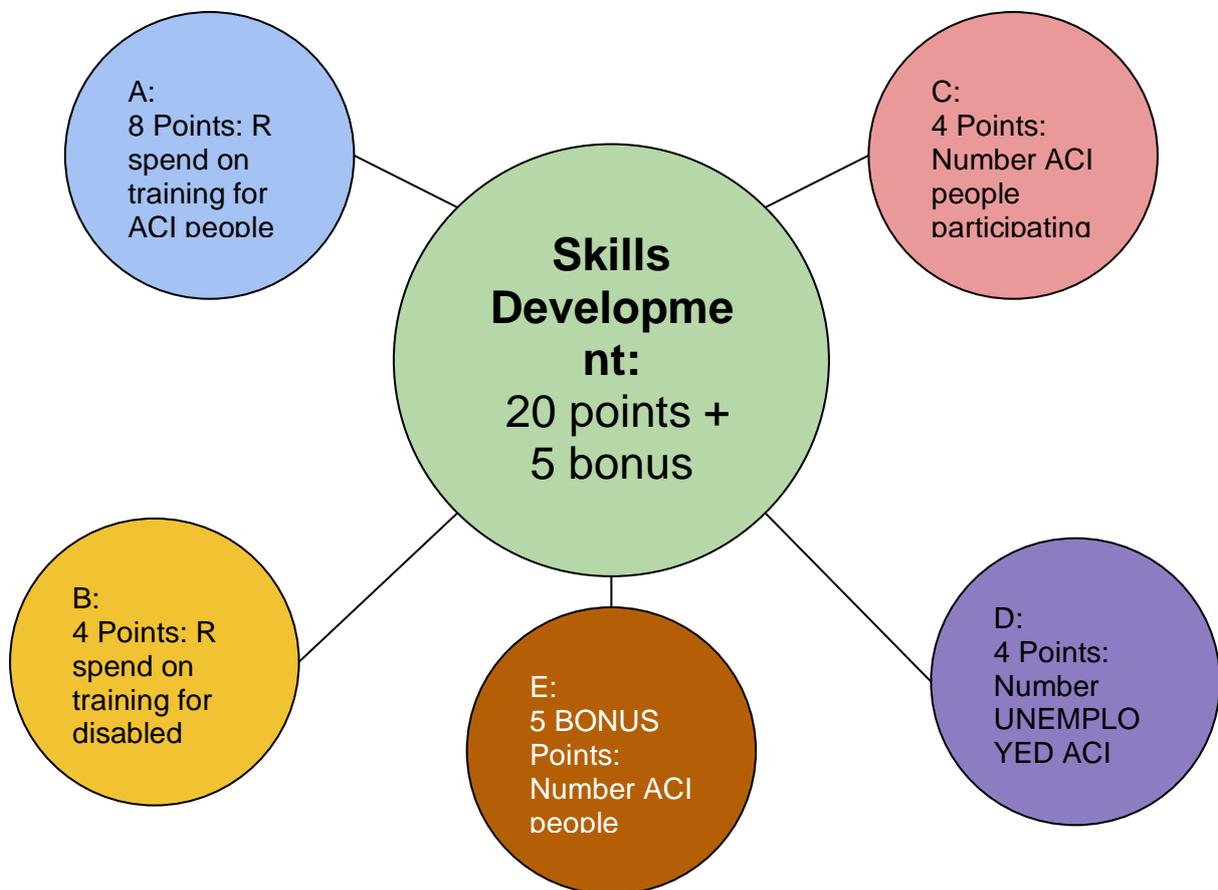


## Khwela Womxn and BBBEE

Khwela Womxn focuses on impacting South African Womxn or people who identify as womxn, and are proud to partake in the transformation of the country to promote black economic empowerment.

See below how you can score BBBEE points and help Khwela Womxn make a real difference.

### Skills Development (SD)



Part of Scorecard	Points	Target	Example	Example Target	Evidence required for BBBEE Audit
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			<b>Measur e</b>		
<b>A: SD spend on ACI People as % of SDL Paid (1)</b>	8	6% of SDL Paid in year	SDL Paid in year: R300 000	R18 000 (R300 000 x 6%)	All direct and indirect cost (Include facility cost, trainers cost etc) for training. Certificates, training registers. Certified IDs of trainees. EEA 1 form completed by trainee. <b><u>Includes Bursaries</u></b>
<b>B: SD spend on DISABLED ACI People as % of SDL Paid</b>	4	0.3% of SDL Paid in year	SDL Paid in year: R300 000	R900 (R300 000 x 0.3%)	All direct and indirect cost (Include facility cost, trainers cost etc) for training. Certificates, training registers. Certified IDs of trainees. EEA1 form completed by trainee
<b>C: No of ACI people in Learnerships/ Internships (2)</b>	4	2.5% of employees	Employees: 80	2 ACI People (80 x 2.5%)	Registered and recognised Internships or Learnerships. Theory and Experience to obtain Diploma/ Certificate / SAQA qualification / License. Accredited or registered with formal institution of learning.
<b>D: No of UNEMPLOYED ACI people participating in training (3)</b>	4	2.5% of employees	Employees: 80	2 ACI People (80 x 2.5%)	Certified IDs of trainees. Confirmation from trainee of unemployment.
<b>E: No of ACI people absorbed end of Learnership / Internship</b>	5	100% of Learnerships / Internships	Learnerships by company: 2	2 ACI people for full points. (if 1 ACI entity will score 2.5 points)	Proof of employment after completion of Learnership / Internship

*This table serves as an example only and entities should consult a BBBEE professional in order to establish the points they are able to score. Entities should take into account the 'ACI Targets' as set out by the BBBEE Codes of Good Practice in order to determine the correct target for their entity*

*ACI: African, Coloured, Indian as defined in the BBBEE Codes of good practice*

### **How Khwela Womxn can help your organisation:**

#### **(1) SD Spend on ACI People:**

This includes expenditure on ACI people that are NOT employees. Your organisation can include Khwela Womxn in any training you provide to employees or formal training you would like to provide to Khwela Womxn

#### **(2) Number of ACI Learnerships/Internships:**

Khwela Womxn can provide entities with ACI people that are eligible for formal Learnerships / Internships. NOTE - Any expenditure for the Learnerships / Internships can be claimed as part of SD spend in A.

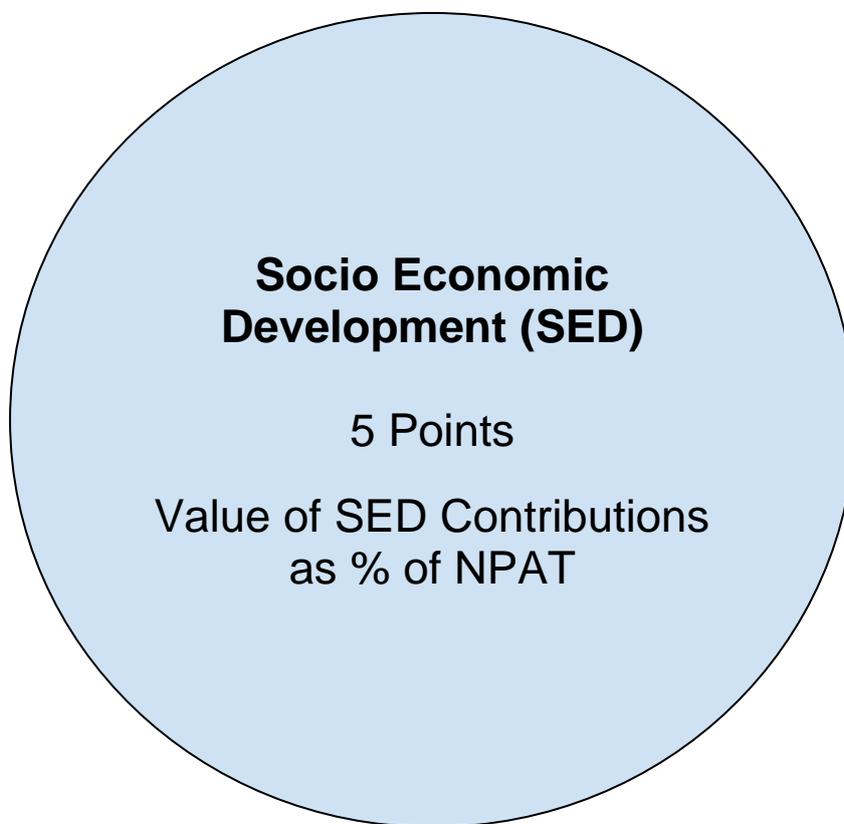
**(3) Number of ACI UNEMPLOYED People in training:**

Some of the Khwela Womxn are unemployed and part of the upliftment is to provide them with recognised training. By including Khwela Womxn in your training you can gain BBBEE points.

**(4) Number of ACI Learnerships / Internships Absorbed:**

If an entity employees one of the Khwela Womxn after completion of their Learnership / Internship the entity could obtain 5 bonus points under Skills development.

**Socio Economic Development (SED)**



<b>Part of Scorecard</b>	<b>Points</b>	<b>Target</b>	<b>Example Measure</b>	<b>Example Target</b>	<b>Evidence required</b>
Annual Contributions	5	1%	NPAT: R500	R5 000 R500 000 x	Proof of payment or proof of Value of donation.

SED as % of NPAT			000*	1%)	Confirmation of Khwela Womxn Beneficiary % Thank you letter from Khwela Womxn confirming donation and value
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*This table serves as an example only and entities should consult a BBBEE professional in order to establish the points they are able to score.*

*\*If you made a loss you can still score BBBEE points refer to a BBBEE professional to help you determine your target.*

**Organisations can score points in various ways for SED. Contributions does not only have to be a CASH donation but any of the following:**

*Note: Cash Donations can also be used as Section 18A Taxable Deduction for Tax purposes.*

<b>Contribution Type</b>	<b>Contribution Value calculated</b>	<b>% of Value you can recognise for SED</b>	<b>Example of Contribution</b>	<b>Example of Evidence for BBBEE Audit</b>
<b>Grant (Cash)</b>	Rand Amount	100%	<b>EFT payment made to Khwela Womxn. R50 000</b>	Proof of Payment
<b>Direct Cost incurred for SED Initiative</b>	Verifiable Cost (Monetary and non Monetary)	100%	<b>Buy Training material on behalf of Khwela Woman. Cost of Training Material and courier fees etc.</b>	Receipts of goods bought or value goods donated.
<b>Discounts in addition normal business practice for SED</b>	Discount amount (in addition to normal discount)	100%	<b>Provide goods to Khwela Womxn at 80% discount. Normal selling price R1 000 - Charged R200. Claim for SED - R800 (discount)</b>	Invoice that reflects discount. Proof that similar discount not provided to other entities
<b>Overhead costs incurred</b>	Verifiable Cost (Monetary and non Monetary)	80%	<b>Provide space in your office to Khwela Womxn at no cost. Use rent</b>	Entity's rent invoice used to calculate value of sqm's 'donated' to Khwela Womxn of which 80% will

			<b>expenditure, electricity, water etc.</b>	be regarded as SED spend
<b>Professional Services rendered at no cost for SED</b>	Commercially hourly rate of professional	80%	<b>Providing Certified Training to Khwela Woman. Cost of Trainer (hourly rate). Cost of facility, transport, meals etc</b>	Proof of hourly rate of trainer (payslip). Attendance register. ( <i>Rent for the facility based on sqm and goods bought can also be claimed</i> )
<b>Professional Services rendered at discount for SED</b>	Value of discount based on Commercially hourly rate of professional	80%	<b>Providing Certified Training to Khwela Woman at discount. Discount value used for SED.</b>	Invoice that reflects discount. Proof of hourly rate of trainer (payslip).
<b>Time of employees of organisation spent on SED</b>	Monthly Salary divided by 160	80%	<b>Have your employees join Khwela Circle at no cost to you. The time spend at circle at the employee hourly rate will be regarded as SED contribution</b>	Attendance register. Proof of involvement. Payslip of employees to confirm hourly rate.