



WESGRO

THE WESTERN CAPE
INVESTMENT & TRADE
PROMOTION AGENCY

ANNUAL REPORT 2004/5

Where business is beautiful

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MISSION STATEMENT

WESGRO'S CORE MANDATE:

Wesgro is the Western Cape's Official Investment and Trade Promotion Agency:

- Attracting and facilitating investment into the Western Cape, nationally and internationally.
- Growing exports of products and services of the Western Cape through development of export capability, demand and market access.
- Marketing the Western Cape as a competitive business location within the national and international arenas.

WESGRO'S VISION:

"To make Cape Town and the Western Cape the most competitive business destination in the world by 2014"

The vision is to be accomplished through the key tenets of the Wesgro **MISSION STATEMENT**:

- To fulfil our City and Provincial Government mandates of attracting direct investment, increasing exports from targeted sectors to key global markets and marketing the business image of the Western Cape globally.
- To drive shared growth and strategic co-operation as an approach to development.
- To live the spirit and aspirations of the new South Africa.
- To contribute to the growth and development of Africa through our commitment to the New Partnership for Africa's Development (NEPAD).
- To benchmark ourselves against global best practice.

CHAIRMAN'S REPORT

Wesgro has had an extremely successful year, exceeding its first year targets for both Trade and Investment Promotion as set out in the 3-year medium term strategic plan. These achievements are informed by our primary target of attracting R5 billion in direct investment, and increasing the exporter base by 20%, by 2007. Over R1.8 billion of direct investment, both domestic and foreign, was secured during the 2004/2005 financial year, against a target of R700 million. More than 250 companies participated in our newly launched Exporter Development Programme, against a target of 100. Through our extensive inward and outward Trade and Investment Promotion Programme, more than 150 matchmaking opportunities were facilitated for local companies to engage with companies from other African countries.

The Agency further achieved overall progress in terms of the Wesgro Empowerment Scorecard. I am pleased to report that Wesgro is now one of the most diverse public institutions in the province. Our staff profile is made up of 40% African, 40% Coloured, 10% Indian and 10% White. In terms of gender almost 60% of staff are women. This multi-racial, multi-cultural, multi-lingual profile is reflected at all levels of the organisation. Procurement from black empowered and black owned companies increased from 25% in 2003/04 to 44% in 2004/05. We have also entrenched Black Economic Empowerment (BEE) principles in our Trade and Investment strategies. The process of transformation at Wesgro is now almost complete. Against the backdrop of delivery against core trade, investment and empowerment targets, the internal focus of the Agency has been on planning and developing sound systems and competencies as a strong foundation upon which the Agency can grow.

With the establishment of a desk focused specifically on Africa, the Agency's visibility on the continent has



increased. The past year saw the launch of Wesgro's Western African Trade Corridor Development strategy, as our contribution to the objectives of NEPAD. Two successful outward trade and investment missions to Angola were undertaken. I am pleased to report that the business delegations on these missions were truly non-racial in composition. These missions have set the benchmark for the way in which Wesgro works. Going forward, Wesgro

aims to make significant efforts to increase two way trade between the Western Cape and key markets along the Western African coastline, including Angola, Nigeria, Senegal, Ghana, Mali and Cameroon. Sectors that have been identified where linkages can be developed include agriculture, oil and gas services, infrastructure, transport and logistics services, property and construction, Information and Communication Technology (ICT) services, financial services, tourism, and the manufacture and distribution of consumer goods. We will also support the growing trend of outward investment in other African markets, by Western Cape companies. We invite Western Cape companies to join us in exploring the vast opportunities that exist in African markets.

The focus on Africa will be complemented by continued facilitation of exports to well developed markets in Europe, the USA and parts of Asia. We will develop further trade relations with emerging markets such as Russia, Australia, the UAE and Saudi Arabia, whilst simultaneously tapping into the significant pools of capital available in these markets for investment. Emphasis will be placed on cementing trade and investment opportunities with India, China and Brazil. South Africa enjoys close political relations, and closely aligned perspectives in terms of global trade, with these three large, rapidly developing, emerging economies. Wesgro should ensure that the Western Cape plays a leading role in supporting national initiatives to strengthen

economic relations with these economic powerhouses. The Western Cape's export capability and investment climate is closely linked to the efficiency and reliability of our world class infrastructure and extensive transport networks. The Cape Town and Saldanha ports are strategically positioned at the crossroads of well developed shipping routes which move products between east and west, north and south. The Cape Town International Airport handles a record number of international and domestic arrivals. Our regional and national roads infrastructure supports the movement of people and goods within the province and to and from other provinces. We welcome investment plans to improve this infrastructure and will support these developments wherever possible. Within the context of preparing for the 2010 World Cup, further investments in public transport and tourism infrastructure will become imperative. The City of Cape Town's Central Business District (CBD) has experienced unprecedented growth in terms of property development. This has supported growth in retail, tourism, services, and call centres. Further residential developments alongside commercial developments should result in an increase in the number of people living in the CBD and the City Bowl. This will further enhance the vibrant atmosphere, day and night, of the CBD. The Cape Town International Convention Centre (CTICC), an investment driven by government, has transformed the foreshore and encouraged further investment in that part of the city. The CTICC is fast becoming one of the most attractive and competitive convention destinations in the world, and has contributed to an increase in business tourism. We should encourage a wide range of African institutions to make use of the CTICC for conferences and events, thus ensuring that Cape Town becomes a truly African city.

Overall economic growth has had a positive impact on investment across most sectors in the province, from agriculture and agri-business to manufacturing and services. Other nodes in the metropolitan, and other towns in the province, have also benefited from the buoyant property and construc-

tion sector. Going forward, Wesgro will promote further investment in manufacturing industries such as agri-business, boat building, metals and engineering, and labour-absorbing services industries such as tourism, film, financial services, call centres and business process outsourcing (BPO), IT related services, oil and gas services, and property and construction. We will further seek to increase investment in niche sectors where, through innovation and the generation of intellectual capital, we are able to develop global competitiveness. Examples include automotive components, aerospace, advanced manufacturing and bio-technology. We will also integrate sustainable development principles in our trade and investment strategies, and encourage investments in clean technologies. Coupled with our focus on key global markets and the development of global partnerships, we aim, through such an approach, to increase our export competitiveness in niche sectors of the economy.

Whilst some sectors have been growing and creating jobs, others, such as clothing and textiles, have been shedding jobs at an alarming rate. Wesgro worked closely with provincial government and our social partners, through the Provincial Development Council (PDC), at identifying solutions. As a short term measure, Wesgro acquired the Novel denim manufacturing plant in Atlantis, and initiated a turnaround programme aimed at retaining jobs. In the long term, we will work to position the clothing and textiles sector to achieve global competitiveness driven by manufacturing excellence and the development of niche global brands.

With other industries and companies also facing possible job losses, the Western Cape government sought to establish a rapid response unit in order to address such crises effectively and efficiently. While the PDC will play the role of seeking consensus between the social partners, on a case for case basis, and provincial government will co-ordinate rescue plans, Wesgro will increasingly be called upon to manage operational and financial aspects of such plans, in line with our investment retention responsibilities.

The film studio project earmarked for development in Faure, and valued at approximately R460 million, progressed slowly, with Wesgro facilitating and co-ordinating the public sector financial contribution essential to kick-starting the project, and negotiating with the Dreamworld consortium to acquire an equity stake in the project. A strategic project of this nature will not only result in significant job creation, but will be a tremendous growth catalyst for the film sector as a whole, similar to the effect that the opening of the CTICC has had on the business tourism sector.

During the year under review, Wesgro made a concerted effort to ensure the delivery of services within the metropolitan area and within the various districts of the Platteland. It is pleasing to note the improvement in relations with district municipalities. Wesgro should continue to be visible throughout the province. Furthermore, we have made it a strategic priority to ensure that in the year ahead, Wesgro further attracts BEE companies into its Membership database. All of our outward trade and investment missions need to reflect a greater number of BEE companies and we will engage with the DTI to support us in this regard. A continued communication campaign is required to ensure that all business people in the province are made aware of the services and products that Wesgro has to offer. Through such a strategy Wesgro will contribute to the Provincial strategy, led by Premier Rasool, of the Western Cape as 'a home for all'.

As Chairperson of the Board of Directors, I wish to thank Lynne Brown, Minister of Economic Development & Tourism and her colleagues in the Provincial Government, Alderman Clifford Sitonga, Mayoral Committee Member responsible for Social Economic Development & Tourism, and his colleagues at the City of Cape Town, all members of the Wesgro board of directors, the membership of Wesgro for their continued support of the Agency, and the staff of Wesgro for their excellent performance in the last year. The financial period 2005/2006 will require increased focus on implementation of strategies to take Wesgro to new heights in terms of the export and investment targets set.

A handwritten signature in black ink, appearing to be 'A. Sitonga', is centered on the page. The signature is written in a cursive style with a large initial 'A'.

CEO REPORT

CELEBRATING 10 YEARS OF PEACE, FREEDOM, DEMOCRACY AND ECONOMIC GROWTH

Business is beautiful. During the 2004/05 financial year, as South Africans celebrated 10 years of democracy and sustained economic growth, the South African economy, at a macro level, was characterised by falling interest rates, inflation remaining within the 3–6% Reserve Bank target, continued sound fiscal management, an acceleration of economic growth to 3.5%, signs of a turnaround in the unemployment crisis, and an appreciation of the rand against the US dollar. While the strengthening trend of the R/US\$ exchange rate had a negative impact on exporting industries, the broadly positive economic climate had a positive impact on imports of consumer and capital goods, consumer spending, the retail sector, the property market, the construction industry and the services sector generally.

Within the Western Cape economy, these macro factors, coupled with a deepening drought crisis, impacted negatively on the exports of agricultural and agri-related products. Within manufacturing broadly, and within the clothing and textiles sector particularly, the strong rand environment had a negative impact on the growth of exports. Services sectors such as tourism and film were also negatively affected by the strong rand. Despite this negative impact of the strong rand, the Western Cape's economy continued to grow, outperforming the national economy by achieving close to 4% GDP growth. Looking back at the 5-year period from 1999 to 2003, according to data from the Bureau of Economic Research (BER), the Western Cape economy achieved an Average Real Growth Rate of 3.9% p.a., which is significantly higher than that of the South African economy at 3.1% p.a. for the same period.



The services sector in particular showed strong growth in areas such as construction, property, transport, telecommunications, retail, tourism, financial services, ICT related services, call centres and business process outsourcing. For the 5-year period from 1999 to 2003, Construction and Property Development achieved an Average Real Growth rate of 6.6% p.a., Transport & Communications 6.8% p.a, Financial and Business Services 6.3% p.a.,

and Retail & Catering 6.6% p.a. The diverse and dynamic nature of the provincial economy provides the advantage of adaptability to cyclical downturns within particular sectors of the economy. The Western Cape economy, moreover, has demonstrated a remarkable resilience in terms of export competitiveness.

ACCELERATING GROWTH, EMPLOYMENT AND EQUITY

Within the economic policy and economic development environment, at a national level, the focus has been on the implementation of the micro-economic reform strategy. Major reform of policy in support of small enterprises, the formulation of Black Economic Empowerment (BEE) charters across most sectors of the economy, interventions to further support the second economy and integrate economic activity between the first and second economies, new strategies to significantly increase the levels of investment in the economy, deregulation of the telecommunications industry, the initiation of plans for massive public sector led investments in economic and social infrastructure, and preparation for hosting the soccer World Cup in 2010, were some of the significant developments during the 2004/05 year. The year was also marked by a continued focus on strengthening economic relations with major markets globally, and with other African countries in particular through the NEPAD initiative.

At a provincial level, the Provincial Government of the Western Cape (PGWC), led by the newly appointed Premier Ebrahim Rasool, spelt out its vision of the Western Cape as a “Home For All”. The 5 key strategies that underpin its overall growth and development strategy, known as iKapa Elihlumayo (Grow and Share the Cape), began taking shape. The Provincial Department of Economic Development’s roll-out of the Real Enterprise Development (RED) Door programme across the province was welcomed by small and medium enterprises and won wide acclaim as an imaginative and successful small enterprise development programme.

At local government level, the implementation of Integrated Development Plans (IDP’s) has seen further improvements in service delivery. In particular, the City of Cape Town’s vision of “One City One Future”, focusing on sustainable job creation, competitive advantage, access and mobility, developing the urban core, improving existing settlements, and cohesive self-reliant communities is ensuring that the City of Cape Town works for all those who live in it and visit it. The bold steps to address the housing backlog and improve access to economic opportunity through the N2 Gateway project and the Urban Renewal Programme contributed to a positive economic climate.

REACHING OUR GOALS

So Business is Beautiful. For Wesgro, 2004/05 was a year of focused delivery. While we consolidated the transformation of Wesgro into a people-centred, customer-focused, development-oriented, knowledge-intensive, performance-driven, and PFMA-compliant Trade and Investment Promotion Agency, we exceeded all the first year trade and investment targets outlined in our 3-year Strategic Plan. In terms of investment, the Agency is committed to achieving a target of R5 billion of new investment by 2007, as set out in the Provincial Growth and Development Summit (PGDS) Framework Agreement. In terms of trade, the agency is committed to expanding the Western Cape’s exporter base by 800 companies by 2007. Key achievements for the 2004/2005 financial year include:

- Facilitating more than R1.8 billion worth of new investments, against a target for the year of R700 million. Between January 2004 and the end of March 2005, Wesgro attracted just over R2 billion in direct foreign and domestic investment.
- Growing the number of exporting companies by 406, against a target for the year of 200.
- Launching the “Exporter Development Programme” and training 368 enterprises, against a target for the year of 100. The programme focused on black-owned enterprises, women owned enterprises and the platteland areas.
- Initiating our “Western African Trade Corridor” strategy to significantly increase trade and investment between the Western Cape and key African countries.
- Playing a financing role in terms of the restructuring of the clothing and textiles industry and the development of a globally competitive film industry.
- Supporting 3 Trading House initiatives.
- Handling 2320 enquiries and distributing 756 trade leads.
- Facilitating 10 outward trade missions and participation in trade fairs.
- Hosting 49 inward trade and investment missions.
- Implementing a dynamic and aggressive international marketing programme, to increase brand awareness globally of Cape Town and the Western Cape as a competitive business destination.

INVESTMENT DEVELOPMENT, PROMOTION AND FACILITATION

The generally positive economic climate contributed to a favourable climate for inward investment. Wesgro facilitated a wide range of investment projects, both small and large, across almost every sector of the economy, with significant inflows in boat-building, tourism, construction and property, call centres and business process outsourcing (BPO) and niche areas in agri-business, manufacturing and services. These achievements occurred despite tough competition among developing countries for foreign investment, particularly China (manufacturing), India (call centres) and Brazil (film).

The 2004/05 year was also marked by major investment projects being announced or initiated by state-owned enterprises and the public sector. The National Ports Authority (NPA) announced investment plans that include significantly expanding the container handling capacity of the Cape Town port, and developing infrastructure in support of the oil and gas services sector at both the Cape Town and Saldanha ports. The Airports Company of South Africa (ACSA) began major work aimed at improving the parking capacity at Cape Town International Airport and enhancing infrastructure to support the growing number of domestic and international arrivals. The provincial government of the Western Cape announced major investment plans aimed at improving transport infrastructure towards the Cape Agulhas area, along the N7 towards Malmesbury, and along the Klipfontein corridor. The City of Cape Town announced major investment plans focused on addressing the housing backlog through the N2 Gateway Project.

One of the highlights of the year was the outward trade and investment mission, in September 2004, led by the Premier of the Western Cape, Ebrahim Rasool, and the Minister of Finance, Economic Development and Tourism, Lynne Brown, to Turkey, the UK and the Netherlands. The Turkey leg of the mission served to strengthen economic relations between the two countries. The UK and Netherlands leg focused on marketing the call centre, tourism and oil & gas services sectors. Together with Calling the Cape, with whom Wesgro enjoys a strong and highly effective partnership, we were able to facilitate strategically significant investments in the call centre and BPO sector, such as the establishment of a 700-seater call centre in Bellville by Ambition 24, a UK based company. Calling the Cape has done excellent work lobbying for greater support of the call centre and BPO sector. Through our partnership and collaboration with the DTI, we have firmly placed the Western Cape and South Africa on the map as a globally competitive destination for call centre and BPO investments. Wesgro invested great efforts into developing major investment projects in the oil and gas services sector. We expect to see the fruits of this labour in the medium to long term.

Going forward, our priorities for Investment Promotion include the following:

- Hosting an International Investors' Conference in the first half of 2006, focused on showcasing flagship projects in priority sectors from across the province to a high level international investor audience.
- Engaging with platteland district municipalities to identify and develop flagship investment projects throughout the province, and assisting the Saldanha and Mossel Bay municipalities with the development of Local Economic Development (LED) strategies.
- Scoping and developing flagship sectoral projects in agribusiness, oil and gas services, tourism and other priority sectors.
- Establishing a Major Investment Project Development Unit.
- Building capacity to contribute to public sector infrastructure investment, particularly transport infrastructure.
- Formalising partnerships with key national agencies such as TISA, the IDC, and Mintek.
- Exploring new investment projects in niche sectors such as advanced manufacturing and aerospace.
- Publishing and distributing a series of Sector brochures as part of our business intelligence core offering.

EXPORT DEVELOPMENT, PROMOTION AND FACILITATION

Historically, Wesgro has enjoyed a reputation as a best practice investment promotion agency. In 2004/05, we demonstrated our growing capacity for trade promotion best practice, with some of our most significant achievements being in the areas of export development, promotion and facilitation. Despite the strong rand environment, more and more enterprises sought assistance from Wesgro to register as first time exporters or achieve first time export orders.

The cornerstone of our trade promotion strategy is the development of the Western African Trade Corridor, informed by extensive economic research indicating current patterns of trade between the Western Cape and key African markets. We undertook two outward missions to Angola

aimed at strengthening economic relations in areas such as oil and gas services, agriculture and exports of manufactured products. We hosted a record number of inward trade delegations from other African countries, and interacted with key players throughout the SADC region at the Southern African - Australian Business Council held at Kasane, Botswana in February 2005. Other significant achievements include the development of the African Markets series of country reports, to be published in the first half of 2005/06.

The successful launch of the Exporter Development Programme resulted in more than 350 companies being trained. The success of this programme has contributed to our strategic objective of expanding the exporter base, with a particular focus on black-owned and women-owned enterprises. The success of this programme has demonstrated Wesgro's commitment to assisting small enterprises keen to establish global linkages.

Wesgro continued to maintain economic relations with established markets, with outward trade missions to the Netherlands and Australia being among the highlights of the year. Finally, the Trade Promotion department resolved more than 2000 enquiries, distributed more than 700 trade leads, hosted inward trade delegations from across the globe and managed a number of strategic projects aimed at improving our capacity to deliver business intelligence to our key trade clients, local emerging and established exporters and foreign importers.

For 2005/06, our priorities for Trade Promotion include the following:

- In terms of Exporter Development, expanding the Level 2 in-depth Export Orientation Course, entrenching the Mentoring Programme, expanding sector-specific offerings, and improving cross linkages to the RED Door programme.
- In terms of developing the Western African Trade Cor-

ridor and expanding the Cape to Africa Match-Making Programme, leading further outward missions to Angola, Senegal, Nigeria, Ghana, and Cameroon, and co-hosting the "Africa Growth Opportunities Conference" to be held in Cape Town in August 2005.

- Establishing the Wesgro Global Business Intelligence Unit and expanding our forecasting capabilities.
- Intensifying south-south trade with India, China and Brazil in particular, and expanding strong trade relations with the EU and the USA through inward and outward trade missions and participation in trade fairs.
- Strengthening our partnerships with sector development organisations such as the Cape IT Initiative (CITI), the Cape Film Commission (CFC), the Cape Craft and Design Institute (CITI), Wines of South Africa (WOSA), the clothing and textiles export councils, etc.
- Developing a programme aimed at the needs of large established exporters through the establishment of a Cape Exporters' Forum.
- Publishing and distributing the African Market series country reports as part of our business intelligence core offering.

BUILDING THE WESGRO BRAND

Through a focused marketing and communication campaign, we significantly improved brand awareness of Wesgro. Our visibility in the press and the hosting of numerous events at our offices, has resulted in renewed confidence in the Agency among our clients, stakeholders and partners. Some of the other highlights of our marketing and communication department include the launch of a new Wesgro website, the delivery of Wesgro's mobile exhibition stand, and the delivery of a record amount of marketing collateral. For 2005, we will focus on:

- Implementing a collaborative international marketing campaign with Cape Town Routes Unlimited (CTRU).
- Embarking on joint projects with the Cape Town Partnership (CTP).

- Attracting corporate sponsorships through the forging of strategic partnerships with key corporates and investors in the province.
- Increasing our reach to every district and town in the province.
- Shaping a clear role for Wesgro in relation to preparations for the 2010 World Cup.
- Entrenching the positioning of the Western Cape as a destination “where business is beautiful”.

DEEPENING OUR ORGANISATIONAL CAPACITY AND DELIGHTING OUR CUSTOMERS

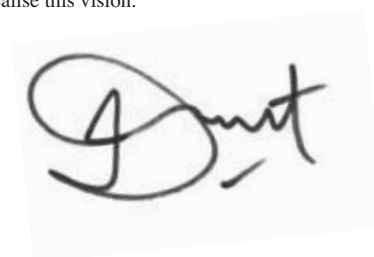
During the 2004/05 financial year, the transformation process intensified inside the Agency. Our core budget almost doubled compared to the previous year. The staff complement increased significantly, bringing fresh skills, energy and expertise into the organisation. A complete overhaul of our IT systems commenced. Further improvements to the working environment were implemented, resulting in a more pleasant and functional environment for staff and clients alike. We managed all of these changes while continuing to deliver service excellence to our clients. We are proud to report that the turnaround of the Agency is now by and large complete and that we have exceeded most of the targets outlined in our 10-point transformation plan. Going into 2005/06 our organisational priorities are as follows:

- Building and redefining internal processes for efficiency and effectiveness.
- Creating a unified and motivated team aligned behind a common set of Wesgro goals and objectives.
- Continuing to build and maintain stakeholder relationships and partners.
- Generating and disseminating business intelligence.
- Building the Wesgro brand as THE authority on trade and investment.

TOWARDS 2010 AND BEYOND

South Africa’s hosting of the Fifa 2010 Soccer World Cup will present great opportunities for foreign direct investment, employment and economic participation. It has been estimated that approximately R21 billion will be injected into South Africa’s economy as a result of the Soccer World Cup. To successfully host this event, we will make massive investments to address our infrastructural challenges, particularly in the area of public transport, through improving roads and intermodal transport nodes. We will significantly improve our tourism infrastructure. Finally, we will focus on converting visitors who will visit our country before and during the tournament from tourists to business partners and investors.

Wesgro’s outstanding success during the period under review is the result of the passion and commitment of its entire staff, the chairperson and board of directors, and the support and co-operation of its key stakeholders and partners at all levels of government, in every sector of the economy, in every town of the beautiful Cape and throughout the world. We acknowledge and celebrate this spirit of partnership, passion and commitment. Beyond 2010, Wesgro seeks to make Cape Town and the Western Cape the most competitive business destination in the world by 2014. We believe that it is this same positive spirit of partnership, passion and commitment that will help us realise this vision.



INVESTMENT PROMOTION

INVESTMENT PROMOTION

Our investment performance during the 2004/2005 financial year has demonstrated Wesgro's commitment to the objectives of the Provincial Growth and Development Summit (PGDS) Framework Agreement. Signed in November of 2003, the Agreement, which was negotiated between the Social Partners, ie. (Government, Business, Labour and Civil Society), assigned Wesgro with the responsibility of securing R5 billion in new investments by 2007. We are ahead of target. For the period under review, the Agency has exceeded its financial year target of R700-million by over R1.133 billion of new capital that has been injected into our economy, creating a total of 5860 jobs. Since January 2004, the Agency has facilitated over R2 billion of direct investment, both foreign and domestic. The significance of the Agency's investment performance is two-fold:

- The services sector attracted a considerable amount of this direct investment, a trend that not only reflects the Province's economic structure whereby services account for more than 70% of the Provincial GDP, but is in line with global trends. According to UNCTAD's 2004 survey, of 158 national Investment Promotion Agencies and 87 investment location experts, it is forecast that service industries will continue to attract the most FDI. In fact, developing countries have realised a shift in FDI patterns away from resource-based and manufacturing industries, to service industries.
- Three key empowerment investments were facilitated and secured, which not only indicates our commitment to articulating the benefits of Black Economic Empowerment to our clients, but confirms the fact that emerging entrepreneurs are indeed stepping up to participating in the South African economy.

INVESTMENT HIGHLIGHTS

Service Industries:

- The Ambition 24 Hours Group has invested in a 700-seat call centre in the Cape Metropolitan area.
- Franche Hoek Tourism – An integrated tourism node is being developed by a group of entrepreneurs to the value of R280 million generating estimated employment of 500 jobs in the Franschhoek area.

- Quickvest 229 (Pty) Ltd - A property development in Somerset West by Belgium investors to the value of R350 million generating an estimated 500 jobs.
- STA Travel/ Lufthansa has invested R 30 million in a 120-seat call centre in the Cape Metropolitan area.
- **EMPOWERMENT:** A R300 million joint venture in Claremont by The Claremont Apartments (Pty) Ltd and Zwelinzima Property Developers (Pty) Ltd. The investment, which will generate 1000 direct jobs during the construction phase (April – December 2005) entails the development of 322 apartments that range in price from R460,000.00 for a studio to R1,650,000.00 for a three bedroom unit on the top floor.

Manufacturing Industries:

- NGK Ceramics, owned by Japanese investors, has invested R90 million as part of their plan to expand their production capacity to incorporate an additional production line.
- Ahlesa Blankets, owned by Turkish investors, has invested R20 million as part of their plan to expand their current plant in Atlantis.
- **EMPOWERMENT:** Bumba Brick and Block is a R5 million investment in Khayelitsha. The investment entails a joint venture partnership between Horpe SA, a white owned cement, brick, block and paver manufacturer and a consortium of young black entrepreneurs led by Dr Jerome Mhkonza. Bumba Brick and Block will supply cement bricks, blocks and pavers at reduced prices to low cost housing projects. The investment will generate an initial 28 permanent jobs with additional employment expected through the delivery of aggregates to the plant. The number of jobs created is expected to increase as the business grows.

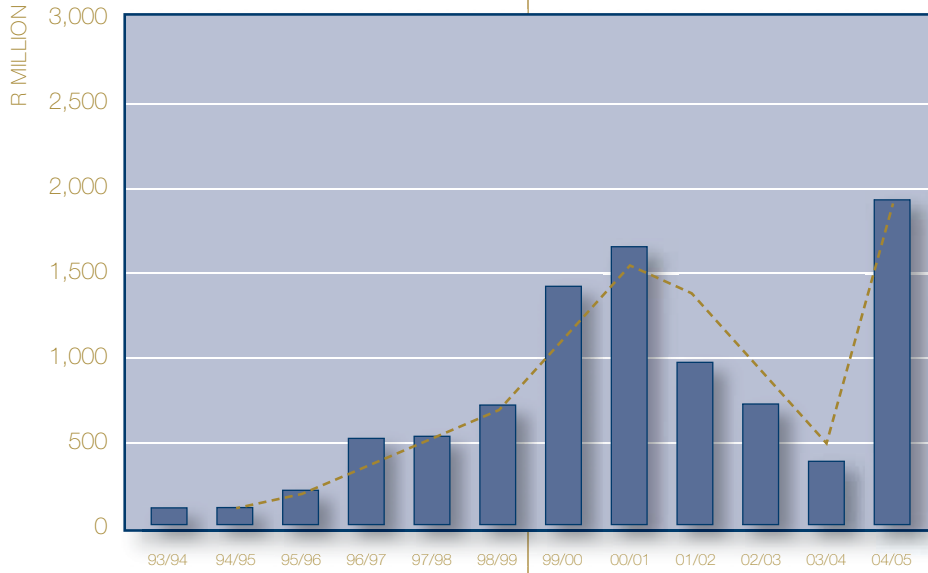
Resource-based Industries:

- **EMPOWERMENT:** Hawston Abalone Consortium has invested R15 million in the structuring of a community/private sector equity venture at Hawston for the development of an abalone farm. This will create 25 new jobs.

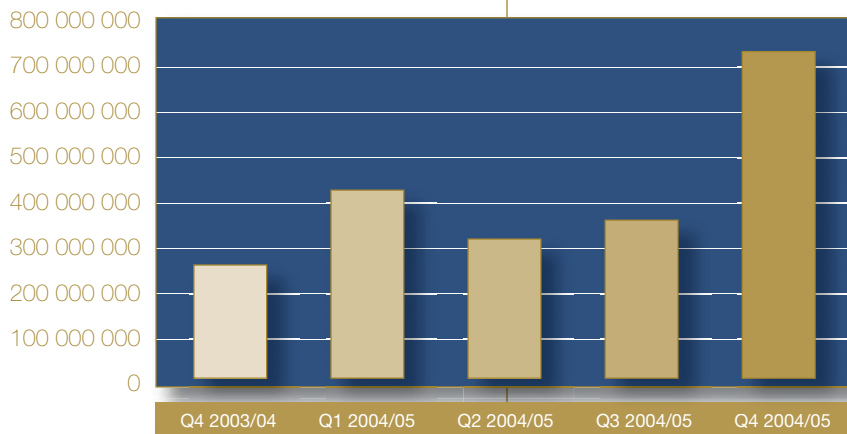
The total committed investments for the 2004/05 financial year is R1,833bn. This includes BPO Investments, New Investments, Business Retention and Expansion, Facilitation and Residential Property Development.



INVESTMENT PERFORMANCE



COMMITTED INVESTMENTS PER QUARTER



The graph above indicates the value of committed investments per quarter from January 1, 2004 to March 31, 2005. The substantial increase in committed investments from Q3

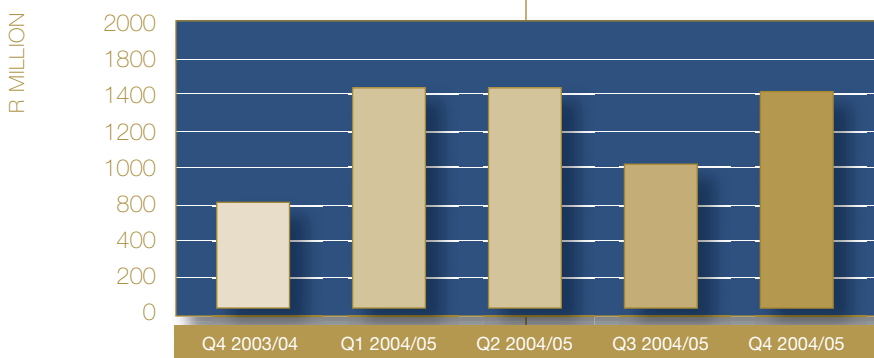
to Q4 in the 2004/05 financial year was largely influenced by significant investments made by Quickvest 229 (Pty) Ltd (R350 m) and Fransche Hoek Tourism Node (R280 m).



EXPLAINING OUR TERMINOLOGY

- **COMMITTED INVESTMENTS** Investments where an investor has already expended substantial expenditure towards the implementation of the investment project in the Western Cape. For example: acquiring a piece of land, ordering machinery, signing a contract for building construction.
- **NEW INVESTMENTS** Investment in a particular project for the first time in the Western Cape
- **BUSINESS PROCESS OUTSOURCING (BPO)** Investments in this sector mainly include call centres and other shared service centres. These are jointly serviced with Calling the Cape.
- **FACILITATION** Investments facilitated through Wesgro's immigration assistance to foreign investors.
- **BUSINESS RETENTION & EXPANSION** Existing investments retained by active intervention from Wesgro i.e. policy advocacy, etc. Also included in this category is Wesgro's services provided to support the expansion of existing investment projects in the Western Cape.
- **RESIDENTIAL PROPERTY DEVELOPMENTS** These include mega property investments where Wesgro provided strategic marketing support at the launch of these developments.

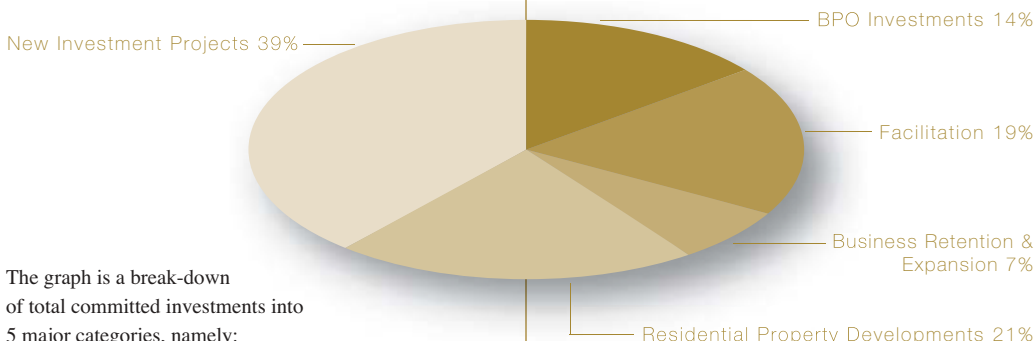
EMPLOYMENT GENERATED PER QUARTER



The graph above illustrates the estimated number of jobs that Wesgro have generated per quarter. Employment figures are estimated since the actual figures are mostly subject to change as project implementation progresses.

The total estimated number of employment generated for the 2004/05 financial year amounts to 5860 jobs with an average of 3.2 jobs generated for every R1 million invested.

COMPOSITION OF TOTAL COMMITTED INVESTMENTS 2004/2005



The graph is a break-down of total committed investments into 5 major categories, namely:

- **Business Process Outsourcing (BPO): 14%**
- **Facilitation: 19%**
- **Business Retention & Expansion: 7%**
- **Residential Property Developments: 21%**
- **New Investments: 39%**

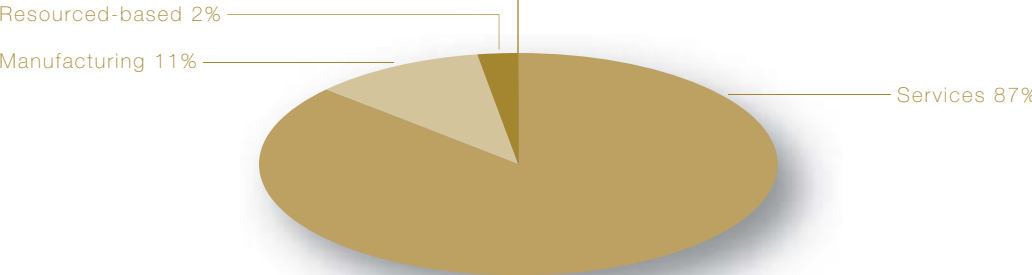


INVESTMENT TYPE	R INVESTMENT VALUE	EMPLOYMENT
BPO Investments	253,500,000	1448
Facilitation	346,598,514	1870
Business Retention & Expansion	123,000,000	325
Residential Property Developments	390,000,000	1000
New Investments	720,363,000	1217
Total	1,833,461,514	5860

The table above lists the value of investments and number of new jobs that have been created through the above-mentioned investment categories.

SECTOR AND MARKET PROFILE

BROAD INDUSTRY CONTRIBUTION TO COMMITTED INVESTMENTS



The services sector accounts for most of Wesgro's committed investment projects, most of which include BPO investments.



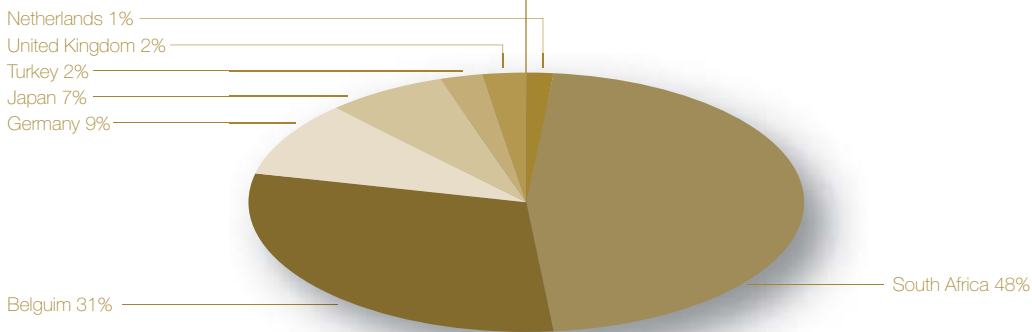
BROAD INDUSTRY CONTRIBUTION TO EMPLOYMENT CREATED THROUGH COMMITTED INVESTMENTS

TOTAL INDUSTRY CONTRIBUTION	ESTIMATED EMPLOYMENT	% SHARE
Services	5051	86%
Manufacturing	734	13%
Resource-based	75	1%
TOTAL	5860	100%

The above industry employment figures are a result of Wesgro’s investment performance, and BPO investments that have materialised as a result of our collaboration with

CallingtheCape. This table confirms the significant role of Service industries to economic growth in the Western Cape.

SOURCE MARKETS FOR COMMITTED INVESTMENTS



South Africa remains the primary source of investment for the Western Cape. This not only suggests strong confidence in the domestic market by South Africans (as illustrated by the BER Business Confidence Index being at a 23-year high in 2004), but confirms the fact that the business environment remains favourable to bullish investment growth. The next significant source of investment is Belgium, a new

and untapped market for the Western Cape, which suggests a change in source markets for direct investment when compared with the US, a long-standing source market for the Western Cape, which has not delivered much investment. This either signifies the current structural problems of the US economy, or that there is a need for further penetration of the US market.



GEOGRAPHIC PROFILE

GEOGRAPHIC SPREAD OF EMPLOYMENT CREATED THROUGH TOTAL COMMITTED INVESTMENTS

	Cape Metro.	West Coast	Boland	Overberg	Eden	Central Karoo	TOTAL
New Investments	546	130	386	25	130	-	1217
Business Retention & Expansion	195	-	130	-	-	-	325
Residential Property Development	1,000	-	-	-	-	-	1000
Facilitation	1569	65	14	186	36	-	1870
BPO	1448					-	1448
Total	4758	195	530	211	166	-	5860

BUSINESS RETENTION & EXPANSION – INVESTORS’ BREAKFASTS

These quarterly events are an initiative of Wesgro’s Business Retention and Expansion Programme and enable investors and Wesgro clients to meet and network

with officials in various sectors related to specific areas of interest to them.

DATE	GUEST SPEAKER	COMPANY	TOPIC COVERED
May-04	Ms Maphomolo Tsiki	Chief Director: Investment Services TEO	Overview of the national incentives that are offered by the dti
Sep-04	Mr. Bheki Sibiya	CEO: Business Unity South Africa (BUSA)	Overview illustrating the importance of both large and small business, cooperating to bridge the gap in confronting the socio-economic challenges of our country.
Mar-05	Mr. Pieter Laubscher	Snr. Economist: BER	Economic overview and forecast of the Western Cape highlighting sectoral and investment trends for the Western Cape



MISSION HIGHLIGHTS

OUTWARD MISSIONS

UK

In June, Wesgro, in collaboration with CallingtheCape, attended and participated in the Outsourcers Exhibition in the UK. This exhibition highlighted the attractive opportunities that the Western Cape offers in Business Process Outsourcing and Call Centres.

TURKEY

In September, Wesgro undertook a trade and investment promotion mission to Istanbul, which was led by the Premier of the Western Cape. This followed the visit by Deputy President Zuma to Turkey in October 2003.

UK/ NETHERLANDS

Subsequent to the Turkey visit, Wesgro undertook an outward mission to the United Kingdom and the Netherlands to promote investment opportunities in the areas of BPO and tourism. In addition, the mission sought to gain insight into the development of the Western Cape as an oil and gas services hub for oil and gas exploration in West Africa. The delegation consisted of the Premier of the Western Cape, Ebrahim Rasool, the Minister of Finance and Economic Development, Lynne Brown, CallingtheCape and Cape Town Routes Unlimited.

SWITZERLAND

WAIPA Conference: Wesgro attended and participated in the World Association of Investment Promotion Agencies (WAIPA) Conference in Geneva, Switzerland. The event, now in its tenth year, is the world's largest annual gathering of senior investment promotion professionals.

INWARD MISSIONS

ASIA

China - Two delegations from Shanghai were hosted by Wesgro. The purpose of the visits was to investigate investment opportunities in the property development market and to encourage trade and investment opportunities (with special focus on SMMEs) between Africa and China.

China - A delegation from Shangdong was hosted by Wesgro. The purpose of the visit was to secure information about investment opportunities in the Western Cape.

Thailand - A delegation from Thailand was hosted by Wesgro. The purpose of the visit was to secure information about investment opportunities in the Western Cape.

Fuji - A Fujian delegation was hosted by Wesgro.

The purpose of the visit was to explore joint venture partnerships with local companies in aluminium products manufacturing as well as textiles and chemicals.

Japan - Wesgro hosted a Japanese TV Commercial delegation. The purpose of the visit was to investigate film production opportunities in the Western Cape.

India - Wesgro hosted a delegation from India. The purpose of the visit was to explore opportunities for a gas manufacturing plant in the Western Cape.

India - Wesgro, in conjunction with CallingtheCape, hosted a high-level Indian BPO delegation that was looking at collaborating with Western Cape companies in the industry.

India - Wesgro subsequently hosted two visits by Indian business that are currently exploring opportunities in wind farming, petrochemicals, telecommunication and logistics.

EUROPE

UK - Wesgro hosted a visit by Lord Taylor of Blackburn, UK. The purpose of the visit was to discuss empowerment opportunities in the Oil & Gas industry.

Spain - Wesgro hosted a visit by a Spanish company that is interested in the concession opportunities of the ports.

Germany - Wesgro hosted a visit by a delegation from Bavaria. The purpose of the visit was to explore trade and investment opportunities in the ICT sector.

NORTH AMERICA

US - Wesgro, in collaboration with Enterprise Florida, hosted a delegation from the Florida Ports Council. The purpose of the delegation was to establish links for Western Cape port-related businesses and their counterparts in Miami. The mission also saw a historic signing of a co-operation agreement between the Port of Miami and the Port of Cape Town.

AFRICA

Nigeria - Wesgro hosted a visit by the Executive Governor of Nigeria's state of Bayelsa, an oil rich region of the Niger Delta. The purpose of the visit was to discuss opportunities in Real Estate, Tourism, Oil and Gas, Agriculture & Fisheries, Education, Health and Aviation.

Cape Town Fashion Festival 2004 - Wesgro facilitated a number of meetings for international buyers during the Cape Town Fashion Festival.

TRADE PROMOTION

The 2004/2005 Financial year marked the first full year of the Trade Promotion Department's existence as a separate unit within Wesgro. We are pleased to report that we have exceeded our first year targets within our 3-year strategic plan.

2004/05 was a challenging year for Western Cape exports. Exporters were faced with a strong Rand and stiff competition internationally in traditional markets. As a result, Western Cape exports fell by 7.11% between 2003 and 2004. At a national level, according to the Bureau of Economic Research at the University of Stellenbosch, weak net export performance took 2.6% off real economic growth in 2004.

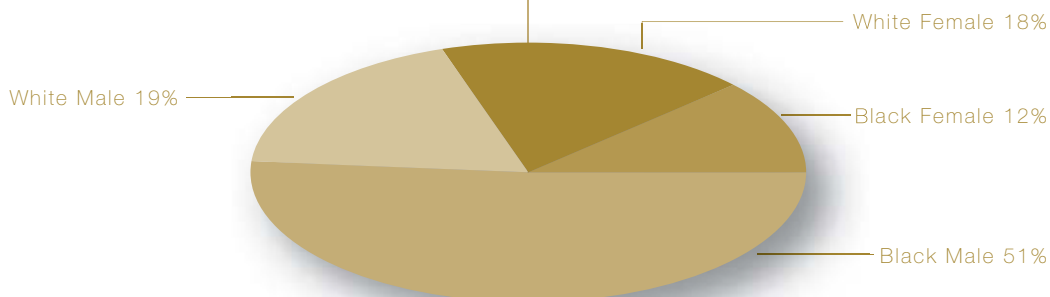
Despite the weakness in exports, it has become clear to Western Cape businesses that as we become increasingly linked with the global economy it is important to engage with international business and gain the skills to become globally competitive.

In 2004/05, Wesgro aimed at training 100 companies through its Exporter Development Programme (EDP). Instead, 368 companies underwent EDP Level 1 training, 8 companies embarked on the more in depth EDP Level 2 training and 53 companies participated in the specialised EDP Level 3 courses. In addition 25 companies participated in Wesgro's Training for Traders workshops.

EXPORTER DEVELOPMENT PROGRAMME	
Number of Companies Trained	Level 1: 368 companies Level 2: 8 companies Level 3: 53 companies Traders: 25 companies
Western Cape-wide training	Cape Town, George, Caledon, Paarl, Saldanha, Worcester, Beaufort West, Saint Helena Bay, Hermanus
Specialised courses	<ul style="list-style-type: none"> Financial Risk Management Agri-specific level 2 programme for emerging farmers (with SA AgriAcademy)
Participation	51% black male, 12% black female, 19% white male, 18% white female
Mentorship	MOU with Ntsika and Cape MAC

Wesgro achieved broad participation in the Exporter Development Programme. As illustrated in the graph below, 63% of EDP level 1 participants were black.

EXPORT AWARENESS COURSE PARTICIPATION

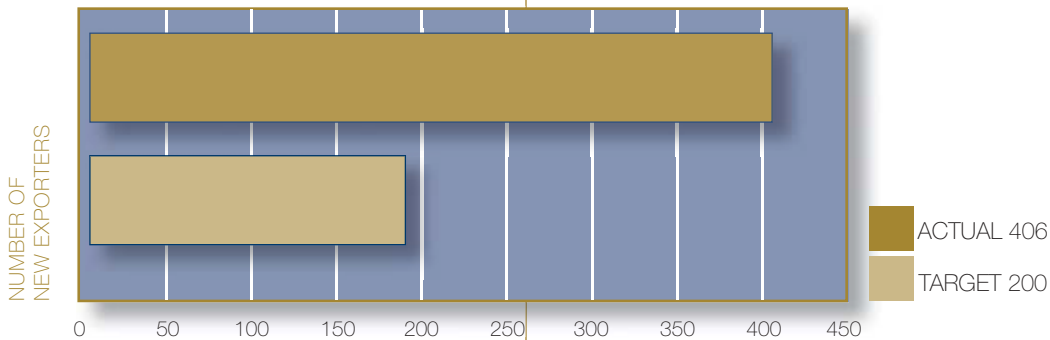


For the period under review Wesgro aimed at growing the number of exporting firms in the Western Cape by 200. Rising to the challenge, we succeeded in surpassing our

target, by expanding the exporter base by 406 companies. This is visually depicted in the graph on the following page.



WESGRO MORE THAN DOUBLED ITS TARGET IN GROWING THE EXPORTER BASE



Intelligence is an important component of any company's international marketing strategy. The Trade Promotion Department dealt with 2320 trade enquiries and referrals from businesses and produced 18 publications for the exporting community. Wesgro hosted 14 trade-related seminars and workshops with a total attendance of over 470 people.

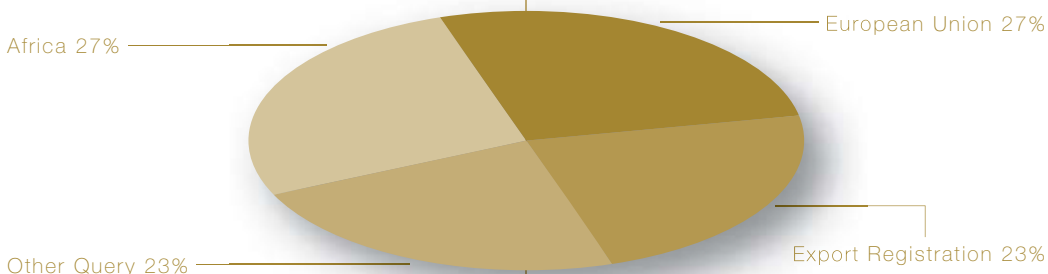
Wesgro led five outward missions, facilitated participation in two trade fairs and hosted at least 35 inward trade missions from markets throughout the world. Wesgro facilitated the inclusion of 789 Western Cape firms in the Kompass Business Directory for 2005 for the first time. This represented a saving of over R11,400 per company. Kompass is the business directory in our core markets of Africa, Europe and the Middle East.

To promote exports, market access is vital. In 2004/05,

OTHER KEY ACHIEVEMENTS OF THE TRADE PROMOTION DEPARTMENT:

TRADING HOUSE INITIATIVE		TRADE LEADS & ENQUIRIES	
3 trading houses supported (R400,000 each)	<ul style="list-style-type: none"> Med-X-SA (medical devices) Clotex (clothing and textiles) African Art Factory (craft) 	Total Number of Enquiries & Referrals	2320
		Total Number of Trade Leads Distributed	756
		Top areas of interest	Agriculture, craft, clothing
		Top markets of interest	Africa, Europe

ENQUIRIES BY TYPE





Inward Missions

Total number of missions hosted	35
Source country of inward missions	Ukraine, Netherlands, USA, Canada, Portugal, UK, Switzerland, Senegal, Nigeria, Cameroon, Kenya, Brazil, Germany, India, Angola, Sweden, Australia, Botswana, Vietnam, China, Thailand, Turkey

Outward Missions

Total number of outward missions	5
Destinations	<ul style="list-style-type: none"> • Angola (general trade missions - Nov 2004 & Feb 2005) • Australia (Great Wine Capitals of the World AGM) • Botswana (Australia, Southern Africa Business Council AGM) • Netherlands

Trade Fairs

Trade Fair Participation	<ul style="list-style-type: none"> • India Engineering and Technology Fair, New Delhi, India (5 companies) • SAITEX, Johannesburg (5 companies)
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Partnerships

Memoranda of Understanding	<ul style="list-style-type: none"> • Maryland, USA • Cameroon Trade and Investment Promotion Agency • Ntsika – for the EDP
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Seminars and Workshops

Total number of seminars and workshops	14
Total attendance	474
Topics included	<ul style="list-style-type: none"> • Accessing the African market • Traceability of food products Trade dept staff as guest speakers for other organisations • Business Partners, ETMSA, Fair Trade Market Access, South African Stainless Steel Development Association, Governor of Maryland, National Ports Authority, UK Trade Invest, BEDIA (<i>and many others</i>)

Publications

Number of Publications	18
	<ul style="list-style-type: none"> • Trends in Western Cape Trade 2004 • Trade Fact Sheet • A Trade Strategy for the Western Cape – Exports 2010 – A Scenario • Country Briefs: Australia, Japan, Netherlands, Turkey, India, Angola, Mozambique, Ghana, Nigeria, Senegal, Kenya, Tanzania, Gabon, Cameroon, Namibia

Project Management

Additional projects managed by trade department staff – completed in financial year 2004-05	<ul style="list-style-type: none"> • Wesgro exhibition stand • Wesgro website • Exporter database • Database of producers of natural products • Country briefs on 10 key African markets • Kompass Business Directory (789 Western Cape companies listed in 2005)
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AFRICAN MATCH MAKING PROGRAMME

EVENT / MEANS	DATE	AFRICAN BUSINESSES	WESTERN CAPE COMPANIES
Angola outward mission	2-7 August 2004	35	6
Saitex trade fair	4-7 October 2004	30	6
Senegal inward mission	11 October 2004	8	15
Bayelsa state - Nigeria inward mission	15 October 2004	7	8
Cameroon inward mission	4 November 2004	4	5
Kenya inward mission	10 November 2004	2	3
Angola outward mission	27 Feb-03 Mar 2005	58	12
Angola inward mission	25 May 2005	4	15
Benu state - Nigeria inward mission	01 April 2005	10	15
Senegal fact finding mission	23 -30 April 2005	15	4
Match makings via tel & email referrals	Oct 04 - Apr 05	25	25
Individual African businesses coming to Wesgro	Oct 04 - Apr 05	15	15
Total match makings		213	129



WESTERN CAPE TOP 20 EXPORT PRODUCTS 2004

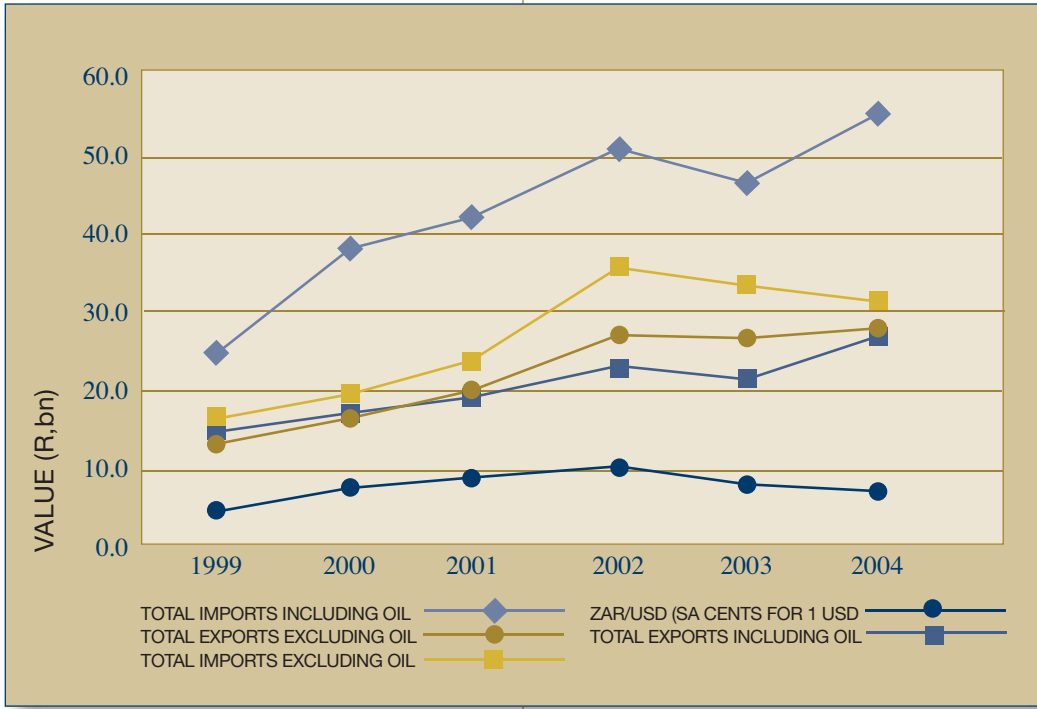
RANK	PRODUCT	R MILLION
1	Non-crude petroleum oils	4,283.4
2	Grape wines	3,343.8
3	Citrus fruit, fresh or dried	2,263.2
4	Grapes, fresh or dried	1,781.6
5	Apples, pears and quinces, fresh	1,485.8
6	Fruit, nut, edible plant parts, prepared/preserved	987.6
7	Flat-rolled iron/steel, >600mm, not clad, plated, etc	885.9
8	Diamonds, not mounted or set	810.5
9	Flat-rolled iron/steel, >600mm, clad, plated or coated	643.6
10	Fish fillets, fish meat, mince except liver, roe	511.2
11	Liquid, gas centrifuges, filtering, purifying machines	479.9
12	Fish, frozen, whole	461.7
13	Crustaceans	420.7
14	Fruit and vegetable juices, not fermented or spirited	411.5
15	Synthetic filament yarn (not sewing thread) not retail	372.3
16	Diodes, transistors, semi-conductors, etc	368.9
17	Molluscs	348.2
18	Titanium ores and concentrates	332.2
19	Fish, fresh or chilled, whole	331.6
20	Parts and accessories for motor vehicles	313.9

TOP 30 WESTERN CAPE EXPORT MARKETS 2004

NO	REGION	R MILLION	% CHANGE 2003-2004	NO	REGION	R MILLION	% CHANGE 2003-2004
1	United Kingdom	4,762.04	-1.72%	16	China	502.34	-44.49%
2	United States	2,828.64	-11.44%	17	Canada	486.95	-5.93%
3	Netherlands	2,541.46	4.32%	18	Zambia	470.46	24.97%
4	Belgium	1,713.70	25.23%	19	Australia	458.05	-1.41%
5	Germany	1,566.76	27.20%	20	Nigeria	431.46	-4.57%
6	Not allocated	1,212.1	-52.29%	21	Angola	413.65	-24.59%
7	Mozambique	1,071.99	3.54%	22	Saudi Arabia	351.63	-4.96%
8	France	1,010.12	27.05%	23	Taiwan	341.60	-38.26%
9	Spain	998.96	-9.10%	24	Malaysia	331.01	-27.08%
10	Italy	950.87	-0.02%	25	Mauritius	312.65	-34.19%
11	Japan	885.78	1.85%	26	Republic of Korea	279.64	18.08%
12	Singapore	620.15	-37.19%	27	Denmark	274.66	37.46%
13	Hong Kong	606.20	16.58%	28	Sweden	274.18	13.84%
14	Zimbabwe	568.00	-10.35%	29	Switzerland	268.24	-30.43%
15	United Arab Emirates	563.45	37.41%	30	Tanzania	265.27	-24.87%
Total Exports						31,473.0	-7.11%



WESTERN CAPE TRADE: 1995-2004



The graph above illustrates the Western Cape's trade performance between 1999 and 2004. After a period of rapid growth, exports have declined marginally since 2002.

This is in line with the strengthening of the Rand against the US Dollar.

MARKETING AND COMMUNICATION

The Marketing and Communication function at Wesgro was formally established in February 2004 with the objectives of achieving the following:

1. Providing a marketing infrastructure and support service to the Trade and Investment Promotion units.
2. Positioning Wesgro as the authority in Trade and Investment Promotion in Cape Town and the Western Cape.
3. Building the image of Cape Town and the Western Cape as a competitive business destination.
4. Effective collaboration with key partners when marketing Cape Town and the Western Cape.
5. Increasing Wesgro visibility and participation in the Non-Metro areas.
6. Increasing and retaining the Wesgro Membership base.

Providing a Marketing Infrastructure

Working with a total budget of under R2 million proved to be a significant challenge. The Department, therefore, needed to employ creative strategies to ensure that it achieved its goals of raising awareness around Wesgro and the business potential of Cape Town and the Western Cape.

- The website is one of the primary ways in which our clients access our Business Intelligence Services. The website was completely revamped and relaunched in the period under review. A total of 375 516 people logged on to the website during the period.
- A monthly electronic newsletter was produced, primarily for communicating with Wesgro members but was also distributed to key stakeholders such as the Office of the Premier, the Minister of Economic Development and Tourism, the Mayor of Cape Town, the Wesgro Board of Directors, Partners and our Foreign missions abroad.
- An array of brochures were produced for the Agency.
- Wesgro banners were amongst the branded material produced for the Organisation. These banners highlighted industry in the Western Cape's six regions as well as the key unique selling points of Cape Town and the Western Cape.

- Branded promotional items such as pens, notepads, bags and folders were produced. These helped raise awareness of the Wesgro brand.
- The Department played a key role in ensuring Wesgro visibility at strategic events.

Positioning Wesgro as the authority on Trade and Investment.

Although Wesgro is an established brand that enjoys over 20 years of equity in the market, its core functions were realigned as recently as August 2003 when Ismail Dockrat first joined the Agency as CEO. By then, the brand had suffered significant misconceptions amongst its stakeholders. Consequently, there was an urgent need to re-educate stakeholders about the role of Wesgro, its functions and core services. Some of the ways in which this was achieved was through:

- Embarking on a proactive media relations campaign that ensured that accurate and consistent messages about Wesgro were distributed to the media.
- Hosting regular face-to-face interactions with members of the media to build relationships and to further entrench consistent and accurate reporting about Wesgro.
- An advertising agency was employed, following a transparent tender process, to ensure that all marketing and communication material was consistent and clearly communicated the role and objectives of Wesgro.
- Wesgro hosted a number of events including, inward delegations, quarterly breakfasts and match-making sessions where Wesgro's strategic focus was continually and consistently communicated.
- In the final quarter of the period, Wesgro underwent a Strategic Alignment Process that resulted in co-creating the Purpose, Vision, Mission and Strategic Objectives of the organisation to ensure relevance and a solid proposition that could then be communicated to all target audiences.



Building the Image of Cape Town and the Western Cape as a Competitive Business Destination.

The period focused on refining the business proposition of the Western Cape by articulating the business benefits, at both a functional and emotional level, that support the Trade and Investment environment. Going forward, the proposition will provide the foundation for Wesgro to market the unique selling points of the Western Cape, thereby entrenching the image of the Province as a competitive business destination.

The Western Cape business proposition offers foreign importers, local exporters and investors a solid offering, including:

- Access to global markets and a gateway into Africa through world-class shipping and cargo services.
- Abundant, rich and diverse natural resources.
- A diverse range of products and services, highlighting the Province's entrepreneurial and innovative flair. High growth sectors including Tourism, ICT, and Property Development illustrate a high level of business confidence while niche industries such as boat-building and biotechnology provide unique business opportunities.
- A skilled and productive workforce that is supported by world-class research and technological institutions.
- A world-class, fully functional and highly developed infrastructure linking the region with the rest of the globe through physical structures and supporting business through an advanced commerce and ICT sector – assisting with efficiencies around the speed of delivery of products and services.
- A business destination that is supported by an unsurpassable quality of life, a diversity of cultures and incredible natural beauty.

Collaboration with Key Partners

The following events demonstrate Wesgro's commitment in working closely with its partners to ensure shared growth for the Province:

- May 2004: Wesgro and Cape Town Routes Unlimited (then Destination Marketing Organisation) co-host cocktail evening for the EuroMoney Conference.
- June 2004: Wesgro team visits Southern Cape and meets with Mayor.

- August 2004: Wesgro attends the first of monthly Central Karoo ISRDP Committee Meetings.
- September 2004: Wesgro participates in the Central Karoo Business Opportunities Conference.
- October 2004: Wesgro participates in World Free Zone Convention and hosts cocktail evening for 200 international delegates.
- November 2004: Wesgro participates in The International Offshore Investors' Conference organised by CallingtheCape and hosts a cocktail function for 250 international delegates.
- November 2004: Wesgro participates in Cape Town Fashion Festival and provides Exporter development training to entrepreneurs in the clothing and textiles sector.
- November 2004: Wesgro participates in the Community Chest Twilight Run.
- February 2005: Wesgro goes on a roadshow to district municipalities in the Overberg.
- March 2005: Wesgro, in conjunction with the City of Cape Town and the Cape Town Boatbuilders' Initiative, launches a R15 million boat built in Cape Town and showcases the boatbuilding industry.

Wesgro Visibility and Participation in the Non-Metro Areas

Wesgro has continued to increase its visibility within the Platteland. A priority for the Wesgro Marketing department is to grow the Wesgro Membership Database in the non-metro areas. In line with this objective a membership drive was done in the Overberg during February 2005. The Trade Department has also been active in the non-metro areas. Over the period under review, the services of the Exporter Development Programme were extended to Hermanus in the Overberg District, Paarl, Stellenbosch and Worcester in the Cape Winelands District, George in the Eden District as well as a sector-specific programme (fishing industry) in Saldahna Bay on the West Coast. Wesgro continues to play a role in the economic development process of the Central Karoo. Assistance was provided by evaluating profiled projects for the Central Karoo Investment Conference in late 2004. Wesgro has commissioned the Saldahna Bay Local Economic Development (LED) Strategy. The Agency also participated in workshops in the Eden District of which the results were to be used to inform the District's LED Strategy.



As we enter into the 2005/2006 financial year, we will strive to grow the Agency’s visibility and participation levels in the non-metro areas, while maintaining our strong presence in the Metro.

Increasing and Retaining the membership base

The Wesgro Membership Programme has continued to attract businesses and through a basket of offerings that service the Trade and Investment environment, retain members.

HIGHLIGHTS OF THE PROGRAMME INCLUDE:

- The database has grown by 56 members (263 – 2003/2004 and 319 – 2004/2005)
- The percentage of black-owned business has increased by 11% (29% - 2003/2004 and 40% 2004/2005). The target for 2004 of 35% has been exceeded by 5%.

Key priorities that have been defined for implementation in the year ahead include:

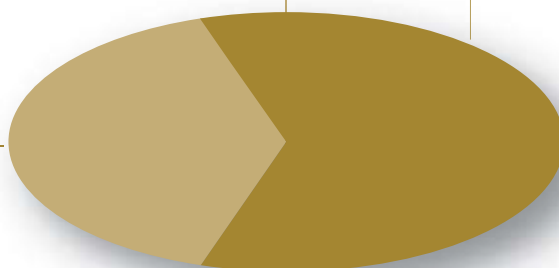
- Continued focus on attracting Members who fall within the target market of companies who will benefit from or contribute to Trade and Investment activities.
- Identification of additional Programme benefits that will assist in Trade and Investment environments.
- Focus on attracting black-owned business.
- An increase in the number of networking opportunities so that members can market themselves to other businesses.

As we move onwards, The Marketing and Communication Department will play a pivotal role in positioning Cape Town and the Western Cape as a competitive business destination to the global community. Wesgro will have to work closely with stakeholders and partners in changing mindsets as well as convincing the entire population of Cape Town and the Western Cape that they are indeed ambassadors and marketers of the Province.

MEMBERSHIP DATABASE: PERCENTAGE OF BLACK-OWNED BUSINESS

BLACK-OWNED BUSINESS 128 40%

OTHER 191 60%



WESGRO MEMBERSHIP DIRECTORY

The Membership Business Directory has been listed in alphabetical order:

- A**
- AFRICAN BUSINESS ACCESS CONSULTANCY
 - AK KHATIEB & ASSOCIATES
 - A PARKER & ASSOCIATES
 - ABSA
 - ACCESS COMPUTER TRAINING CENTRE
 - ACSA (AIRPORTS COMPANY SA)
 - ADECCO
 - ADIDAS (SA) (PTY) LTD.
 - AFRI MYSTIQUE
 - AFRICA SPACETECH SOLUTIONS
 - AFRICAN ART FACTORY
 - AFRICAN EQUATIONS
 - AFRIKOM
 - AIR LIQUIDE (PTY) LTD
 - ALLENS MESHCO
 - ALPHA COMMUNICATIONS (PTY) LTD
 - AMABAMBA FENCING (PTY) LTD
 - AMBICO (PTY) LTD
 - ANCHOR INTERNATIONAL MANAGEMENT SERVICES
 - ANGLO AMERICAN FARMS LTD
 - ANNENBERG REAL ESTATE
 - AQUANUTRO (PTY) LTD
 - ARCUS GIBB
 - ART-I-KAPA
 - ASCEND BUSINESS SOLUTIONS CC
 - ASIA FOCUS (PTY) LTD
 - ASRIN PROPERTY DEVELOPERS
 - ATHLONE AUTO TRANSMISSIONS
 - AVIS RENT A CAR
 - AVISTA
- B**
- BAILEY OVERSEAS LIMITED
 - BAKER STREET PROPERTY COMPANY
 - BASIL READ BUILDING (PTY) LTD
 - BAT MEDIA CC
 - BEST HOPE TRAVEL (PTY) LTD
 - BETTY & DICKSON
 - BHAM TAYOB KHAN & MATUNDA QUANTITY SURVEYORS
 - BKS (PTY) LTD
 - BL WILLIAMS CONSTRUCTION COMPANY (PTY) LTD
- BOLT & NUT WORLD
 - BOWIE ELEVATORS CC
 - BP SA (PTY) LTD
 - BRIMSTONE INVESTMENT CORPORATION LTD
 - BROLL PROPERTY GROUP
 - BUSINESS CONNECTION
 - BUSINESS PARTNERS LIMITED
- C**
- C & A ELECTRICAL
 - C A DU TOIT WESTERN CAPE (PTY) LTD
 - C-AIR LOGISTICS
 - CALTEX OIL (SA) (PTY) LTD
 - CAMPWELL HARDWARE GROUP
 - CAPE GATE FENCE & WIRE WORKS (PTY) LTD
 - CAPE MANUFACTURING ENGINEERS
 - CAPE SUN INTER-CONTINENTAL
 - CAPE UNION MART GROUP (PTY) LTD
 - CAPRICORN ON LINE
 - CARELLE TRADE LINK
 - CAROLINE'S FINE WINE CELLAR
 - CENTURY CITY LIMITED
 - CHARLENE HECTOR BUSINESS SUPPORT SERVICES
 - CHERRY BOMB ADVERTISING
 - CHINA SOUTH AFRICA TRAVEL & TRADE SOLUTIONS
 - CHITTENDEN NICKS DE VILLIERS
 - CLIFFE DEKKER FULLER MOORE INC.
 - COATES BROTHERS (SOUTH AFRICA) LTD.
 - COLLIERS RMS
 - COMMUNICATION PRODUCTS (PTY) LTD
 - CONCOR BUILDING
 - CONCRETE UNITS (PTY) LTD
 - CORPORATE IMAGE HOLDINGS
 - CORPORATE RELOCATIONS SA (PTY) LTD
 - CREDIT GUARANTEE INSURANCE CORP. OF AFRICA LTD
 - CREDIVEST CORPORATION
 - CSIR TECHNOLOGY FOR DEVELOPMENT
 - CURTAIN WAREHOUSE
- D**
- DAVIDSON INDUSTRIAL SUPPLIES
 - DECTRA
 - DEKAM FREIGHT SERVICES
 - DELOITTE
 - DENEYS REITZ INC.
 - DEZZO'S TRADING
 - DIE BURGER
 - DIE NOOITGEDACHT PERS CC
 - DIPAR SYSTEMS (PTY) LTD
 - DLK CONSULTING
 - DOLE SOUTH AFRICA (PTY) LTD
 - DPI PHUMELA (PTY) LTD
 - DURAM (PTY) LTD
- E**
- E M SHELVING & RACKING (PTY) LTD
 - ECI
 - EDGE HARPER HOOK CUNNINGHAM & SIE BERHAGEN ARCHITECTS
 - EDINA PRESS (PTY) LTD TA EDINA-GRIFFITHS
 - EDWARD NATHAN & FRIEDLAND
 - EHH ARCHITECTS INC
 - EKCON ENGINEERS & PROJECT MANAGERS C.C.
 - EMERGE EVENTS CC
 - ENGEN PETROLEUM LTD
 - ENTERPRISE DEVELOPMENT CONSULTANT
 - ERNST & YOUNG
 - ESKOM
 - EURO AFRICA WEB
 - EXECUTECH PERSONNEL GROUP
 - EXECUTIVE PARTNERS
 - EXPRESS PERSONNEL SERVICES
- F**
- F G UNIFORMS
 - FAB CONSULT
 - FAIRBRIDGE ARDERNE & LAWTON
 - FAIRFIELD TOURS (PTY) LTD
 - FANTASIA TOURS
 - FAZAH INVESTMENTS (PTY) LTD.
 - FINE MUSIC RADIO
 - FIRST IMPRESSION PROMOTIONS CC
 - FIRST NATIONAL BANK
 - FLIEGER LAW OFFICE BVBA
- FLYWELL TRAVEL AGENCY (PTY) LTD
 - FOODWORLD
 - FREMANTLE PRODUCTIONS (SA) (PTY) LTD
 - FREUDENBERG NON WOVENS (PTY) LTD
 - FULL MARK TOURS CC
 - FUTURE CONTACT
- G**
- G3 CABLING
 - GALLERIA LAUNDROMAT CC
 - GEOGRAPHIC RESOURCE MANAGEMENT SYSTEMS
 - GFS (GLOBAL FACILITIES SERVICES)
 - GLOBAL CONFERENCES (PTY) LTD
 - GMP SOUTH AFRICA (PTY) LTD
 - GOBODO INC. CHARTERED ACCOUNTANTS (SA)
 - GOLDEN ARROW BUS SERVICES (PTY) LTD.
 - GOLDING COMMERCIAL
 - GROUP FIVE PIPE JOINT VENTURE (PTY) LTD
- H**
- HEARTLAND PROPERTIES
 - HEROLD GIE AND BROADHEAD
 - HHO AFRICA
 - HOFMEYR HERBSTEIN & GIHWALA
 - HOTEL LE VENDOME
 - HOUSE OF MONATIC (PTY) LTD
 - HYDRID FILMS
- I**
- IBN CONSULTING (PTY) LTD
 - ICE
 - ILIFA HOLDINGS (PTY) LTD
 - ILISO CONSULTING (PTY) LTD
 - IMMO INVEST (PTY) LTD
 - INDEVCO BUSINESS CONSULTANTS
 - INFORMATION & LOGISTIC CONSULTANCY (PTY) LTD
 - INLINGUA LANGUAGE TRAINING CENTRE
 - INTERSITE PROPERTY MANAGEMENT SERVICES
 - INVESTEC BANK
 - IRCA (PTY) LTD

- ITP-HUMAN RESOURCE HOLDINGS

J

- J D REITZ & PARTNERS
- JAN S DE VILLIERS ATTORNEYS
- JEWEL AFRICA
- JOHN COOK & ASSOCIATES
- JONKER & BARNES ARCHITECTS

K

- KG DRUKER & ASSOCIATES
- KEY RECRUITMENT CC
- KEY STATIONERS
- KHORAMASUTA TRADERS
- KILPATRICK THOMSON INTERNATIONAL
- KONICA MINOLTA
- KPMG
- KREW INVESTMENTS SA (PTY) LTD
- KWEZI V3 ENGINEERS

L

- LA GROUP OF COMPANIES
- LA ELEGANTE
- LARRY HESTER ATTORNEYS INC T/A HESTER STEWART ATTORNEYS
- LAWSON TOOL DISTRIBUTORS
- LECHABLE INFORMATION TECHNOLOGIES SERVICES
- LEISUREWORXGR (PTY) LTD
- LEVI STRAUSS SOUTH AFRICA (PTY) LTD
- LINK PERSONNEL
- LUKHANYO SPEARHEAD PROPERTY VENTURES

M

- M R H PAINTING & DECORATING CC
- MAJOR COMPUTER SERVICES (PTY) LTD
- MALLINCKS ATTORNEYS
- MALSAN INVESTMENTS (PTY) LTD
- MARCOCOL ONE CC
- MARINE CIVIL SA (PTY) LTD
- MARINE DATA SOLUTIONS (PTY) LTD
- MARKET DEMAND 80 (PTY) LTD
- MARMORAN (PTY) LTD
- MARRIOTT PROPERTY SERVICES
- MASHLUMISANE FISHING
- MCA URBAN & ENVIRONMENTAL PLANNERS
- MILLENNIA MARKETING
- MILNE & ASSOCIATES
- MINDSPRING COMPUTING CC
- MITCHELL DU PLESSIS ASSOCIATES
- MONTSI INVESTMENTS (PTY) LTD
- MOVIE MAKERS INTERNATIONAL
- MSHENGU TOILET HIRE

- MURRAY & ROBERTS CONSTRUCTION (PTY) LTD
- MUTUAL & FEDERAL INSURANCE CO LTD
- M-WEB

N

- NAC MAKANA AVIATION
- NADIA MASON PERSONNEL
- NAMAKWA SANDS LTD
- NATIONWIDE MORTGAGE CENTRE
- NATURE'S SPIRAL
- NEDBANK CORPORATE
- NEIL MULLER CONSTRUCTION (PTY) LTD
- NETELEK (PTY) LTD
- NETHSA
- NETWORK COMMUNICATION TECH.
- NETWORK INSTALLATIONS & DESIGN
- NEW MUATZE COMMUNICATION (PTY) LTD
- NEW SOUTH AFRICA FISHING ENTERPRISES
- NINHAMSHAND (PTY) LTD.
- NKONKI
- NOSA (NATIONAL OCCUPATION SAFETY ASSOC.)
- NTINGI CONSULTING

O

- OASIS ASSET MANAGEMENT
- OLD MUTUAL
- OLD MUTUAL PROPERTIES
- OMNICARE
- ORGANIC FARMS (PTY) LTD
- ORNICO HOLDINGS

P

- PAARL MEDIA HOLINGS (PTY) LTD
- PAM GOLDING PROPERTIES
- PATIENCE VISION OF AFRICAN ART CC
- PENCIL BOX STUDIOS
- PENINSULA BEVERAGE COMPANY LTD
- PETROLEUM AGENCY SA
- PFIZER INCORPORATED
- PHAPHAMA AFRICA STAFFING SERVICES
- PHARO COMMUNICATIONS
- PICK 'N PAY
- PINCUS MATZ & MARQUAD
- PIONEER NATURAL RESOURCES SA
- PLASCON DECORATIVE (CAPE) (PTY) LTD
- PLAYBOSCH GROUP SA
- PORTNET
- POSSE INVESTMENT HOLDINGS
- POWER GROUP FINANCIAL & MANAGEMENT SERVICES (PTY) LTD
- PPC CEMENT (PTY) LTD.
- PRESTIGE ACADEMIC COLLEGE
- PRESTIGE COLLEGE

- PRETORIUS ROSANT ATTORNEYS
- PRICEWATERHOUSE COOPERS INC
- PROMAN MANAGEMENT SERVICES (PTY) LTD
- PROPNET
- PROTEA HOTELS & INNS (PTY) LTD
- PURE CHEM SA

Q

- QUANITA 4 PAVING PROJECTS
- QUNTA INC

R

- R MOONSAMY FINANCIAL BROKER
- R T ENTERPRISES
- RAINBOW CONSTRUCTION CAPE (PTY) LTD.
- REAKGONA PROJECT MANAGEMENT SERVICES
- REAL ESTATE ASSOCIATION OF SOUTH AFRICA
- REGUS
- RENAISSANCE CONSULTANTS

S

- S A BIAS INDUSTRIES LIMITED
- S A BREWERIES LTD
- SA ROOIBOS TEA SUPPLES CC
- SAFCOR PANALPINA INCORPORATING RENFREIGHT
- SAFMARINE
- SAKAZA COMMUNICATION & PUBLIC RELATIONS
- SANCINO LITHO (PTY) LTD T/A MILLS LITHO
- SCANDISPLAY SOLUTIONS
- SCORUS (PTY) LTD
- SDC (SIZISIZWE DEVELOPMENT CONSULTANTS)
- SEAIR FREIGHT (PTY) LTD.
- SEARDEL INVESTMENT CORPORATION
- SEKUNJALO INVESTMENT GROUP
- SENIOR AUTOMOTIVE S.A. (PTY) LTD
- SHEKA TRADING CC
- SHELL SA (PTY) LTD
- SIEMENS
- SILVER SOLUTIONS 794
- SISWANYA TECHNOLOGIES CC
- SOEKOR E & P
- SOFTWARE COLORS (PTY) LTD
- SONNENBERG HOFFMAN GALOMBIK
- SOURCECOM TECHNOLOGY SOLUTIONS
- SPIER WINE ESTATE
- STANDARD BANK OF SOUTH AFRICA
- STEER & CO.

- STS EXECUTIVE PLACEMENTS
- STUDIO M+A296
- SUNWEST INTERNATIONAL
- SUPERIOR ON-SITE CLEANING
- SURETRAVEL FORESHORE
- SYFIN PROPERTIES (PTY) LTD.

T

- TECHPROS (PTY) LTD
- TELLUMAT (PTY) LTD
- THE ACTIVE GROUP
- THE BRYAN SLINGERS PARTNERSHIP
- THE CREATIVE TYPE
- THE FOSCHINI GROUP (PTY) LTD
- THE KEODIRELANG GROUP
- THE LOUIS GROUP
- THEMIBISA CONSULTANCY
- TIGER BRANDS
- TLJ COMPANY CC
- TONY'S TRADING ENTERPRISES cc
- TRADE WITH AFRICA
- TRENCOR SERVICES (PTY) LTD
- TRIPOS TRAVEL SERVICES (PTY) LTD

U

- UDOMO TRAVEL
- UKUKHULA BUSINESS SOLUTIONS (PTY) LTD
- UMLILO TECHNOLOGIES
- UNIGLOBE DUMA TRAVEL
- UNITA PLANNED FURNITURE
- UNIVERSAL MAIL LINK

V

- VAC CLEANING MACHINES
- VIBRATIONS RECORDING STUDIO
- VICTORIA & ALFRED WATERFRONT
- VKE ENGINEERS & TOWN PLANNERS

W

- W R GRACE AFRICA
- WAKEFIELDS ESTATE AGENTS
- WATER & SANITATION SERVICES
- WBHO CONSTRUCTION (PTY) LTD
- WILDER LOCKITCH
- WOOLWORTHS (PTY) LTD

Y

- YELLOW BUTTON PROPERTY MANAGEMENT (CAPE) PTY LTD
- YOSHO SHO

Z

- ZHAUNS GROUP OF COMPANIES
- ZIBONELE TOURS AND TRANSFERS



Ismail Dockrat
CEO

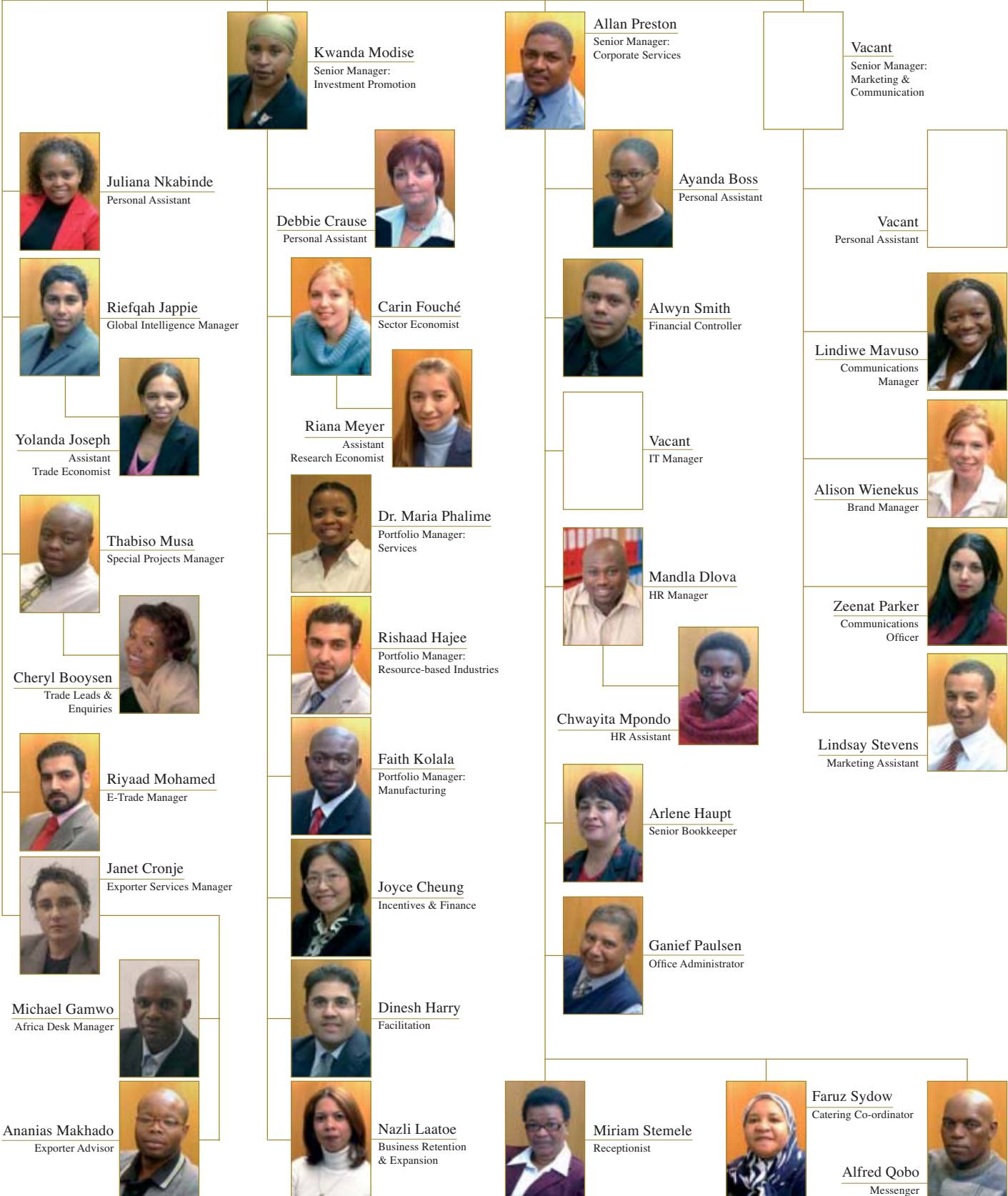


Nkuli Nkonyane
Executive Manager:
Trade & Investment Promotion



Morne Cupido
Project Manager:
Office of the CEO

Frances Greenwood
Personal Assistant



HUMAN RESOURCES

1. STAFF COMPLEMENT

As at 31 March 2005, Wesgro's staff complement reflected as follows.

STAFF COMPLEMENT	TOTAL
Permanent	36
Vacancies	3
Interns	0
Temporary Employees	1
Total Positions	41
Total Permanent Positions	39

2. PERSONNEL COST BY SALARY BAND

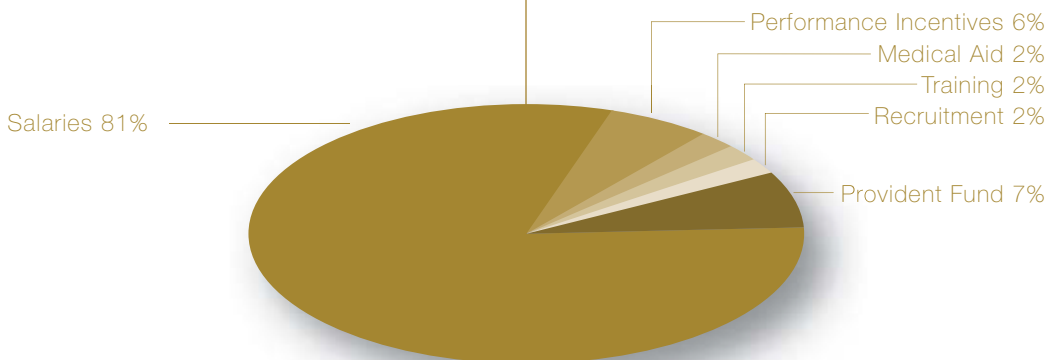
SALARY BANDS	R PERSONAL EXPENDITURE	%TOTAL PERSONNEL COST
Exec. Management	695,402	10%
Snr. Management	1,633,567	23%
Manager	2,260,597	33%
Assistant Manager	1,350,391	19%
Administrative	1,074,164	15%
Total	7,014,121	100%

3. EXPENDITURE BY SALARY BANDS

(SALARIES, PROVIDENT FUND, MEDICAL AID AND PERFORMANCE INCENTIVES)

Occupational Categories	Salaries		Provident Fund		Medical Aid		Performance Bonus	
	R Amount	% of Personal Cost	R Amount	% of Personal Cost	R Amount	% of Personal Cost	R Amount	% of Personal Cost
Executive	588,791	7.80%	43,611	0.58%	9,000	0.12%	54,000	0.72%
Snr. Management	1,369,594	18.15%	123,839	1.64%	23,904	0.32%	116,230	1.54%
Mid. Management	1,895,634	25.12%	178,814	2.37%	56,653	0.75%	129,496	1.72%
Asst Management	1,149,239	15.23%	99,589	1.32%	23,609	0.31%	77,953	1.03%
Administrators	872,469	11.56%	76,482	1.01%	30,311	0.40%	94,901	1.26%
TOTAL	5,875,727	77.86%	522,337	6.92%	143,477	1.90%	472,580	6.26%

3.1 PERSONNEL COSTS ANALYSIS



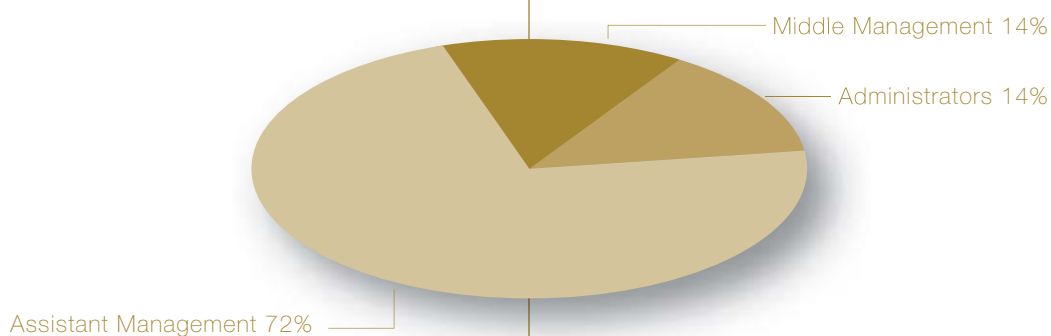
4. RECRUITMENT AND SELECTION BY OCCUPATIONAL CATEGORY

LEVEL	NUMBER OF POSITIONS FILLED	AVAILABLE POSITIONS
Executive	0	1
Senior Management	1	4
Middle Management	10	14
Assistant Manager	6	11
Administrative	3	9
Total	20	39

5. RECRUITMENT AND SELECTION BY OCCUPATIONAL CATEGORIES

OCCUPATIONAL CATEGORIES	AFRICAN		COLOURED		INDIAN		WHITE		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive	0	0	0	0	0	0	0	0	0	0
Snr Mng.	0	1	0	0	0	0	0	0	0	1
Mid. Mng.	2	1	1	1	2	0	0	3	5	5
Ass. Mng.	1	1	0	3	0	1	0	0	1	5
Administrators	0	1	1	1	0	0	0	0	1	2
TOTAL	3	4	2	5	2	1	0	3	7	13

RATE OF RECRUITMENT BY OCCUPATIONAL CATEGORIES





6. EMPLOYMENT EQUITY

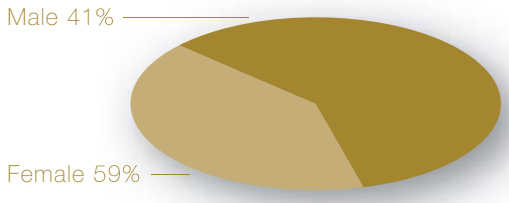
OCCUPATIONAL CATEGORIES	AFRICAN		COLOURED		INDIAN		WHITE		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Exec. Management	0	0	0	0	1	0	0	0	1	0
Snr Management	0	2	1	0	0	0	0	0	1	2
Mid Management	3	2	2	1	2	0	0	3	7	6
Ass. Management	2	0	0	6	1	1	0	0	3	7
Administrators	1	4	2	2	0	0	0	1	3	7
Total	6	8	5	9	4	1	0	4	15	22

At the end of March 2005 Wesgro's employment equity plan fairly represents the positions held in terms of occu-

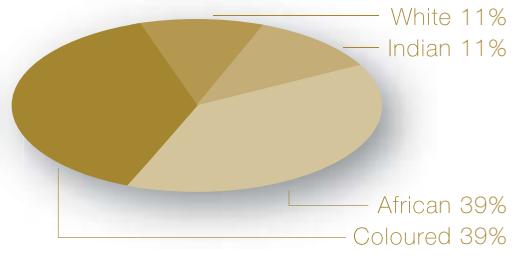
pational categories, race and gender. The table and graphs illustrate the outcomes.

EMPLOYMENT EQUITY REFLECTION 2004/2005

EMPLOYMENT EQUITY GENDER



EMPLOYMENT EQUITY RACE



7. RESIGNATIONS

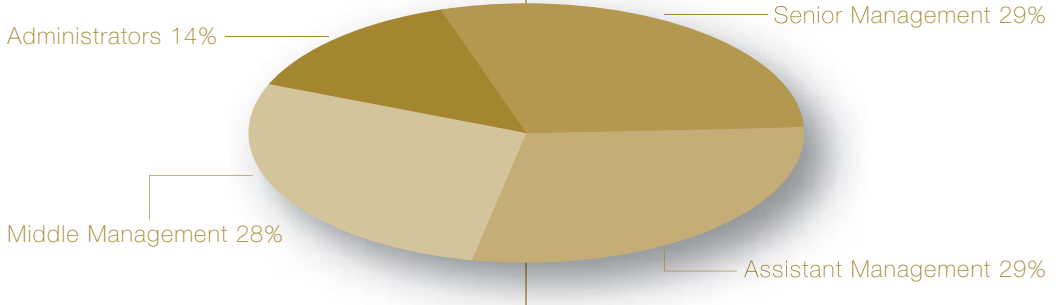
RESIGNATIONS PER OCCUPATIONAL CATEGORIES

All the resignations were voluntary.

OCCUPATIONAL CATEGORIES	AFRICAN		COLOURED		INDIAN		WHITE		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Exec. Management	0	0	0	0	0	0	0	0	0	0
Snr Management	0	1	0	0	0	0	1	0	1	1
Mid Management	0	0	1	1	0	0	0	0	1	1
Ass. Management	0	1	0	0	0	0	0	0	0	1
Administrators	0	0	0	1	0	0	0	1	0	2
Total	0	2	1	2	0	0	1	1	2	5

RESIGNATIONS 2004/2005

RESIGNATIONS PER OCCUPATIONAL CATEGORY



8. PERFORMANCE INCENTIVES

PERFORMANCE INCENTIVES WERE PAID IN DECEMBER 2004 ACCORDING TO THE FOLLOWING CRITERIA

TOTAL SCORE	PERFORMANCE INCENTIVE
Below 50%	No Bonus
50-59	50% of 1 Months Gross Salary
60-74	75% of 1 Months Gross Salary
75-100	100% of 1 Months Gross Salary

ALLOCATION OF PERFORMANCE BONUSES AS PER OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORIES	AFRICAN		COLOURED		INDIAN		WHITE		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Exec. Management	0	0	0	0	1	0	0	0	1	0
Snr. Management	0	2	1	0	0	0	1	0	2	2
Mid. Management	2	2	0	2	2	0	0	2	4	6
Ass. Management	2	0	0	4	2	1	0	0	4	5
Administrators	1	2	2	3	0	0	0	1	3	6
Total	5	6	3	9	5	1	1	3	14	19

CHAIRMAN'S AWARDS

PERFORMANCE INCENTIVES PER OCCUPATIONAL GROUPS

The Chairman awards were based on 4 categories i.e.

- Employee of the year,
- High Performance,
- Service Excellence and
- Team Work.

OCCUPATIONAL CATEGORIES	AFRICAN		COLOURED		INDIAN		WHITE		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Exec. Management	0	0	0	0	1	0	0	0	0	0
Snr. Management	0	0	0	0	0	0	0	0	0	0
Mid. Management	0	1	0	0	0	0	0	1	0	2
Ass. Management	1	0	0	0	0	0	0	0	1	0
Administrators	0	0	1	0	0	0	0	0	1	0
Total	1	1	1	0	0	0	0	1	2	2

9. INDUSTRIAL RELATIONS

Misconduct and disciplinary hearings finalised
as at 31 March 2005

OUTCOMES OF DISCIPLINARY HEARINGS	NUMBER
Counselling	1
Verbal Warning	1
Written Warning	4
Final Written Warning	0
Suspended without Pay	0
Suspended with Pay	1
Dismissal	0
Not Guilty	0
Guilty	4
Demotion	0
Transfer	0

GRIEVANCES LODGED

ITEM	NUMBER
Number of Grievances resolved	1
Number of Grievances not resolved	0
TOTAL NUMBER OF GRIEVANCES LODGED	1

10. TRAINING AND DEVELOPMENT

COURSE	INSTITUTION	COST R	PERIOD
Ms Access Intermediate & Advanced Levels	Blue-Q IT	29,549	December 2004
Power Point - Advanced	New Horizons Training Centre	12,700	July 2004
MS Visio	New Horizons Training Centre	7,000	March 2005
PFMA	SAIGA	29,682	March 2005
Export Promotion Training	CBI	31,683	August 2004
Media Training	Vass Media	105,840	February 2005
Career Development	UCT	650	February 2005

BOARD OF DIRECTORS

Constituency Represented	Director	Alternate	Attendance
Provincial Government	Mr F Calana**	Vacant	4
	Ms A Archary*/***	Vacant	4
	Mr Y Pahad (Chairperson)*/**/***	Vacant	4
	Mr B Roberts	Vacant	3
Private Sector	Ms B Kerr (Deputy Chairperson)*/***	Vacant	4
	Ms Lynn Stevens	Vacant	3
	Dr G Wolman*	Vacant	4
Business Chambers	Mr Lesley Africa	Mr M Gelderblom	2
	Mr Sedick Jappie**	Ms Y Finch	3
	Prof W van der Westhuizen	Mr P van der Merwe	3
	Mr Patrick Markom*	Ms N Pike	4
Organised Labour	Mr A Ehrenreich*	Mr M Louw	4
	Ms C Scheepers	Mr D Pasquite	4
	Mr J Swarts	Vacant	0
	Ms G Humphries	Ms S Foot	4
City of Cape Town	Cllr J C Bredenhand	Vacant	2
	Cllr M Malan**	Vacant	3
	Ald G Jespersen	Vacant	0
	Cllr E Maboe***	Vacant	2
	Cllr M Makanda	Vacant	3
	Cllr J Mokoena	Vacant	3
	Cllr S Moodley	Vacant	4
	Cllr E Sawant*	Vacant	2
	Cllr H Syré	Vacant	2
Rural District Municipalities	Cllr N Hamman (Cape Winelands District Municip)		1
	Cllr D Adams (Cape Winelands District Municip)	Cllr CJ G Leander	3
	Cllr F M Groenewald (O/berg District Municip)	Cllr A Solomons	4
	Cllr P Kees (O/berg District Municip)	Vacant	4
	Cllr C C Zimri* (West Coast District Municip)	Vacant	2
	Cllr J Albertyn (West Coast District Municip)	Vacant	0
	Cllr S Piti (Central Karoo District Municip)	Vacant	4
	Cllr E Visser (Central Karoo District Municip)	Vacant	2
	Ald A Lamont (Eden District Municipality)	Vacant	2
	To be advised (Eden District Municipality)	Vacant	n/a
Agricultural Organisations	Mr Andries Theron*	Mr J Bothma	3
	Mr W Williams	Mr I Davids	3

Over the period 1 April 2004 - 31 March 2005, The Board of Directors held 5 meetings

- * Exco Members
- ** Audit Committee
- *** Remuneration and Human Resources Committee