

CRICKET SOUTH AFRICA - UNGC REPORTING - 03 MARCH 2020 COE - COMMUNICATION OF ENGAGEMENT

1. PURPOSE

The aim of this report is to present the Communication of Engagement (COE) Report of Cricket South Africa (CSA) for the 2 (two) years' period ending February 2020. The report discusses how CSA has incorporated the United Nations Global Compact (UNGC) principles into its internal operations.

2. DISCUSSION

- 2.1 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 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).
- 2.3 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.
- 2.4 CSA has participated in the following UNGC local events:
- 2.4.1 Roundtable for Social & Ethics Committees of Company Boards - During the year under review, the SEC members and management will attend 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 participating in the UNGC Induction on Reporting - To obtain an understanding on the work of the UNGC and the reporting requirements for the Communication of Engagement in preparation for reporting at a high level of transparency and quality, meeting the expectations of their stakeholders;
- 2.4.2 CSA has partnered with ICAS (Independent Counselling and Advisory Service) for its employee wellness programme, which is available to permanent staff and their immediate families. This programme ensures that employees are kept informed about ways to take ownership of their wellness and offers support to manage any problems;
- 2.4.3 Contributing to the fight against corruption in all forms including extortion and bribery. CSA approved its Fraud and Corruption Policy in 2018 and thereafter dealt with all reported alleged fraud within the organisation, using both internal and external resources. CSA continues to monitor corruption and fraud through its anonymous hotline facilitated by Deloitte and the Anti-Corruption Officer (member stadia);
- 2.4.4 A criminal charge of corruption under the Prevention and Combating of Corrupt Activities Act (Act 12 of 2004) was lodged with the S.A. Police Services and investigated by The Hawks Anti-Corruption Task team. On 18 October 2019 Bodi was sentenced to 5 years imprisonment on 8 counts of corrupt activities. The investigation into the corrupt activities of the other 6 players is still on going

- 2.4.5 CSA has acknowledged the significance of reflecting the demographics of South Africa. This includes 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;
- 2.4.6 All children have the right to participate in sport in a safe and enjoyable environment. Everyday thousands of children participate in cricket, for the majority this is a positive experience that develops social networks, confidence, skills and knowledge. For others, the experience is negative. Child safeguarding in cricket and in cricket development is a set of actions that help to ensure all children participating in the sport have a positive experience. CSA is in the process of establishing and approving its Child Protection Policy;
- 2.4.7 Employment of persons with disabilities is a transformation imperative that CSA and all its Members are committed to. 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 persons with disabilities through sport participation;
- 2.4.8 **CSA strives to continue providing access to -all communities to participate in cricket and to be protected from any form of abuse. The project is intended to combat levels of exclusion and hardship, led by a community in a creative and innovative sport development programme. The program will promote coaching and competitive opportunities to the public.**
The vulnerable communities include children under the age of 18, women, people living with disabilities and individuals from disadvantaged backgrounds
- 2.4.9 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.
- 2.4.10 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; and
- 2.4.11 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.
- 2.5 SA has participated in the following UNGC aligned programme towards the global clarion call for the end of Gender Based Violence:
- 2.5.1 CSA identified a need to use one of its marquee event for Proteas Women, to join the call towards the end of Gender Based Violence following several unfortunate episodes of gender-based violence which were profiled leading to a heightened awareness around the social problem. This led to several well-profiled marketing campaigns such as #IWillNotBeNext and #EnoughIsEnough to name a few.
- 2.5.2 The alarmingly rising number of such crimes, including femicide, has prompted CSA to use its influence to support the fight against this injustice, and to use its voice to draw attention to the prevention of gender-based violence and this will be symbolised by the declaration of the 22nd March as a Black Day, signifying the dark marks on our sovereignty caused by the violence against women. CSA identified the opportunity to match the marquee event with this social problem and has introduced the annual Proteas Women marquee event to the 2020 calendar, with the inaugural match against Australia, being played on the 22nd March 2020, during what is dubbed the International Women's Month. All proceeds from the marquee event will go to safehouse for women and efforts are currently underway to identify a safehouse, with the help of key stakeholders working in the fraternity.
- 2.5.3 In line with the approval of the ICC, players will play in a black kit, and fans will be encouraged to wear black to the game. The province of KwaZulu-Natal was chosen as the most suitable venue for the reason that KZN has the highest number of gender-based violence incidences in SA.

- 2.5.4 This bold initiative is fuelled by outrageous femicide statistics in South Africa, with Statistics South Africa reporting that the murder and sexual offences rate for women is increasing at numbers around 117% year on year, which makes South Africa 5 times higher than the global average. Horrendous tales of young girls and women going missing make the rounds on social media daily, with the occasional story catching media attention and becoming a national news story.
- 2.5.5 This issue is so pervasive within South African society that 41% of people raped are children and only one in nine rape cases are reported. Of those reported, only 4% result in prosecution.
- 2.5.6 Because gender-based violence is an issue of “assertion of male power”, according to credible sources, the solution to South Africa’s gender-based violence crisis is not to task women with the responsibility of arming and protecting themselves, but rather to change the societal narrative around women and their bodily autonomy.
- 2.5.7 The best protection is to teach respect for women, and only then can we create a safer society for marginalised identities, so that they don’t have to protect themselves in the first place. As national and international role models, the power of the support of the Protea Men’s Team is critical in our pursuit of this narrative.

3. 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.

Prof Steve Cornelius
Chairman: Social & Ethics