

codeX and Your BEE Scorecard - Socio-Economic Development

codeX is a Leader in Transformative Education

codeX is a coding academy that directly supports Socio-Economic Development in the ICT Sector. Our unique Agile Web Developer programme and targeted outreach process ensure that candidates who are under-represented in tech are trained in the skills required for careers in web development in just one year. **87% of codeX candidates meet the BEE criteria.**

In an industry that faces many challenges to creating diverse working environments, our technical and practical training programme has a reputation for producing high quality software talent who truly contribute to the software industry.

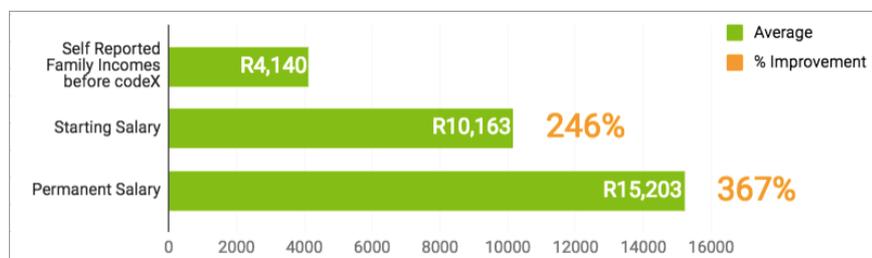
What is BEE Socio-Economic Development?

In terms of the B-BBEE Codes of Good Practice, the objective of Socio-Economic Development (SED) contributions is the **promotion of sustainable access for beneficiaries to the economy.**

SED contributions are any monetary or non-monetary contribution implemented for individuals or communities, where at least 75% of the full value benefits black people.

- **100% of Socio-Economic Development contributions to codeX** are recognized for the BEE ScoreCard.
- Donations via the Click Foundation codeX Bursary Fund are eligible for Section 18A certificates.

codeX Salary Impact



Contribution Benefit Factor

Qualifying contribution type	Contribution amount	Benefit Factor
Grant and related contributions		
Grant contribution	Full grant amount	100%
Direct cost incurred in supporting SED, sector specific initiatives or approved SED contributions	Verifiable cost (including both monetary and non-monetary)	100%
Discounts in addition to normal business practices supporting SED, sector specific initiatives or approved SED contributions	Discount amount (in addition to normal business discount)	100%
Grant and related contributions		
Professional services rendered at no cost supporting SED, sector specific initiatives or approved SED contributions	Commercial hourly rate of professional	80%
Professional services rendered at a discount supporting SED, sector specific initiatives or approved SED contributions	Value of discount based on commercial hourly rate of professional	80%
Time of Employees of Measured Entity productively deployed in assisting beneficiaries and supporting SED, sector specific initiatives or approved SED contributions	Monthly salary divided by 160	80%

Compliance Target for Socio-Economic Development

SED Indicator	Weighting Points		Compliance Target for 2016
	Sector	Points	
Average annual value of all SED contributions by the Measured Entity as a percentage of NPAT or turnover	ICT	12	1.5% of NPAT
	Other	5	1% of NPAT