

# 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.

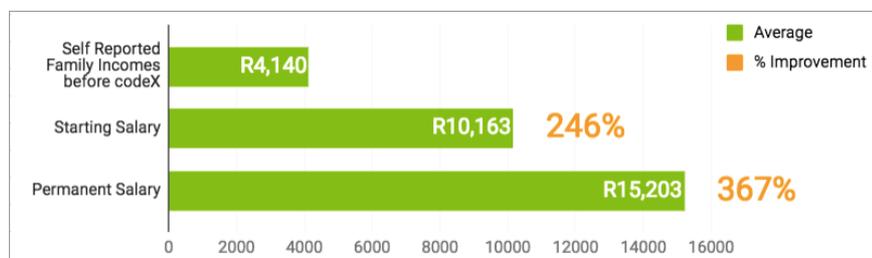
## What is BEE Socio-Economic Development?

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
<b>Grant and related contributions</b>		
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%
<b>Grant and related contributions</b>		
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