
CRICKET SOUTH AFRICA - UNGC REPORTING - 23 FEBRUARY 2018**COE - COMMUNICATION OF ENGAGEMENT**

1. PUROSE

The aim of this report is to present the Communication of Engagement (COE) Report of Cricket South Africa (CSA) for the two years' period ending February 2018. The report discusses how CSA has incorporated the United Nations Global Compact (UNGC) principles into its internal operations.

2. DISCUSSION**2.1 Statement of Continued Support by The Chief Executive or Equivalent:**

CSA remains committed to social and economic development, by monitoring the company's activities having regard to the 10 Principles of the UNGC (United Nations Global Compact).

CSA's Annual Integrated Report is on its website and can be found on this link -

<http://cricket.co.za/cat/19/Governance/3396/CSA-Annual-Reports/>

2.2 Description of actions the organization has taken in support of the Global Compact:

- a) CSA through its Social and Ethics Committee (SEC) annually reports and reaffirms its continued commitment to advancing the 10 principles of the UNGC to its Members (Affiliates and Associates) and invited stakeholders at its Annual General Meeting (AGM).
- b) The primary role of the SEC is to ensure that CSA is always conscious of its role and responsibility as a good corporate citizen. In this regard, the SEC continues to monitor the organisation's adherence to the 10 principles of the UNGC.
- c) CSA has participated in the following UNGC local events:
 1. 2017 Annual General Meeting;
 2. Roundtable for Social & Ethics Committees of Company Boards - During the year under review, the SEC members and management attended a roundtable and information session hosted by the National Business Initiative (NBI) focusing on how to enhance the effectiveness of the Social and Ethics Committee and understanding the reporting requirements of the United Nations Global Compact (UNGC); and
 3. Participating in the UNGC Induction on Reporting - To obtain an understanding on the work of the UNGC and the reporting requirements for the COE in preparation for reporting at a high level of transparency and quality, meeting the expectations of their stakeholders.

- d) CSA has also aligned its policies and practices with the 10 principles of the UN Global Compact particularly in the following four (4) areas:
1. Human rights violations;
 2. Labour rights and exploitation of workers especially child labour;
 3. Environmental issues, especially the preservation and rehabilitation of the environment; and
 4. Contributing to the fight against corruption in all forms including extortion and bribery.

2.3 Listed below is how CSA measured the outcome of its activities over the past two years:

- a) CSA has acknowledged the significance of reflecting the demographics of South Africa. This include the issue of employment equity in its labour practices. As a result, our annual employment equity targets are based on the National and Provincial EAP (Economically Active Population), people between the ages of 15 and 64 who are currently employed and those who are actively seeking employment.
- b) Employment of persons with disability is a transformation imperative that CSA and all its Members are committed to. For the first time in 2016, CSA employed a person from the disabled community. The SEC continues to monitor that this imperative is not handled with minimum compliance. The SEC also continues to conscientise CSA of its responsibility as a corporate citizen to continue giving opportunities to those with disabilities.
- c) The organization is committed to "Safety before Profits". To this end, the SEC monitors CSA's safety measures at its stadiums and ensures the effective implementation of safety procedures and training programs as well as adherence to the SASREA Act.
- d) CSA remain committed to adhering to laws and regulations applicable to its operations as well as conducting social and development activities. CSA conducts ethics due diligence on its trading and commercial partners (including sponsors) as well as incorporates an ethics pledge into agreements with these partners.
- e) CSA continues to monitor corruption and fraud through its anonymous hotline facilitated by Deloitte.
- f) As a corporate citizen, CSA acknowledges its responsibility to invest in and contribute to the sustainable development of the environment in which it operates, particularly its stadium operations. The SEC has requested management to develop a Corporate Social Responsibility Policy and implementation plan.

3. CSA ANTI-CORRUPTION MEASURES

- a) The 2015/2016 RAM SLAM competition was threatened by a high profile match-fixing investigation which resulted in several players being banned for breaches of the CSA Anti-Corruption Code for Participants ("the Anti-Corruption Code").

- b) This naturally caused great concern for CSA, the Franchises, innocent players, our commercial partners and the ICC. Furthermore, it called into doubt our commitment and adherence to the Anti-Corruption Code.
- c) After lengthy and thorough investigations, CSA announced the banning of the seven (7) players for several selected offences under the Code. The following players were banned from all aspects of the game for between 2 and 20 years:
 - 1. Alviro Petersen - (2)
 - 2. Jean Symes - (7)
 - 3. Lonwabo Tsotsobe - (8)
 - 4. Pumelela Matshikwe - (10)
 - 5. Ethy Mbhalati - (10)
 - 6. Thami Tsolekile - (12)
 - 7. Gulam Bodi - (20)
- d) Workshops and presentations on the match-fixing issue were held to intensify awareness on proper conduct and the seriousness of the zero-tolerance approach to corruption. CSA have made known that all instance of dishonesty in the game will be dealt with severely.

4. CONCLUSION

In conclusion, I would like to extend my gratitude to the CSA Board, Member Presidents and all Staff for their dedication and activities implemented to date. It must be acknowledged that more effort can be made in the furtherance of the aims of the UNGC network. The organisation will continue to work toward improved engagement within the UNGC network going forward.

Your Faithfully,



Thabang Moroe
Acting Chief Executive Officer