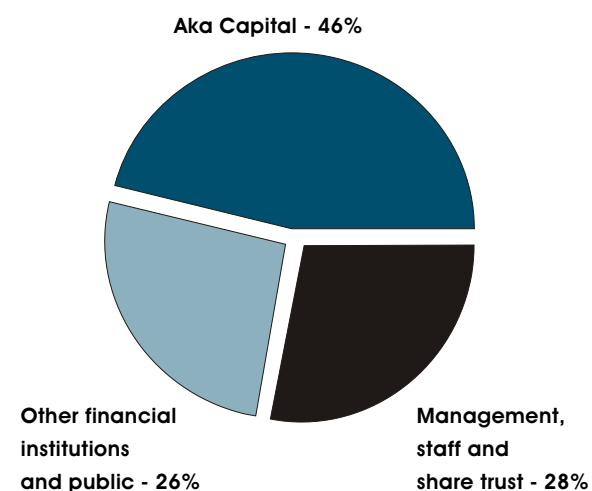


Overview: Empowerment

Datacentrix has heightened its profile as a leading black empowered IT reseller since its public listing. It is especially proud of its achievements in black empowerment and has played a leading role in this domain both within the ICT industry and amongst the locally listed companies. For Datacentrix, empowerment encompasses the elimination of unfair discrimination, creation of equal opportunity for all and appreciation for diversity. Its proactive stance on tackling economic empowerment is what earned the group its "A" rating for its empowerment credentials from Empowerdex, an independent research and rating agency.

Datacentrix meets the Department of Trade and Industry's strategy document definition of a black empowered company based on its shareholding by the black owned company, Aka Capital, as well as the effective flow of economic benefits to black people. The organisation has made exceptional contributions to all areas of BEE since joining forces with Aka Capital in 1997, including employment equity, skills development, affirmative procurement, as well as enterprise and social development.

Shareholding Overview



BEE Fingertip Facts	
BEE Ownership	Aka Capital (Pty) Ltd holds 91 152 467 of 199 862 659 shares in issue, constituting 46% black ownership.
Board of Directors	45% (5 of 11 directors) of the holdings board is black, while 55% (6 of 11 directors) of the board is made up of designated members.
Management Representation	34% (13 of 38) of top and senior management as well as 67% (18 of 27) of middle management are made up of designated individuals.
Employment Equity	The group has escalated its black empowerment profile to 45% (206 of 453 employees) with 66% (297 of 453 employees) of the workforce comprising designated individuals.
Enterprise Development	Datacentrix assisted with the establishment of Vukani Technologies (Pty) Ltd in 1997. This associate company, which supplies IT related consumables to the South African market, is managed and controlled by black individuals who own 51% of the company.
Skills Transfer	Fifteen SMMEs form a strategic pool of IT partners across South Africa with whom Datacentrix has had relationships since 1999. The use of this comprehensive network concentrates on the principles of BEE and skills transfer.
Affirmative Procurement	Despite Datacentrix' dependence on imported technology, the group endeavors to purchase from suppliers with designated ownership whenever and wherever possible. Office supplies, travel requirements, printing and recycling are just some of the non-trading activities that are sub-contracted to BEE companies.
BEE Rating	The group secured an "A" rating for its empowerment credentials and is one of few companies to have attained this level of ranking. Empowerdex conducted the external audit in October 2003 to ascertain the group's commitment to and progress in empowerment.
Independent Recognition	Datacentrix scored the highest empowerment profile of JSE listed companies in an independent BEE survey of all listed companies that was conducted by Empowerdex in March 2003.

Human Capital

Datacentrix aims to achieve excellence in each of the technology categories in which the group is involved and to achieve, for the benefit of all stakeholders, a leadership position and role as a top-rated IT enterprise. This can only be realised if Datacentrix attracts, retains and develops the finest people who are capable of meeting the challenges of each day. Datacentrix has a dynamic team of 453 employees and continues to invest in its employees to maintain a motivated and competitive workforce that offers the right skills and expertise to achieve measurable results. The group is committed to providing high quality training for staff to ensure up-to-date product and solution knowledge, strong management and leadership competencies as well as continual career development.

Our Customers

The group's management receives concrete evidence each year depicting the ever-increasing customer confidence in the group's operational capabilities. This is supported by the results of an annual customer audit, which is conducted by an external and independent party. As long-standing customer relationships continue to deepen, Datacentrix is able to provide accurate advice to match each customer's technology requirements, as it possesses an intimate understanding of their business. Customers are confident in the tailor-made solutions that they receive from Datacentrix, contributing to the successful track record that differentiates Datacentrix as the ideal long-term strategic channel partner.

Code of Ethics

Datacentrix' company values are core to its strategy to become the IT partner of choice for corporate South Africa. Datacentrix utilises the Intranet to distribute messages about its values to all its employees. During the year an initiative to reinforce the company values came into place. The initiative is called "Ukumkani" meaning "King" and recognises individuals who portray the company values consistently during their interaction with customers, staff and suppliers. A supporting poster campaign was used to reinforce the message of company values.

Education

The University of Pretoria, Rhodes University, Tech Peninsula Campus College and Durban Westville University are the local educational institutions that host the group's bursary students. In 2000, Datacentrix established a one million Rand Education Trust to provide on-going professional and vocational training to students from disadvantaged groups and to prepare them for entry into the workplace. Presently, the trust finances the studies of 12 students in the field of information technology, commerce, marketing and business management. Employment opportunity and further on-the-job training, coupled with mentoring programmes, are offered to the students after graduation.

Environment

Datacentrix, being commercial rather than industrial by nature, has a very low direct impact on the environment. The group recycles paper and toner cartridges, disposes of old computer equipment to charities and is mindful of the necessity to be efficient in its consumption of energy.

Social Responsibility

Social responsibility expenditure has previously been invested in external education and training of previously disadvantaged individuals. Datacentrix fully recognises the need to create a tangible improvement in the quality of life of disadvantaged South Africans and has set aside funds for a corporate social investment (CSI) programme to tackle areas of need in the communities in which it operates.

During the past year, the group has donated funding to various organisations and charities, either in the form of monetary donations or in computer equipment donations. Some of these initiatives are listed below where Datacentrix has:

- Supported "16 days of activism for no violence against women and children - campaign 2003";
- Sponsored computer equipment for the "5th World Parks Congress";
- Donated computer equipment to "The Peace and Development Project in Soshanguve (Tshwane)";
- Assisted UNISA with its in-service teacher-training project in maths, science, technology and environmental education in rural areas;
- Sponsored a neonatal toll freeline at Kalafong Hospital for use by mothers of premature babies;
- Made donations to the Alex Crises Youth Centre, South African Association of Youth Clubs, POWA (People Opposing Women Abuse), the Ithemba Trust, including Cotlands, SA Red Cross Society, Childhood Cancer Foundation and Reach for a Dream;
- Subsidised employee studies and offered employee children study aids; and
- Sponsored a subject prize for Information and Knowledge Management in the MBA or PDBA class at the Gordon Institute of Business Science.