

SOUTH WESTERN DISTRICTS CRICKET

SOCIAL AND ETHICS COMMITTEE REPORT: 2023/24

by MR M.S.H. (MAURICE) ELLIS



INTRODUCTION

The Board of Directors of South Western Districts Cricket “the Board” resolved in terms of section 72(4) of the Companies Act, Act 71 of 2008 “the Act” to establish a statutory committee, namely the Social and Ethics Committee. The Committee will fulfil the duties as listed below in respect of the Company and in compliance with the Act, the Memorandum of Incorporation of the Company and the Operational Policy on its Code of Ethics. Neither the appointment nor the duties of the Committee will reduce the duties or accountability of the Board of Directors of the Company.

PURPOSE OF THE COMMITTEE

The Committee is established to assist the Board with the oversight of social and ethical matters and in ensuring that the company is and remains a committed socially responsible corporate citizen.

The commitment to sustainable development involves ensuring that the Company conducts business in a manner that meets its existing needs without knowingly compromising the ability of future generations to meet their needs.

The Committees primary role is to supplement, support, advise and provide guidance on the effectiveness or otherwise of management’s efforts in respect of social and ethics and sustainable development related matters which, *inter alia*, include the following:

- a. Cricket Community Development
- b. Corporate Social Investment
- c. Ethics Management
- d. Employment Equity
- e. Health and Wellness

- f. Safety
- g. Stakeholder Engagement
- h. Protection of Company Assets
- i. Environmental Management

FUNCTIONS AND RESPONSIBILITIES

To monitor the Company's activities (Statutory Duties (s72 (4) of the Act, Regulation 43 and s32 of the MOI) having regard to any relevant legislation, other legal requirements, or prevailing codes of best practice with regard to matters relating to the Social and economic development, including the Company's standing in terms of the goals and purposes of –

- a. The 10 principles set out in the United Nations Global Compact Principles and
 - The OECD recommendations regarding corruption
 - The Employment Equity Act
 - The Broad Based Black Economic Empowerment Act;
- b. Good corporate citizenship, including the Company's –
 - Promotion of equality, prevention of unfair discrimination and reduction of corruption
 - Contribution to development of the communities in which its activities are predominantly conducted or within which its products or services are predominantly marketed; and
 - Record of sponsorship, donations, and charitable giving
- c. The environment, health and public safety, including the impact of the Company's activities and of its products and services.
- d. Consumer relationships, including the Company's advertising, public relations, and compliance with consumer protection laws; and Labour and Employment, including-
 - The company's standing in terms of the International Labour Organization Protocol on decent work and working conditions; and
 - The Company's employment relationships, and its contribution toward the educational development of its employees.

- e. To draw matters within its mandate to the attention of the Board as occasion requires
- f. To report, through one of its members, to the Affiliate Members at the Annual General Meeting on the matters within its mandate.

GENERAL

- **Governance.** The Committee forms the anchor in terms of the Governance compliance requirements of Cricket South Africa (CSA) and assessing the results of the CSA Operational Score Card on SWD the Social and Ethics Committee played a very positive contributing role in the sound governance compliance at the company. We pride ourselves with our as leaders in governance and the Social and Ethics Committee oversee the CSA Road Map to Governance.
- The following important matters was addressed by the committee during the period under review:
 - a) The annual Board Committee assessment as conducted by the committee members was presented to the committee. The relevant matters arising will be implemented accordingly. It however gives me pleasure that we receive a very commendable self-evaluation report.
 - b) The committee oversee various contractual matters with the company as a party; including the renewal of the Memorandum of Understanding and Lease Agreement between SWD Cricket and the Nelson Mandela University (George Campus) and the offer as received from Global High-Performance Centre as an Equity Partner for the movement of the SWDC headquarters to Rooirivier-rif in George.
 - c) The legal process regarding the recovery of bad debt from a service provider – *Alexia Luxury Coaches*.
 - d) Dealing with Legal, Contractual and Disciplinary matters – including criminal cases. (both on and off the field) as referred to the committee.
 - e) The revision of the Rules and Code of Conduct of SWDC.

- f) Policy review matters as referred as well as the drafting and implementation of the Members' Council Charter.
- g) Revision of a standardized constitution for Affiliated Clubs
- The committee also oversee a CSA directive whereby Ms Zenobia Nel (Executive Assistant and HR Administrator), as a senior staff member was added to the Committee as and *Ex-Officio* member.
- **Corporate Social Investment Projects.** The SWDC embarked on the following Corporate Social Investment (CSI) projects – which was covered at Social Media - for the period under review:
 - a. Women's Day - 9 August 2023: On 9 August 2023, the Garden Route Badgers celebrated National Women's Day by inviting the ladies within their structure to a Women's Day event.

The first speaker, Ms Eshida May from Bridgton Clinic in Oudtshoorn addressed the guests about the importance of looking after our bodies as women and the need to do all the different tests which includes the mammogram. She also touched on the different types of cancer that women and men deal with on a daily basis and the methods on how to check your body.

The second speaker, Ms Katrisha Strydom, a director at SWD Cricket alluded to the important role we as women play in our community, from playing in the women's club final to playing in the SA T20's. She left a message that if you put your mind to a goal, anything is possible.

The last speaker, Adv Michelle Weyers, also a Board Member at SWD Cricket focussed on the fact that women always sell themselves short. In most cases the women can do anything that a man can and maybe better. "Don't hesitate to do something, if you make a mistake and lead by example, so the day that we have moved on, that our younger generation has proud footsteps to follow in", she concluded.

- b. World Aids Day - 1 December 2023: SWD Cricket together with the Bridgton Clinic celebrated World Aids Day on 1 December 2023. The event took place at the Bridgton Sportsground (*Die Plate*). The event started with a march from the Bridgton clinic to the sportsground. The Oudtshoorn Hospital, police, fire station, municipality and more took part in this event. Guest speakers like the Superintendent of the

Hospital and Doctor Baartman addressed the crowd. Information was shared about the stigma attached to the illness and that it not a death sentence. The kids were entertained by jumping castles and cricket activities by members of the Garden Route Badgers senior men's team.

- c. Mandela Day - 18 July 2024: The staff and members (in total 25) of the Garden Route Badgers women's team organized a soup and bread service point to the day visitors/patients at the Bongoletu Clinic in Oudtshoorn. Approximately eighty patients received a coup of soup and bread.

BOARD COMMITTEE MEMBERS & MEETINGS

The following members served on the committee:

- a. Mr Maurice Ellis (Chairman)
- b. Mr Clyde Avontuur
- c. Mr Reginald Salmons
- d. Adv Michelle Weyers
- e. Ms Zenobia Nel (Executive Assistant and HR Administrator) – *Ex Officio*
- f. Mr Albertus Kennedy (CEO) – *Ex Officio*

The committee had the following meetings:

- a. 24 August 2023
- b. 16 November 2023
- c. 6 March 2024
- d. 10 June 2024