



Our
**TRANSFORMATION
JOURNEY**

GROWTHPOINT
PROPERTIES





Our **TRANSFORMATION JOURNEY**
is important to Growthpoint's business.



Our

TRANSFORMATION JOURNEY

is important to Growthpoint's business. We prioritise transformation because we believe it is non-negotiable to be diverse, inclusive and transformed.

We are committed to the principles of social and economic transformation and empowerment on all levels. We drive transformation by investing in people and skills that will grow our business, our sector and South Africa.

The Property Sector Charter constitutes the framework for transformation in the property sector and Growthpoint is committed to its implementation in our business. Going beyond this, we embrace the intention behind it.

For Growthpoint, our transformation journey supports our sustainability and we have achieved significant milestones over the years that show the importance we give it.

“Achieving meaningful participation by historically disadvantaged South Africans in our economy is a business imperative.”

While founded in 1987, Growthpoint only really became an active, growing company from 2001, when still part of Investec. So, we've always operated in a South Africa where achieving meaningful participation by historically disadvantaged South Africans in our economy is a business imperative. We've always understood the need for transformation in the country. It is in our DNA.

The headway achieved by Growthpoint is especially remarkable considering we didn't have a single staff member prior to June 2007 when we acquired our property asset management and property administration businesses from Investec Property Group, adopting an internal management structure.

Our
TRANSFORMATION JOURNEY
 2005 - 2017

Through our B-BBEE and other transformation initiatives, we have learnt many important lessons. Transformation is a journey. We are committed to going along the road of transformation and actively furthering empowerment in our business and the property sector with a far-reaching and broad based BEE programme. Growthpoint will remain an active participant in South Africa's economic transformation.

2017

Launch of diversity and inclusion programme.

36 children receive bursaries with the launch of the Growthpoint Gems programme that provides bursaries to our qualifying employees' children for primary, secondary and tertiary education.

Growthpoint completes its innovative transaction for the Tshedimosetso House development in Pretoria which, through strategic partnerships, created an award-winning office property asset that is held by black business.



2016

Growthpoint in the Empowerdex Most Empowered Companies 2016 and in the top five REIT companies.

Sustained inclusion in the FTSE/JSE Responsible Investment Index for the seventh year running.

Launch of the Growthpoint Young Talent Plan internship and graduate programme.

By developing social infrastructure, Growthpoint contributes R12,4 million to the development of over 6 000sqm of community and youth centres since FY11.

2015

Property Point, Growthpoint's enterprise development initiative, wins the Mail & Guardian Investing in the Future and Drivers for Change Award in the category of job creation through enterprise and supplier development.



2014

Southern Palace Properties, a wholly owned subsidiary of black-owned and managed diversified industrial holding company Southern Palace Group, acquires a 7.95% stake in Growthpoint, from the PIC, manager of the Government Employees Pension Fund, our largest shareholder.

R62,5 million of property disposed to black business.



2013

R196,8 million of property disposed to black business.



Our
TRANSFORMATION JOURNEY
2005 - 2017

2012

The Property Sector Charter was gazetted on 1 June and Growthpoint aligns its reporting to the charter and sets five-year targets to 2017 and a framework to track the delivery and achievement of its transformation objectives.

Property Point undertakes its first project in KwaZulu-Natal, providing entrepreneurial development to local businesses in Cato Manor to service the 'green street' of 30 homes to receive green retrofits as part of Isimosezulzu (climate) COP17 Place.

Growsmart, Growthpoint's school literacy improvement initiative, launched in 2010, wins The Albert Sussman International Community Support Award, the International Council of Shopping Centres Foundation's highest honour. The award recognises the most outstanding community service campaign.

2011

Growthpoint is the most empowered property company on the JSE for the 4th consecutive year, according to the Financial Mail's Top Empowerment Companies Survey.



2010

Launch Growsmart initiative in collaboration with the Western Cape Department of Education to improve literacy scores in the provinces lowest performing schools. This internationally recognised programme positively impacts the direction of a child's life, and supports those who teach literacy.

Achieved transformation objectives that emphasised greater gender representation at senior levels and racial representation of around 50%.



2009

R4 million invested in targeted CSI projects.



Our
TRANSFORMATION JOURNEY
2005 - 2017

2008

Growthpoint is the most empowered property company on the JSE for the first time, according to the Financial Mail's Top Empowerment Companies Survey.

Launch of Property Point, the first enterprise development initiative in South Africa's listed property sector. This pioneering project supports the development of small black-owned and black-managed businesses to be competitive in the marketplace. Property Point is not only funded by Growthpoint, but also provides procurement opportunities and mentorship from our employees and service providers.

Growthpoint continues representation on the Property Sector Charter Council Board.



2007

DTI gazettes the BEE Codes of Good Practice and Growthpoint leads the sector's initiative to draft a Property Sector Transformation Charter. Growthpoint seeks to lead the market through early adoption of the principles in the charter, particular through enterprise development.



2006

Growthpoint furthers its black equity ownership and control responsibility by concluding a transaction with black controlled and managed Phatsima properties. Phatsima acquired 2.3% Growthpoint's units in issue, which then had a market value of R280 million.



2005

Growthpoint concludes a R1 billion transaction with a B-BBEE consortium, in the largest ownership and control empowerment deal of its kind in the sector at the time. The AMU Trust consortium comprised the broad-based empowerment companies: Amabubesi Investments, Miganu Investment Holdings, and Unipalm Investment Holdings. It acquired around 14% of the total Growthpoint linked units in issue at the time.





Our

NOTEWORTHY ACHIEVEMENTS

in FY16 include:

19.1

of 20 points for ownership

32.8%

black ownership

17.3

of 20 points for preferential procurement

92%

of total measured spend with B-BBEE compliant suppliers

56%

of our staff is African, Coloured and Indian

60%

of 53 new hires are African, Coloured and Indian

49%

of our staff is female

85%

bursaries awarded to external black learners for property related studies

Maximum

points achieved for socio economic development

Maximum

points achieved for enterprise development

Our **B-BBEE COMMITMENT**

Growthpoint specifically, and REITs in general, have an important role to play in bringing the benefits of property ownership to more South Africans.

For Growthpoint, transformation remains a key performance area. We believe it is the right thing to do and our commitment is driven by real intent.

Growthpoint aligns all its broad-based black economic empowerment reporting to the Property Sector Transformation Charter. This year the business achieved a level four rating on the scorecard.

We will continue to focus on all aspects of the Property Charter with our transformation initiatives.

Ownership:

Each and every permanent employee of Growthpoint participates in the staff shares incentive scheme. Growthpoint has been at the forefront of equity transactions in the sector since 2005. In nominal terms, we have been the biggest single contributor to ownership transactions in the real estate industry. Our largest individual shareholder, on a see-through basis, is Mzolisi Diliza through AMU Trust. We continue to look for opportunities in this area.

Employment equity:

We have made good progress in this area. Growthpoint recently integrated 188 staff from a number of acquired businesses, resulting in the need for more work to be done. We continue our efforts to employ more people from previously disadvantaged groups. We aim to improve our gender representivity, especially in our core skills areas and our senior management. Growthpoint has created an enabling environment for designated groups to achieve, using both recruitment and organic growth – through skills training and development and succession planning – to achieve its employment equity targets.

Skills development:

Growthpoint has done well in this regard, but has also experienced considerable growth and, as a result, our skills development training programme also needs to expand and evolve. With the successful integration of new staff members in FY16, we now have a better understanding of the scope required for this programme. We aim to grow our skills training accordingly in future.

Preferential procurement:

Our Property Point enterprise and supplier development programme has helped to diversify our supply chain and supported our procurement from black suppliers. In FY16, our preferential procurement score is 17.3 out of 20. This achievement has taken a massive and active effort by Growthpoint. We will continue to drive it forward.

Enterprise development:

We achieved maximum points for our Property Point initiative, which will continue to support transformation in our business, our sector and our economy.

Socioeconomic development:

We achieved maximum points for our significant and meaningful impacts in this area.

In FY16, our preferential procurement score is

17.3 out of 20.



Economic development:

As Growthpoint invests in commercial properties, which are mainly located in developed urban areas, development in under-resourced areas isn't something that our business can easily impact. Even so, we have invested R12,4 million to create social infrastructure in under-resourced areas over the past 10 years, developing community, learning and skills centres across the country. We do make significant contributions to the country's central business districts and industrial areas, which are centres of employment.

Here, Growthpoint supports, provides and improves infrastructure and management, creating spaces for business to thrive, supporting access to jobs. In addition, Growthpoint is a significant contributor to rates and taxes where we are invested in properties, nationwide. Growthpoint recognises the challenges presented in the proposed revised Property Sector Transformation Charter and evaluates all opportunities to ensure its high level of compliance.

Our **B-BBEE PARTNERSHIPS**

to drive transformation

Growthpoint's board and management have always embraced transformation and see it as normalisation of our company, our industry and our society. Putting this into action, Growthpoint was one of the very first listed property companies to execute an empowerment transaction.

Here are some of examples of our successful partnerships with black-owned firms and consortia. These transactions introduced BEE partners represented by influential role players who have added value to Growthpoint and its shareholders and simultaneously benefitted black South Africans.

AMU Trust

We introduced our first BEE partners in an unprecedented fully-funded R1 billion deal in 2005, the largest empowerment transaction of its kind in the property sector at the time. The BEE consortium comprised the broad-based empowerment companies: Amabubesi Investments, Miganu Investment Holdings, and Unipalm Investment Holdings, each of which owned one third interest in the BEE Consortium which held its interest in Growthpoint via AMU Trust. Each of the groupings were required to include a broad base of shareholders in their respective consortiums.

The trust acquired around 14% of the total Growthpoint linked units in issue at the time, with a unique mezzanine funding structure especially designed for the deal. As part of the transaction, the BEE consortium also acquired a 14% interest in the Growthpoint management contract, which was sold to them by Investec Property Group Limited.

Our new BEE partners added valuable strategic input for Growthpoint and made positive contribution at shareholder and board level. Mzolisi Diliza, the representative for Miganu, was already a director of Growthpoint thanks to our earlier Mines Pension Fund transaction, and two further representatives of the AMU Trust were also appointed to Growthpoint's board. Diliza participated in the original BEE commission chaired by Cyril Ramaphosa, which was set up to deal with the economic transformation of South African business. Diliza also participated in the mining charter which was trail-blazing for the industry and the first charter to be gazetted into law. Diliza has been, and remains, a champion of transformation at Growthpoint as chairman of our dedicated Social, Ethics and Transformation Committee.

Phatsima Properties

Shortly after that initial BEE transaction in 2005, we completed a second transaction in 2006, with black controlled and managed property investment holding company Phatsima Properties, led by Herman Mashaba.

This transaction followed Growthpoint's takeover of Metboard, with Mashaba being the chosen empowerment partner for Metboard and a director at the time.

2.3% of Growthpoint's units in issue were acquired by Phatsima Properties, which then had a market value of R280 million, also fully funded with specially created mezzanine funding. As an integral part of the transaction, Phatsima also acquired a 2.3% interest in the Growthpoint asset management contract from Investec Property Group.

Mashaba, who held a 40% indirect beneficial interest in Phatsima, was a non-executive director of Growthpoint and continued to represent Phatsima in this position. He went on to serve as Deputy Chairman of Growthpoint before pursuing his political career in 2016.

Southern Palace Properties

In August 2014, Southern Palace Properties, a wholly owned subsidiary of black-owned and managed diversified industrial holding company Southern Palace Group, acquired a 7.95% stake in Growthpoint. It was acquired from the Government Employees Pension Fund (GEPF) through its asset manager, the Public Investment Corporation (PIC). The transaction made Southern Palace the largest non-institutional shareholder in Growthpoint and the largest shareholder after the GEPF.



GCIS - Tshedimosetso House

Challenges faced with BEE transactions:

Notwithstanding our continued enthusiastic support for transformation, given the nature of our business model as a REIT—we distribute all our earnings, which requires us to continually issue new shares to raise capital to achieve growth – the aggressive growth of our company, and the changes to the DTI codes, remaining meaningfully empowered at ownership level is a massive challenge. As new shares are issued, we cannot force our shareholders to follow their rights, thus black ownership is highly susceptible to dilution. In addition, in the current market with the present rising interest rates impacting the cost of funding, it is difficult to fund these transactions.

How we manage this:

Even with this challenge, Growthpoint strives to play an important role in the transformation of society, including economic and social change. This is evident both in terms of our strategic external partners and on an operations level. We place a high importance on nurturing relationships that further transformation and B-BBEE, and we are still attracting new black investors.

Economic development:

Hatfield Festival was an innovative deal where Growthpoint tendered jointly with Isivunu Apex for the development of the GCIS head office in Pretoria, which was completed in 2013. Isivunu secured the lease while Growthpoint identified and consolidated the site and undertook the development. The property was acquired by Isivunu with Growthpoint providing 100% vendor finance. Economically, Isivunu and Growthpoint were 50/50 partners in this transaction. In February 2017, Isivunu Apex sold its shares to Sakhumnotho Property Holdings and Growthpoint was repaid for its vendor finance. We will continue to explore opportunities for other innovative transactions, with similar positive impacts.

TRANSFORMING

our sector by developing small black businesses and creating procurement links



A few of the suppliers and partners of Property Point

Through our business, Growthpoint strives for transformed property relations in South Africa to promote a vibrant and growing property sector.

As a hands on property owner – we own and manage our buildings – we recognise our unique position to develop small black-owned businesses to increase their access to market opportunities and funding for growth. In early 2008, Growthpoint launched Property Point with the aim to boost small business serving South Africa's listed property sector by giving them a toehold in a highly competitive marketplace. Property Point is all about building and developing entrepreneurs' skill-sets and business acumen, improving their levels of compliance and enterprise governance, increasing profit margins and building sustainability. As Growthpoint's enterprise and supplier development initiative, Property Point builds on our commitment to job creation and empowerment. When it launched, Property Point was the only enterprise development project of this kind in the listed property sector at the time, and it

still stands out among the sector's innovative initiatives by offering a range of entrepreneurial opportunities for small business.

In addition, in 2015 Growthpoint established a mutually favourable partnership with Attacq as a funding partner for Property Point. This relationship continues in 2017.

Supplier development:

Growthpoint provides continuous encouragement, support and mentoring to our suppliers in terms of promoting good corporate principles, going well beyond any scope required of us. By focusing on the development of our suppliers we are able to add meaningful value back into our supply chain.



Supplier development intake and Property Point staff

Eight years after it began its work, Property Point has had significant impacts.

114

SMEs have participated in its two-year incubation programme

76%

reported revenue growth from Property Point enterprises

1 309

jobs created

63%

year-on-year increase in the value of contracts accessed by black-owned SMEs

R453 MILLION

in procurement opportunities generated for these SMEs

R3,4 BILLION

preferential procurement spend with B-BBEE compliant suppliers by Growthpoint in FY16



DIVERSITY *and* INCLUSION

Our strength lies in our diversity. Differences in age, industry experience, religion, education, performance levels, race, working styles and gender all combine wonderfully to create a competitive advantage for Growthpoint. Through those differences, we are able to create an innovative working environment that encourages alternate views and perspectives, as well as a place to ask questions and find answers.

Just as important is inclusion. That means in our day-to-day interactions, we treat each other fairly and respectfully. Everybody has equal access to opportunities and resources, and every single one of us is encouraged to contribute to Growthpoint's success. We are committed to creating a diverse and inclusive work environment.

Diversity and inclusion is central to attracting, developing and retaining key talent. It supports a sustainable business that represents the demographics it serves, drives innovation and collaboration. Diverse teams are a distinguishing competitive advantage in the market.

We will be launching our diversity and inclusion programme linked with our newly defined values in 2017.

Our diversity and inclusion plan includes a well-defined approach of attracting diverse candidates, running workshops to create awareness and the establishment of a diversity and inclusion forum. We have already launched our disability disclosure policy, encouraging staff to disclose their disabilities. The overarching objective of this programme is to create an inclusive environment where different views and innovative ideas are given space to thrive.

Diversity and inclusion is expressed in all our values, but particularly in **The Power of US**

Associated behaviours:

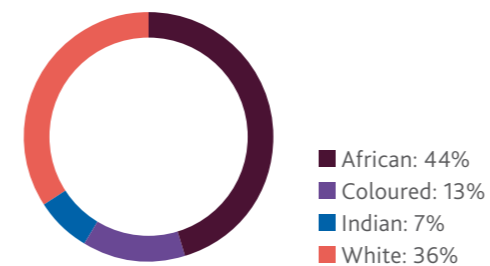
Collaborate. Engage. Get involved. Do your bit. Be part of something bigger. Be who you are. Celebrate the diversity of those around you. Respect them. Support. Find solutions. Spark. Share. Strive towards a common goal.

Make it happen. Together.



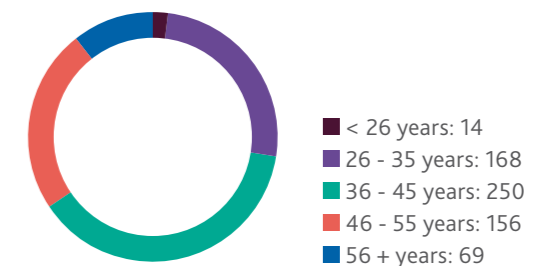
Race Profile

FY16 split per stakeholder



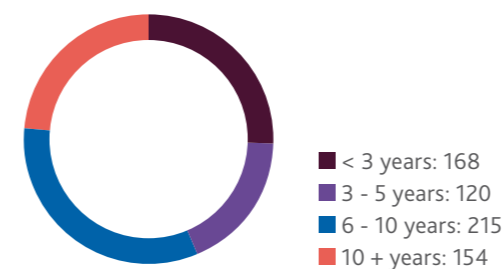
Employee Age Profile

FY16 split per stakeholder



Employee Tenure

FY16 split per stakeholder



Employee Gender Profile

FY16 split per stakeholder



TRANSFORMATION *through* STAFF TRAINING *and* DEVELOPMENT

Development of our talent is a key focus that supports our transformation journey.

Bursaries:

All staff have the opportunity to apply for our tertiary education bursaries to continue their studies and we currently have seven externally funded students under this programme. In addition we have in-house training.

Training:

456 employees trained in 2016 (236 – black; 220 – white; 235 – male; 221 – female) with nine temporary employees. R6,07 million (including operational costs) was invested in learning and development activities.

Graduate and Internship Programme:

We proudly launched our Young Talent Plan in FY16 which comprises our twelve-month internship and graduate programme. We currently have two interns and three graduates in our Young Talent Programme. Two of these young talents are black and one is coloured. This is only the beginning for this initiative, which we hope to double in future.

Career fairs:

We have a presence at universities to ensure that Growthpoint is top of mind for young talent aspiring to build careers with a leading property company in the country. Recently, we attended the following career fairs: Wits Business School, University of Cape Town, University of Johannesburg and University of the Witwatersrand.

Learning and development:

Growthpoint has initiatives at all levels including adult basic education and training (ABET), handyman training, health and safety, technical apprenticeships, learnerships, professional certification, management development and formal education.

Growthpoint Gems:

This programme creates value for lower-earning employees and their immediate families by providing educational grants to their children at primary, secondary or tertiary level. It provides Growthpoint staff's families with the support they need for their children to thrive with a great education, creating tomorrow's leaders and opening doors that may otherwise have remained closed. By ensuring bursaries are made available for their children, we can add value to the lives of our employees for learners from Grade 4 and up. The bursaries will cover costs related to prescribed school fees, uniforms, stationery and other learning materials. In addition, life skills, vocational guidance and general support are provided where necessary to help learners on their path to success. Currently 312 employees, of which 253 are black, qualify for these bursaries.

Remuneration:

Growthpoint has reassessed the minimum salary we pay our employees, increasing it significantly over recent years. In 2015, we reported that adjustments would be made to the "living wage" of 83 of the lowest paid employees to a minimum of R120 000 (excluding any short-term incentive (STI) payments or value realised from participation in the Growthpoint Staff Incentive Scheme (GSIS) over a period of two years. We are in the process of implementing these adjustments in an effort to reduce the wage gap within the company.

Staff volunteerism:

Our year-round staff volunteerism initiative, G squared, is an action-orientated community engagement initiative for staff. From July 2015, Growthpoint gave every one of its staff members eight hours to take part in community development work. We care about the welfare of the communities where our staff live and where our business has an impact. By giving our people the time and opportunities to volunteer, we further our common goal of supporting positive change in our communities.



TRANSFORMATION through EDUCATION and SOCIAL INFRASTRUCTURE

Growthpoint's commitment to transformation is also supported by our education and social infrastructure initiatives which make up our corporate social responsibility.

EDUCATION

Education remains a priority in South Africa's development journey and Growthpoint supports and promotes access to quality education.

We work closely with NGOs that have the expertise in the targeted area of development within the education value chain. Our long-term impact objective is to improve educational outcomes and create a more inclusive society.



Early childhood development (ECD):

We focus on the readiness of ECD centres to become sustainable by providing resources and practitioner training. In FY16, we expressed this through our initiatives with Stop Hunger, Loaves and Fishes, Education Africa, Asha Trust, Scatterlings and Cotlands.

R1,5 MILLION

support in FY16

1 646

individuals benefitted

Primary school:

Improving literacy is the core focus of initiatives that target both teacher development and learner academic performance. In FY16, we actioned this through initiatives with Growsmart, Molteno, iSchool Africa, Pretoria School for Cerebral Palsied Learners and Unity College.

R3,7 MILLION

support in FY16

56 530

individuals benefitted

Secondary schools:

We empower teachers by supporting internship programmes that provide much-needed leadership development and enable teacher advancement. In FY16, we achieve this in collaboration with Thandulwazi Maths and Science Academy, Go for Gold, Sparrow School, Field Band Foundation, Genesis Trust, ASE and Tomorrow Trust.

R1,8 MILLION

support in FY16

966

individuals benefitted

Tertiary and skills development:

These initiatives have the deliberate intent to increase employability and reach target groups so they can engage in meaningful and productive activities after our interventions. This was achieved with the Growthpoint bursary programme, SAPOA bursary programme, Association for the Physically Disabled, Learn to Earn and Youth Zones.

R982 000

support in FY16

77

individuals benefitted

SOCIAL INFRASTRUCTURE

We believe that providing safe and productive spaces can promote healthy livelihoods. This drives us to develop spaces that enable communities to succeed and boost grassroots transformation.

Our social responsibility through property development promotes community asset ownership for historically marginalised people to help them in ways that facilitate sustainable living. This support advances infrastructural resources for community development, especially in areas which experience extreme poverty.

From 2008 to 2016, we contributed R83,2 million in total towards the development of community, youth and skills centres, starting with our first project in 2008 and escalating this initiative by completing one each year since 2011.



Construction at Khanya Education Centre

Khanya and Phakamani educare centres – Eastern Cape

Communities in the Eastern Cape celebrated the official opening of two life-changing centres developed by Growthpoint in 2015 that help boost early childhood development in the region, and create brighter futures for young and old alike.

Growthpoint partnered with the Loaves and Fishes Network (LAFN), an East London-based non-profit organisation, to develop the Khanya and Phakamani educare centres. Growthpoint contributed R1,7 million towards the centres' development.

Aiming to create sustainable and holistic childcare training and development in disadvantaged rural communities in the Eastern Cape, LAFN works with local communities to implement effective Early Childhood Development programmes and has already realised positive impacts.

LAFN is involved with over 30 early childhood development centres supporting nearly 1 500 children, and is recognised as having one of the best child-care facilities and programmes in the country.

This furthers Growthpoint's initiatives to build social infrastructure and boost education, empowering communities and creating more sustainable, better futures.

The Phakamani and Khanya Educentres are situated in the rural villages of Mathanga and Zikwaba Newlands, East London. The two centres were chosen for the project based on the phenomenal results achieved within their communities.

The centres create platforms for access to quality education as well as providing spaces for the community to thrive that further both education and childcare training and development that supports parent and community participation. Women from local communities received the training to put them in a better position to manage child care centres and enjoy the benefits of stable employment.

This project was made possible with the assistance of engineers from Hatch & Goba Consulting and development contractors, Amanz'abantu Services (Pty) Ltd. Growthpoint's own Beacon Bay Retail Park has also been actively involved in the support of the project by co-ordinating the landscaping and providing additional resources for the centres. Together, this represents precious contributions to the upliftment of rural communities in the Eastern Cape.

Genesis Youth Centre - KwaZulu-Natal

In 2012, Growthpoint Properties opened a new youth centre in Marburg, Port Shepstone.

Growthpoint invested R3.4 million in this project in partnership with Genesis Trust, a local non-profit organisation committed to addressing social challenges in the communities surrounding Port Shepstone in the Ugu District in KwaZulu-Natal.

Growthpoint's efforts in this project were geared towards the enrichment of the lives of youth and local community by creating a centre that would enable the community to grow from strength to strength.

The investment in this youth centre promotes skills development and empowerment among underdeveloped communities through youth development and empowerment. The centre was designed to have a powerful positive impact for this community. According to the Genesis Trust, some 44% of the population in the area is under the age of 20, placing enormous pressure on resources. The centre will help engage community youth in constructive experiences that will positively impact their lives.

The Genesis Youth Centre offers affirmative, stimulating activities for the younger members of this community from fitness facilities to music programmes, secondary school maths tuition, post-matric life skills including assistance in applying for tertiary education and employment, and assistance with tertiary studies to develop leadership potential, among other projects.

Zikhuliseni – Diepsloot

Building from ground-level up, Growthpoint Properties invested R2 million in the Zikhuliseni - (the Zulu word meaning "develop yourself") skills development project in Diepsloot in 2008.

Growthpoint's contribution went to building a vibrant centre to house proficiency development initiatives which provide community training in a diversity of skills from computer skills to sewing, beadwork, fabric painting, welding and ironwork, bricklaying as well as a vegetable garden school.

Zikhuliseni was designed to be an integral element of Bophelong Place of Life in Diepsloot. This initiative includes a number of community upliftment projects. Aakani centre supports some 600 children between the ages of five and 15 by providing meals, homework assistance and a number of skills including computer training and art. "Wings of Life" is a primary school which will soon be supported by a wellness centre to improve the health of its 600 pupils. A SANCA counselling facility for drug/alcohol abuse is also present, with plans to expand.

Bophelong Place of Life is an initiative between the Diepsloot community and a number of charity and welfare organizations, Bryanston Methodist Church and Growthpoint.

Elevating this already uplifting collection of community facilities and projects Growthpoint's Zikhuliseni will house a number of valuable skills training projects, in line with Growthpoint's focus of growing skills on all levels. Zikhuliseni complements and enhances



Growthpoint's corporate social investment programmes. Projects that benefit directly from Growthpoint's strategic investment in Zikhuliseni include Themba, which provides skills training for women focusing on sewing and craft, was started in 2003 and now has over 100 women registered. The goal of this project is to enable every person in Diepsloot to become self-sufficient through providing training in a number of skills and on graduation, where possible, trainees are supplied with equipment to being their own business. Women are trained in sewing, beadwork and fabric painting. The building of the new Zikhuliseni centre allowed computer skills to be added to the syllabus and provided a retail outlet and tea garden to attract and encourage spend, especially from tourists.

The Vegetable Garden School trains the residents of Diepsloot to grow cash crops all year round, maintaining the supply of fresh food. The training is certified is provided by AgriSETA and as a result of the popularity and expansion of this project, it was accommodated in Zikhuliseni.

Training in bricklaying, creating skills to directly benefit the property and construction sector also take place under the much needed facility of Zikhuliseni, as do welding and ironwork.

It also supported Bophelong Place of Life's vision to introduce a counselling facility and a "Clinic of Hope" specially designed for HIV/Aids testing and dispensing of anti-retroviral medication and sexually transmitted diseases from which all members of the Diepsloot Community can benefit.

Pretoria School for Cerebral Palsy Learners

When Growthpoint's initiative Property Point challenged small businesses to make a positive difference in the lives of cerebral palsy learners, it had no idea how massive the impact would be.

A simple lesson in the importance of businesses giving back to their

communities snowballed into R500 000 worth of renovations for the Pretoria School for Cerebral Palsy Learners.

The project began when a Growthpoint facilities manager became aware of a need for maintenance work at the school in 2015. He took this need to the Growthpoint CSI team and Property Point to see if there was anything they could do to help. Both took up the challenge.

The improvements to the school had positive impacts well beyond making a few repairs. In this case, the project not only created a positive, dignified environment for the learners to enjoy and thrive in, it also supports the teachers and staff at the school, with positive knock-on effects for the families and the community.

Twelve small businesses stepped forward to participate. Some contributed to the school's renovations with their time, skills and resources to paint, landscape, waterproof, as well as do electrical work, plumbing and maintenance. Others provided funds towards additional items the school needs. They were supported with a R150 000 donation from Growthpoint as well as R50 000 of paint donated by Plascon.

The children at the Pretoria School for Cerebral Palsy Learners were the focus of the project, which had the biggest impact upgrading the hostels into modern, comfortable, welcoming and functional environments. Leaks and damp were repaired, replaced floor tiling and repainted walls and ceilings. Roofs were waterproofed and painted, too. Plumbing was improved and the hostels' electrical work was brought in line with safety standards. The gardens at the school were also landscaped to support a beautiful setting.

Some of the businesses spent nearly a month on site at the school, doing their bit towards revamping the hostels. Others committed to return to the school and volunteer their services, like the landscaping business that will ensure the school's gardens are tended to monthly.

One of the women from Zikhuliseni centre



The Zikhuliseni centre

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