



INTEGR8 IT TECHNOLOGY INTEGRATORS

Integr8 IT Pty (Ltd)
Co Reg No: 2000/016119/07
Vat Reg No: 4940191879

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Strategic Intent Black Economic Empowerment

Introduction:

Integr8 IT (Pty) Ltd has adopted a progressive approach to Black Economic Empowerment (BEE) in that it perceives BEE to be both an economic imperative, and an opportunity to address the disempowerment of previously disadvantaged communities. Consequently Integr8 IT (Pty) Ltd is committed to the authentic and meaningful implementation of BEE based on the guidelines and in accordance with the finalised B-BBEE Codes of Good Practice promulgated by Government on the 9th of February 2007

Integr8 IT (Pty) Ltd has undertaken several initiatives detailed below in an endeavour to create an environment conducive to the achievement of the objectives set out above.

Direct Black Economic Empowerment:

Integr8 IT(Pty)Ltd has an agreement with an entity, which is a 100% black owned and managed company. It is the intention of all parties to grow the business to new levels and ensure that the sustainability of the business is maintained. They own a 30% equity stake in Integr8 IT (Pty) Ltd. The relationship revolves around both ownership as well as management.

They have to date made a number of new appointments to assist Integr8 It in the resourcing of its organisational structure to align with the business strategy into the public sector and all African markets. It is Integr8 IT's responsibility to ensure that the company's phenomenal growth is underpinned with strong corporate governance, increased employment opportunities of Historically Disadvantaged Individuals (HDI's) and continued social responsibility investment in relevant programmes that add value to the ICT sector, the rebuilding of a new South Africa and support of NEPAD initiatives.

Promotion of Human Resource Development:

Employment Equity:

Integr8 IT (Pty) Ltd has an Employment Equity Committee who have a Transformation Policy which has two main objectives. Firstly, the policy is aimed at implementing definitive strategies to promote the employment of Historically Disadvantaged Individuals (HDI's), based on merit, at all levels within the organisation. Integr8 IT has no intention of simply employing HDI's at a superficial level, and has stringent processes to manage this, however it seeks to promote the dignity and respect, as fostered



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by the Employment Equity Act, in recruiting individuals who meet the inherent requirements of each function defined within the business.

Integr8 IT (Pty) Ltd currently has a 51% representation of HDI's at all levels in the organisation, with the intention to grow the level of representation to better reflect the demographics of the regional population, considering the limited skills pool within the IT sector.

On the other hand the policy looks at the identification and elimination of any employment barriers to HDI's that may exist within the Company, through sensitisation of our workplace and employee awareness campaigns which foster respect among all cultures and orientations.

Skills Development:

Integr8 IT has adopted several skills development initiatives relating to our core services. All employees have access to this benefit and are encouraged to use the facility through financial assistance, internal training initiatives and mentoring.

The company has developed clear and structured career paths within the various divisional structures from an entry level to an advanced level. This is available again to all employees and works in conjunction with our Skills development initiatives and Employment Equity plan.

Integr8 IT entered into a Learnership agreement and programme with E-skills. The e-Skills Academy of South Africa is an organisation formed by Oracle Corporation a member of the Presidential International Advisory Council (PIAC), and it is launched in collaboration with other major multinational information technology companies and the Government under the auspices of the Department of Communications. The Academy focuses on the accelerated delivery of internationally accredited information and communications technology (ICT) courses and professional qualifications that are specifically designed to meet the "job-ready" skills requirements of technology users throughout the South African economy

The agreement was entered into for the purpose of providing Ten (10) HDI candidates with the opportunity of studying through e-Skills, gaining the relevant certifications and at the same time working for Integr8 IT to gain the necessary practical experience internally and on client sites.

Integr8 IT has also set up a partnership with the Netscope Netcampus Training Institution. Netcampus is an international online campus, and a leading Microsoft Gold Certified Partner in Learning Solutions (CPLS), a Certified Business Professional Authorised Training Partner (CBP ATP) and a CompTIA Gold Education Partner. Established in 1997, Netcampus has been empowering students to enter the IT industry with world-class certifications for the last ten years.

Netcampus ensure that their credentials include global trainers as well as credentials for domestic training standards and compliance. The Information Systems, Electronics and Telecommunications Technologies Sector Education Training Authority is geared towards encouraging ongoing development



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of skills in that sector. Netcampus is an accredited provider in this rapidly developing arena and are an ISETT SETA Accredited Training Provider.

The partnership offers Integr8 IT's staff, as part of the company's skills development plan, an online training programme backed up with mentoring, email support, 24/7 live chat, and telephonic support.

Indirect Empowerment

Preferential Procurement:

Research has shown that procurement within the IT sector is low given that most hardware and software is manufactured and developed abroad. The company's ability to aggressively implement this strategy therefore depends largely on other companies within the sector meeting their BEE obligations. Integr8 IT tracks the BEE progress amongst our suppliers. Integr8 IT, wherever possible procures goods from Black Empowered suppliers. Currently 78% of our procurement is with BEE suppliers.

Corporate Social Development:

Integr8 IT (Pty) Ltd has adopted a progressive approach to Black Economic Empowerment (BEE) in that it perceives BEE to be both an economic imperative and an opportunity to address the disempowerment of previously disadvantaged communities under apartheid. Consequently Integr8 IT (Pty) Ltd is committed to the authentic and meaningful implementation of BEE based on the guidelines and in accordance with the finalised B-BBEE Codes of Good Practice promulgated by Government on the 9th of February 2007

Integr8 IT (Pty) Ltd has undertaken several initiatives in an endeavour to create an environment conducive to the achievement of the objectives set out above. Inclusive of these initiatives are those that involve Corporate Social Investment and the investment of money and resources for the purposes of uplifting previously disadvantaged communities.

In determining our approach to this endeavour, Integr8 IT decided that we would only involve ourselves in those projects that afforded us the opportunity to participate directly in various initiatives and not simply write out a cheque. Apart from the investment opportunity, we wanted to achieve some form of knowledge transfer and upliftment, and contribute in a meaningful and sustainable way towards the increased potential for employment amongst the members of the community.

Noah

In view of the above, we have formed a partnership with a Non Government Organisation (NGO) called Noah, who are responsible for redistributing funds to disadvantaged communities. Integr8 IT have contributed financially to this objective, but have also undertaken to set up a number of computer centres in disadvantaged communities with computer equipment, Internet Access and the hands on training of the community by our staff on how to operate a computer. To date Integr8IT has to completed one computer centre at the Refilwe Community Project in Lanseria. The second project is



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underway at the Yeoville Community School. We see this as a wonderful opportunity to participate in the upliftment of the community in a meaningful and sustainable way by ensuring the transfer of knowledge and improving community members potential to secure employment and thereby help themselves to achieve a better quality of life. We also see this as an opportunity to include our business partners such as Amadeus, JTI, Microsoft and Axis in this process to ensure that the projects are as successful as we anticipate.

National Centre for Self Knowledge (NCSK)

NCSK is a non profit organization which aims to improve the quality of life of any South African by providing training in information technology in order that they may upgrade their skills. Integr8 IT has undertaken to provide NCSK with the ICT backbone in order that they may achieve their objectives. This includes but is not limited to the supply and installation of their IT systems, maintenance of their infrastructure, guaranteed response times, and the provision of ICT training as and when required.

Organ Donor Foundation

Integr8 IT has also established a partnership with the Organ Donor Foundation, a non governmental organisation, who facilitate the transportation and co-ordination of organ donations throughout South Africa to all members of the South African Community. Integr8 IT has provided the Organ Donor Foundation with an IT infrastructure that will allow them to function in a more efficient and effective manner.

E-skills

Integr8 IT has also established a partnership with the E-skills organisation. E-Skills Academy of South Africa ('e-Skills Academy), the Premier School of IT Leadership, is registered as a (Pty) Limited. The e-Skills Academy was established in 2007 as a material contribution to the reconstruction and transformation of South Africa by providing world class training opportunities, especially to previously disadvantaged South Africans. They focus on providing job readiness and appropriate skills levels, particularly of PDIs, for engagement in the ICT sector. President Thabo Mbeki officially opened the e-Skills Academy on 13 March 2008 as this initiative is a part of the President's International Advisory Council on Information, Development and Society. Integr8 IT sponsored the launch and continues to do work with this organisation. This helped to underwrite the cost of this historic event as we celebrate our role in the transformation of this wonderful country we live in.

iKhaya likaBaba

iKhaya likaBaba is a non-profit organization based in uMhlatuze, KwaZulu Natal, South Africa. The name iKhaya likaBaba is a zulu phrase which means "house of the Father". Its inception and creation



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took place in the hearts of a group of caring individuals. With the onslaught of Aids/HIV on families and the hopelessness of poverty - we saw a need to create an alternative. A place where abandoned babies and AIDS orphans could find a place of shelter, but mostly love. Where these precious children could know love and be cared for in the way that they deserve, they provide excellent care that is individually culturally appropriate and situated within the community of Empangeni for abandoned babies. With a trained and skilled staff of caregivers, nurses, occupational therapist, doctors, physical therapists, we provide the best level of medical and physical care targeted and developing each child to its full age appropriate potential and laying the correct foundations for childhood development. Integr8 directly and indirectly support, assist and fund certain areas of this worthy cause.

YAD

Integr8 IT has also established a relationship with YAD, who runs initiatives regularly by hosting events for raising funds for different initiatives. The capital projects that we funded, ranged for example from Wheelchair accessibility for three Seniors facilities i.e. ramps and disabled toilets, Medical First Aid Kits for community centres in Mfuleni and Delfts and Blood Pressure monitors and stethoscopes needed by 200 Home based HIV care givers in Mfuleni and Delft, bedding and clothing for Oranjia Children's home, an industrial washing machine for Glendale Home for the Intellectually Disabled, a vehicle for an Highlands House Aged home which services the needs of the residents, special needs children at Herzlia who's families were financially challenged, were provided with tutors who assist the special needs child in the class room, and also a home will be built in part due to YAD's funding, when Habitat for Humanity and the South African Jewish Board of Deputies join forces in September.

Black umbrella

Issued in terms of Section 19A a donation was received from Integr8 IT for the objects of Black Umbrella's in carrying out public benefit activities. Integr8 IT donated Hewlett Packard laptop computers with Microsoft office and Antivirus to the Black Umbrella for benefit of their initiatives

Children's hospital fund

Integr8 IT are honoured to be part of a celebration and fundraising event for the kids of the Red Cross Breathe Easy Fund. By supporting this worthy cause we became a hand in the circle of Red Cross Friends Association to help see to the needs of the kids and their families. The ward of the Breathe Easy kids helps and assists in sending the children home on ventilators and trachea through the commitment and dedication of this ward where patients experience an invaluable difference in their lives.

Association for People with Disabilities

This Association serves as a pro-active forum for the advancement of persons with physical disabilities so as to enable them to attain their maximum level of independence and integration into the



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community, and is active in the prevention of physical disablement. . Integr8 IT has undertaken to provide support to this worthy cause.

Quads for Quads

The QuadPara Association of South Africa is a non-profit organisation which represents people with mobility impairments in South Africa. Any person may become a member of the organisation. QASA's mission is to be an effective co-ordinating, policy-making and supporting organisation striving to prevent spinal cord injury and to promote and protect the interests of people with mobility impairments

through advocacy, lobbying and delivery of services and products to people with disabilities. Integr8 IT has undertaken to provide support to this worthy cause.

The Table of Peace and Unity

Integr8 most recently took part in the Table of Peace and Unity and donated a sum of money to this wonderful cause. The funds are distributed amongst the incredible initiatives that this event is involved with.

Bobbi Bear

In 2007, the Table of Peace and Unity assisted the Bobbi Bear Foundation to build a cottage. The cottage has enabled Bobbi Bear to have a safe haven for children who have been rescued from abusive situations.

Due to the growing need, in 2008, their sights were set on purchasing another house. The Table of Peace and Unity assisted Bobbi Bear in purchasing a house which is in the process of being refurbished to accommodate many more children who need a home until they find families to love and cherish them.

Red Cross War Memorial Children's Hospital

In 2007, The Red Cross War Memorial Children's Hospital was presented with a desperately needed mobile ventilator to move children from the Operating Theatres to ICU.

In 2008, the Table of Peace and Unity has once again with the support of all South Africans, been able to purchase a "cell saver" a piece of equipment for the new surgical operating theatre. This very clever piece of equipment adds oxygen to the blood cells as it leaves the body and pumps oxygenated blood back into the patient.

Tygerberg Children's Hospital

This hospital has been added to our list of charities starting this year to assist with the acquisition and upgrade of much needed equipment and facilities.



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COPES Clinic Soweto

In 2007, the Table of Peace and Unity presented COPES Clinic with a Toilet paper making machine and a car allowing caregivers to move from house to house taking care of children whose parents have died of AIDS – this allows them to operate out in the field, assisting child headed homes to run effectively, ensuring the children have food, clothing and are attending school.

In 2008, COPES clinic requested that a playground to be built on a dump site to allow the children to have a place to freely play. The equipment is maintained and the children watched over by the community who oversee the playground.

Unathi Pre School

In 2008 was the first year that we incorporated a Port Elizabeth table and the Unathi Pre School was the nominated charity.

Their vision was to build a school in place of the shack where they were teaching children. The Table of Peace and Unity, with the support of many South Africans were able to assist Unathi Pre School in making their vision a reality by providing funds for the school to built on land donated by the council. They are currently in the process of land hand over and the beginning stages of the school being built. Photos will be available as soon as the project is complete.

This year the PE table has added a new charity namely **Isithembiso Babies Home**.

Isithembiso is a transition home [a place of safety] for children between the ages of new born to three years of age and work hand in hand with welfare organisations and social workers, such as Child line and ACVV. Babies are placed at Isithembiso for various reasons ranging from either abuse, HIV-Aids, poverty / death of a care giver, abandonment or neglect. The children live in a safe, healthy and loving family environment with a fulltime house mother and care givers until they can be adopted / fostered or returned to their families.

A local paediatrician is on stand by to examine the babies on arrival and assist should they be ill and in need of medical help. In addition, registered nurses and social workers visit the babies at the home on a weekly basis. At present they nine precious little ones ranging from three months to four years of age. Generally the children stay with Isithembiso anything from three months to a year - depending on the status of the child and how speedily their social worker's find them new families.

Fanang Diatla

For the first time in 2008, in addition to the Port Elizabeth table, we incorporated the Polokwane table. Fanang Diatla, which means 'Let's join Hands', is situated in the rural village of the Ga-Mathabatha Community in Limpopo.



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Fanang Diatla is a school which teaches children about the AIDS/HIV virus. Their wish was to equip a room to become their library of knowledge - the Table of Peace and Unity presented Fanang Diatla with desks, chairs and a television for educational purposes.

Other

Integr8 IT has been involved with and established partnerships with several other charitable organisations that are involved in various different initiatives. These to mention a few are:

ORT JET South Africa

ORT SA believes that education is a life-long process – a fundamental right as well as a vital tool in building our country and people.

Education is about more than basic schooling. It's about empowered individuals supported in sustainable, thriving communities. It's about skills, jobs, creativity, access and attitude. It's about supporting the institutions and people that provide education, and enabling the networks that create job opportunities and business success. JET is an exciting project that assists, uplifts and empowers Jewish businesses in need, using the business knowledge, resources and skills that already exist in the Jewish community. This is done by matching the specific skills of Jewish consultants to the needs of businesses experiencing difficulties.

MaAfrika Tikkun

MaAfrika Tikkun is a non-governmental non-profit organisation that works toward the transformation of South African communities by caring for vulnerable children and orphans in townships. MaAfrika Tikkun registered as a Black Economic Empowerment company in 2006 and we have a multiracial and multicultural team. We foster empowerment by providing holistic services focused on caring for children ranging from one year to 19 years of age, as well as their guardians

Refilwe - Life for all

Refilwe means "gift" or "to give" in Tswana and has its origins in a vision given by God to Jean Stewart and Yvonne Jaques. In April 1991 they started a clinic on a small site next to the Lanseria Airport, North of Johannesburg. From this grew a wider ministry to the needy people of the area, that today focusses on spreading the Gospel of Jesus Christ, by addressing critical needs in the following areas; ~ Medical ~ Child Care / Education ~ Life and specific skills training ~ Income generating activities ~

Refilwe serves a severely disadvantaged community and HIV & Aids, limited education, unemployment, lack of skills & poor housing are just some of the challenges that these individuals have to deal with. Much emphasis is placed on ensuring that the affairs of Refilwe are managed according to the best principles of sound and good governance. Its statutory position is that of a Non-Profit and Public Benefit Organisation status in terms of current legislation.



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The Sunflower Fund

The Sunflower Fund aims to educate and recruit a viable source of well-informed potential bone marrow stem cell donors who are ethnically diverse, in an effort to save the lives of those needing a transplant when suffering from life-threatening blood disorders. It strives to maintain the associated donor records of the South African Bone Marrow Registry.

The Umsobomvu Youth Fund

In South Africa and throughout the world, having skills and having a job are very important for young people. But not everyone has the resources to develop the skills they need and there's a lot of unemployment out there.

To overcome these obstacles, Government created the Umsobomvu Youth Fund (UYF) in January 2001, and gave it the task of promoting entrepreneurship, job creation, skills development and skills transfer among South Africans between the ages of 18 and 35.

The UYF is dedicated to investing in things that create opportunities for young people to get good skills, find job opportunities or even start their own successful businesses

- Potters House
- Sopranos cricket team
- Mangiacane
- Umsobomvu
- Ackerman Family Foundation
- YAD Charity
- South African Guide Dogs Association for the Blind
- Impumelelo

Should you require any additional information, please do not hesitate to contact me directly

Yours faithfully

Tami Sussman
Regional Director