

UNITED NATIONS GLOBAL COMPACT

CRICKET SOUTH AFRICA - REPORTING - JUNE 2024

Prepared For: United Nations Global Compact
Prepared By: Cricket South Africa
Reporting Period: 1 March 2022 – 29 February 2024

1. PURPOSE

1.1 The purpose 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 2024. The report discusses how CSA has incorporated the United Nations Global Compact (UNGC) principles into its internal operations and highlight the progress made since 2022.

1.2 CSA's Annual Integrated Report is on its website and can be found on this link - <https://cricket.co.za/wp-content/uploads/2024/03/CSA-Integrated-Report-2022-2023.pdf>

2. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OR EQUIVALENT

11 July 2024

To our valued stakeholders,

I am pleased to confirm that Cricket South Africa (CSA) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is CSA's Communication on Engagement with the United Nations Global Compact (UNGC). CSA remains committed to social and economic development, by monitoring the company's activities having regard to the 10 Principles of the UNGC.

Office bearers: Mr Rihan Richards (President), Mr Donovan May (Vice President)

Directors: Mr Lawson Naidoo (Chairman)*, Mr John Burke*, Mr Andrew Hudson*, Ms Palesa Kadi*, Ms Pearl Maphoshe*, Advocate Ncumisa Mayosi*, Mr Thato Moagi, Mr John Mogodi, Mr Craig Nel, Mr Simphiwe Ndzundzu, Mr Mark Rayner*, Ms Muditambi Ravele (Lead Independent Director)*, Mr Tebogo Siko, (* denotes Independent)

Chief Executive: Mr Pholetsi Moseki
Chief Financial Officer: Mr Tjaart van der Walt

As an entity, we have a fully constituted and majority independent Board of Directors which has key subcommittees. One of the committees is responsible for Social and Ethics related oversight. 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 key stakeholders at its Annual General Meeting (AGM).

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 on a quarterly basis.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UNGC and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our various channels of communication.

Sincerely yours,

Pholetszi Moseki
Chief Executive Officer

3. DESCRIPTION OF ACTIONS

UN Global Compact Principles	Cricket South Africa progress report
<p>Human Rights: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>a) CSA has an Employment Equity policy and plan in place to address the representation of historically disadvantaged groups. CSA also reports to the Department of Labour on an annual basis regarding its employment equity status.</p> <p>b) CSA also developed 2020 – 2030 Eminent Persons Group (EPG) targets to address its transformation objectives and reports on an annual basis to the Transformation Commission of the Department of Arts, Sports and Culture (DSAC) on its transformation status.</p>

<p>Labour:</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> a) CSA prioritises employees’ rights and acknowledges that this includes the right to belong to a trade union. CSA employees are allowed to join the trade union of their choice. b) CSA also subscribes to the Labour Relations Act 66 of 1995 in terms of recognition to the right to collective bargaining. The Company recently reviewed and updated all its employment policies to ensure that they comply with the Labour Relations Act 66 of 1995, Basic Conditions of Employment Act 75 of 1997 and Employment Equity Act 55 of 1998 c) CSA also subscribes to the Constitution of The Republic of South Africa, 1996 and Basic Conditions of Employment Act 75 of 1997 which prohibits the employment of underage groups. d) The Company has a Child Protection/Safeguarding Policy in place to safeguard all child participants from harassment, harm and abuse in the game of cricket. To have a reactive component to limit harm occurring, as well as having measures in place to report, investigate and deal with suspicions and incidents. e) CSA has Board Sub-Committees that monitor CSA’s adherence to its policies and above-mentioned statutes. These include the Social and Ethics Committee, The Diversity, Equity, and Inclusion Committee, and the Remuneration and Nominations Committee.
<p>Environment:</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p>	<p>When it comes to natural capital CSA’s main focus is energy and water usage on its premises and encourages that focus at affiliate/stadium level.</p> <p>a. CSA Head Quarters</p>

<p><u>Principle 9</u>: encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> i. CSA has installed motion sensor lights in all the common areas for reduced energy consumption. All office lights will be changed to LED for energy efficiency in response to recommendations from an audit. The company is looking into installing a solar system to reduce reliance on traditional energy sources. ii. CSA ensures fixing of any water leaks promptly, and water fixtures are kept in good working to prevent water wastage. iii. CSA is also in the process of procuring the services of a waste management supplier with a view to minimizing office waste. <p>b. Stadiums</p> <ul style="list-style-type: none"> i. Electricity: Working closely with affiliates, a feasibility study into renewable energy (mainly solar) will be conducted to circumvent the stadium’s reliance on the national electricity grid. Other stadiums are investigating possible solar power as an alternative to fuel which is not sustainable in the long term. ii. Water: Stadiums are working on alternative sources of water to reduce reliance on municipal water. Systems such as water catchment (from the roofs) as well as a boreholes are being considered to supply water to the stadium and to allow for sustainable maintenance practices of the grounds.
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<p>Anti-Corruption</p> <p><u>Principle 10</u>: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> a) Contributing to the fight against corruption in all forms including extortion and bribery: CSA has reviewed and approved policies including the Fraud and Corruption, Whistle Blowing, Conflict of Interest and Gift Declaration Policies that were approved in 2023/24. b) In 2023, CSA established a whistleblowing investigative panel which consist of five (5) external Investigative service providers who play a crucial role in upholding integrity, ethics and accountability within CSA as follows: <ul style="list-style-type: none"> i. Investigation- Investigate claims made by the whistleblowers to determine their validity and gather evidence. ii. Protection- Provides protection for whistleblowers against retaliation and ensures their anonymity if desired. iii. Accountability- Holds individuals accountable for misconduct or illegal activities revealed through whistleblowing. iv. Transparency- Promoting transparency within Cricket South Africa Head Office by addressing issues brought forward by whistleblowers. v. Prevention- Preventing future wrongdoing by addressing systematic issues identified through whistleblowing. vi. Resolution- Aims to resolve conflicts or issues raised by the whistleblowers in a fair and impartial manner. c) Fraud awareness training that included information about relevant laws, regulations and UN Global requirements, will be conducted in the next reporting period. The purpose of the training is to foster a culture of integrity, transparency, and accountability within CSA, where employees
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	<p>understand their role in preventing and reporting fraud.</p>
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4. MEASUREMENT OF OUTCOMES

4.1 Most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in section 3 of this report are described below.

4.2 Human Rights and Labour

Inclusive Cricket: CSA's transformation statement remains in place and maintains that all South Africans must have access and fair opportunities and support to be part of cricket, on and off the field. The company's strategic pillars are well represented in the statement, and commensurate interventions to advance transformation in terms of access and inclusivity without compromising excellence are in place.

Anti-doping courses: Team management and all coaches attend the anti-doping course to understand what they are responsible for as team management and technical team.

Professional Cricket: There are currently no pending cases or grievances. CSA works closely with the South African Cricketers' Association (SACA) to ensure representation of player interests. SACA is the official Players Association and collective representative of South Africa's professional cricketers. SACA is a registered trade union and is the voice of the Players in South African cricket.

Underage players (Under 19 Team): Implementation of the Safeguarding policy- Safeguarding training programs for all coaches and team management. List of all CSA Members managed by each Cricket Services Manager- CSA has a list of all Coaches and match officials affiliated to CSA that will be vetted and with training provided, Vetting of coaches and match officials. A tutor who works closely with each players' school and teachers travels with the team to assist underage school going players and ensure they don't fall behind with their studies.

Media: Players and employees are protected from direct media contact. Media is encouraged to engage with CSA through the Corporate Communication team. Any media interviews are guided by the relevant CSA subject matter experts or the parents of minor players.

Overseas travel/Tours: Under 19 players always have adult supervision while on tour. Correct processes are followed to get parental consent for underage players.

Training: Underage players cannot practice without adult supervision in terms of coaches.

4.3 Environment

Free State Cricket: A borehole has been installed which is used to maintain the playing surface and nets. This has reduced reliance on the municipal system.

Northern Cricket Union: Utilizes the option of water irrigation where water is drawn from a borehole, with irrigation cycles being implemented less frequently to ensure more efficient watering of the entire field profile. This helps encourage longer root growth resulting in stronger turf that is more resistant to stress. The outfield is irrigated during the night to avoid evapotranspiration. For further water savings, additional pipes have been laid to clean pavilion chairs with borehole water.

Hollywoodbets Kingsmead: A water plant that makes use of a borehole system has been installed. It feeds the water to a filtration plant where the water is purified and then fed back into the stadium's system for irrigation and drinking purposes. This has enabled efficient water usage and has since led to significant savings.

4.4 Anti-Corruption

The implemented processes have significantly boosted stakeholders' confidence in the handling of fraud and corruption matters, thereby increasing the number of anonymous reports. Since the last report in 2022, Cricket South Africa has investigated and concluded 81% of investigation. The remaining 19% are matters that were reported in the last three months.