	6.00	6.00
Economic Interest of Black People in the Enterprise	51.00%	25.00%	9.00	9.00
Ownership fulfilment Net equity Interest	51.00%	25.00%	9.00	9.00
Ownership Fulfilment Bonus point	-	-	1.00	1.00
Bonus Points Involvement in Ownership of Black Women	2.07%	10.00%	2.00	2.00
Bonus Points Involvement in Ownership by Black Participants	0.00%	10.00%	0.00	1.00
	-	-	27.00	28.00

MANAGEMENT CONTROL

Black representation at Top Management level	0.00%	50.00%	0.00	25.00
Bonus Point Black Woman representation at Top Management level	0.00%	25.00%	0.00	2.00
	-	-	0.00	27.00

EMPLOYMENT EQUITY

Black Managers using the Adjusted Recognition for Gender	0.00%	40.00%	0.00	15.00
Black employees using the Adjusted Recognition for Gender	0.00%	60.00%	0.00	10.00
Meeting or exceeding the EAP target for Black Managers	No	87.00%	0.00	1.00
Meeting or exceeding the EAP target for Black Employees	No	87.00%	0.00	1.00
	-	-	0.00	27.00

SKILLS DEVELOPMENT

Skills Development	0.00%	2.00%	0.00	25.00
	-	-	0.00	25.00

PREFERENTIAL PROCUREMENT

BEE Procurement Spend from All Suppliers	96.37%	40.00%	25.00	25.00
	-	-	25.00	25.00

ENTERPRISE DEVELOPMENT

Enterprise Development Contributions	5.45%	2.00%	25.00	25.00
	-	-	25.00	25.00

SOCIO-ECONOMIC DEVELOPMENT

Socio Economic Development Contributions	1.77%	1.00%	25.00	25.00
	-	-	25.00	25.00

TOTAL Points for this Assessment

102.00
