

CRICKET SOUTH AFRICA - UNGC REPORTING - 30 JUNE 2022

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 2022. 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 - <https://cricket.co.za/wp-content/uploads/2021/10/CSA-IR-2021.pdf>
- 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 The SEC was newly appointed in August 2021 and is in the process of restoring CSA's governance after a challenging period.
- 2.5 CSA has participated in the following UNGC local events:
 - 2.5.1 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 (workplace and personal);
 - 2.5.2 Contributing to the fight against corruption in all forms including extortion and bribery. CSA is in the process of reviewing all its policies including its Fraud and Corruption Policy that was approved in 2018.
 - 2.5.3 CSA sought the services of a forensic investigator in 2019 based on an initial examination of accessible documents and data, conducted by Compliance which identified instance of misconduct. CSA appointed Fundudzi Forensic Services (Pty) Ltd whose scope included internal and external audit reports, investigation reports, project documents, contracts, procurement related cases, identify any instances of fraud or financial or other misconduct over the course of the past 10 (ten) years. CSA has dealt with the outcomes of the Fundudzi report, and all other internal matters reported through the Whistle blowing platform. CSA continues to monitor corruption and fraud through its anonymous hotline facilitated by Deloitte and the Anti-Corruption Officer (member-/player-related matters);
 - 2.5.4 Two criminal charges of corruption under the Prevention and Combating of Corrupt Activities Act (Act 12 of 2004) were lodged with the S.A. Police Services and are currently under investigation by The Hawks Anti-Corruption Task team. Feedback on the investigations awaited.

- 2.5.5 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, CSA appointed an Employment Equity Committee on 17 January 2022 to demonstrate CSA's commitment to developing, implementing and monitoring of CSA's employment equity program that is 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;
 - 2.5.6 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 approved its Child Protection Policy in 2021;
 - 2.5.7 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, Board and administrative presence;
 - 2.5.8 CSA strives to continue providing access to all communities to participate in cricket and to be protected from any form of abuse. CSA is working together with the Treasury in its target to curb unemployment by delivering 3 130 temporary jobs for unemployed youth through cricket development programmes utilising the National Youth Service Jobs Fund; using CSA Members as delivery agents in this initiative.
 - 2.5.9 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.
 - 2.5.10 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 incorporating an ethics pledge into agreements with these partners; and
 - 2.5.11 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 a Corporate Social Responsibility Policy and implementation plan.
- 2.6 Gender-based violence is an issue of "assertion of male power", and one of the solutions 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.
- 2.7 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.

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