



ITBusiness

CORPORATE SOCIAL INVESTMENT  
POLICY

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## Introduction

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### Purpose

ITBUSINESS is a growing company, and with this growth, we have an increasing role to play in ensuring that we contribute to eradicating the imbalances that persist in the South African economy.

Corporate Social Responsibility began as the prerogative of a company to invest through donations, etc. to charities and staff they deemed fit. This was often a gesture from companies that wished to give back to communities and charities for their productive and prosperous years. Subsequently though, across the globe, it has become a significant responsibility and contribution from medium and large corporations towards a more stable economy and society.

In the South African context, it is recognised that the majority of Black People are still unable to access the mainstream economy owing to lack of education and poverty.

Although it is recognised that social initiatives cannot always be linked to obtaining financial independence for beneficiaries, where possible, we will adhere to the principle that socio-economic development initiatives should strive to facilitate access to the mainstream economy for black people.

This Corporate Social Investment policy for ITBUSINESS was developed to support BEE.

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### Responsibility

It is the responsibility of the various company heads and management to ensure that the Corporate Social Investment Policy is adhered to and all employees are fully briefed and acquainted with the procedures.

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### Reservation of Company Rights

The policies contained in this document are binding on all staff involved in Corporate Social Investment. The Company reserves the right to change, modify, suspend, interpret or cancel in whole or in part any of the published or unpublished policies or practices contained herein.

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### Revisions

This document will be updated on a periodic basis to reflect new or revised policies. Revised policies will be distributed company-wide. This document must be read with reference to the applicable BBBEE legislation.

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## Definitions

This document provides a framework and guideline for the procuring of goods and services within ITBUSINESS. It should be used within the context of the broader BEE strategy developed for the ITBUSINESS. The following definitions will assist with the common understanding of concepts and terminology.

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### BEE

Black Economic Empowerment.

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### Black People

The term "black people" includes all African, Coloured or Indian persons who are South African citizens by birth or by descent or who were naturalised prior to the commencement of the interim constitution in 1993. In addition, the term also includes black people who became South African citizens after the constitution's commencement but who would have been able to be naturalised prior to this, were it not for the Apartheid laws which prohibited naturalisation of certain persons.

This means that an African, Coloured or Indian person who was not a South African citizen before the commencement of the interim constitution in 1993 but who would have been entitled to apply to be naturalised prior to 1993, will also be considered a black person for the purposes of benefiting from the policy objectives of B-BBEE.

The term "black people" further includes Chinese people, in accordance with the High Court judgment of the Honourable Mr Justice Pretorius delivered on 18 June 2008 at the Transvaal Provincial Division of the High Court of South Africa, Case Number 59251/2007.

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## Policy

The following are the pillars upon which the Corporate Social Investment strategy are be based:

- Investment in the well-being and advancement of employees, their families and communities.
- Investment in potential customers and their major stakeholders.
- Investment in potential suppliers and small business that can impact directly on job creation and poverty alleviation.
- Investment in vulnerable communities, especially with regards to children and the elderly.

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## Criteria for Support

Projects, programmes or businesses must be registered with relevant institutions, i.e. projects and programmes with the Department of Social Welfare as a non-profit organisation or businesses with the registrar of companies.

Projects must address any of the following:

- Training Programmes and Skills Development for historically disadvantaged persons.
- HIV and AIDS programmes being implemented in and around Johannesburg.
- Projects involved in supporting persons with disabilities, the elderly and abused women and children.
- Micro businesses with satisfactory and better black economic empowerment scores through investment, mentorship and technical support.

Projects, programmes or businesses will be supported to a maximum of R20,000.00 per beneficiary per year. However, this is not guaranteed at any point.

Projects, programmes and businesses must have a legitimate track record and experience in the proposed area of support and sound financial and management systems.