

Casidra is honoured as one of South Africa's top empowerment companies



L-R: Ms Elize Sprague, Dr Louis Kathan, MEC Cobus Dowry, Tom de Wet and Adv Gary Oliver

Casidra has been nominated as one of South Africa's top empowerment companies for the 2007/08 business year. The nomination certificate was presented by Impumelelo and Topco Media to **Casidra** on the 4th October 2007 at our head office.

Among the people who attended the event were **Casidra's** executive authority, Mr Cobus Dowry, MEC of Agriculture in the Western Cape; Dr Louis Kathan, Chairperson of **Casidra's** Board of Directors, as well as other Board members, Advocate Gary Oliver and Ms Elize Sprague.

Minister Dowry congratulated **Casidra** on its achievement and wished the company all the best in the future. He said that **Casidra** performs its utmost and plays a major role in

the agricultural sector within the Western Cape. "**Casidra's** performance is outstanding and they deserve this award", said Dowry.

Before presenting the certificate, Steven Paxton (from Impumelelo and Topco Media) said that his company positions itself as fully behind Black Economic Empowerment within South Africa. He said that the key criteria used when assessing companies is based around the seven pillars which are Black Executive and Non-Executive Directors, Transformation, Ownership, BEE Procurement, Employment Equity, Enterprise Development and Skills Development and by not excluding the operational and financial side of things.

"Impumelelo's nomination criteria were based on **Casidra's** performance in the Corporate Social Responsibility

and uniqueness of its programmes within the rural agricultural sector".

Faiek Ceres of Impumelelo presented a certificate to **Casidra** which was received by the chairperson of **Casidra's** Board, Dr Louis Kathan. In his response, Dr Kathan thanked the Managing Director, Tom de Wet, and the rest of his personnel for their hard work. He said, "This was made possible by the dedication and commitment of our personnel who work very hard to make a difference in the lives of poor people. This certificate received will serve as proof and recognition of the work we do".

During his address, Tom de Wet said that **Casidra** is notorious for not singing its own praises. "**Casidra** is humbled and thankful for the recognition bestowed on us by

Impumelelo. It is an honour for us to be recognized as one of South Africa's top empowerment companies based on our operational performance, empowerment and social responsibility activities", said Mr de Wet.

He added that **Casidra** has made important contributions in rural development over a number of years and more recently the contribution to economic development and empowerment through programmes such as the Comprehensive Agricultural Support Programme, The RED Door initiative and the iKapa ABSA Entrepreneurial Fund which has been substantial. "Thank you all for being here to celebrate with us a successful year and recognition for some of the achievements", he ended.

MEC of Agriculture addresses Casidra AGM

Casidra recently held its 14th Annual General Meeting at the head office in Southern Paarl. During this meeting, **Casidra** was congratulated for receiving an unqualified audit report again this year.

The Managing Director, Tom de Wet, reported that the value of projects and programmes undertaken by **Casidra** has increased substantially. Mr De Wet said that the approach and activities undertaken is becoming more focused, whilst **Casidra** is busy accelerating its transformation and empowerment activities. "We will, in the near future, announce changes to this effect to our Board and our mandate", said de Wet.

Among the main speakers was MEC of Agriculture in the Western Cape, Mr Cobus Dowry. In his speech, Minister Dowry started by saying that **Casidra's** role in the present, past and future is interlinked with the vision of the Western Cape government in terms of the micro-economic transformation as contained in the growth and development strategy of the Province.

He said that **Casidra** plays an integral part in the social and economic progress in rural areas and must, by means of its activities, perform an important task in the structural transformation especially within the rural community and as an agency for agriculture. **Casidra's** role in various empowerment processes is of cardinal importance for sound establishment of projects which must form the basis for the successful continuation of projects.

"It is important for **Casidra** to build trust relations with those who receive support in order for the necessary stability and trust to be built in the government and, therefore, the department's programmes to alleviate poverty and create opportunities for previously disadvantaged individuals and communities", said Mr Dowry. He continued by saying that **Casidra's** role at community farms, such as Amalienstein, Anhalt, Waaikraal, Genadendal and Jackalskraal (which belongs to the Kranshoek Griqua community) require broader insight and management rather than just merely agricultural involvement, and that the company has a role to play by creating facilities within these communities.

"The role and involvement with other departments is vital for the accessibility and proportionate distribution of funds as well as the

influence which projects, from other departments, can have on the development of rural communities", said Mr Dowry.

Transformation of Casidra

Mr Dowry said that **Casidra** is the partner and, in many respects, the first line of contact with clients of the Western Cape government in terms of service delivery. It must, therefore, be familiar with the vision of the home for all and the iKapa elihlumayo strategy. "The Western Cape Department of Agriculture plays such a major role in the home for all, a great responsibility lies with our direct partners, such as **Casidra**, to deliver the necessary results to fulfil this ideal", said Mr Dowry. **Casidra** has a large role to play in making people aware of the challenges which lie in the optimal sustainable use of our natural resources. The optimal and effective use of our limited water resources and the vital adjustment of making use of new farming methods also demand a special adjustment in our way of thinking in order to direct, with the necessary authority, those who are involved in projects where **Casidra** takes the lead.

Mr Dowry urged **Casidra** to assist the Department of Agriculture by putting plans into action with the executing of objectives to divide land between those who own it and those who have a need to own land, or those who have a need to utilise the land, but who have never had the opportunity to do so and also in terms of those communities whose land was removed from them and to whom it must be returned. **Casidra** is part of the vision which was previously established in the freedom manifesto which states that small farmers will be provided with implements, seed, tractors and dams to maintain the land and support the workers while ensuring everyone who utilises their land freedom of movement.

"I have no doubt that **Casidra** has superimposed this task for itself. There are numerous examples of your successful involvement with transformation and empowerment as well as your contribution as successful mentors and partner of the Western Cape government. I wish to thank you for the services you delivered during the past year and express my trust that you will continue to make a contribution in this regard", Mr Dowry ended.



MEC Cobus Dowry addresses Casidra's Annual General Meeting



MEC Cobus Dowry with members of board and audit committees of Casidra



Casidra's chairperson of board presenting an Annual Report to the MEC of Agriculture during the AGM

Strategic Conversation Meeting held to plan the Future of Casidra

The Managing Director of **Casidra** organized a 3-day strategic session at the beginning of August 2007 in Saldanha Bay. The aim of this strategic session was to discuss all the challenges/issues facing the company and find solutions.

The chairperson of the Board, Dr Louis Kathan, did the opening address. In his speech, Dr Kathan said that **Casidra** must provide a better life for all. He said, "The organization is a vehicle manned by the people to serve the people. The message I received from the MEC of Agriculture in the Western Cape, Mr Cobus Dowry is that **Casidra** is here to stay and should get on with the job". "During this strategic session we should see how we can assist the people manning this vehicle".

Dr Kathan reflected on the following thoughts:

- Empowerment of people who don't have the means. Give them the best we can.
- Climate change is a reality. How are we going to educate our people



The strategic meeting facilitator, Tony Manning, with the attendees of the meeting held in Saldanha Bay

in the rural areas about this global phenomenon?

- How prepared are we for 2010, are we gearing ourselves? Are we going to market our facilities and add to our bottom line?
- We should follow a pragmatic

approach. **Casidra** has much horsepower.

- What will we realize if all the money comes in?
- **Casidra** can also generate funds if we sell our services to keep the vehicle alive. We should not just be

dependent on government funds.

Mr de Wet responded by saying that it's heartening to hear the Board's support for the staff. He concurred by saying that climate change is a real challenge that we must prepare for and address. He also reiterated Minister Dowry's statement that **Casidra** as an entity is valued by certain Ministers. The message should be conveyed to all personnel to assure them that nobody's job is in jeopardy. He urged the attendees to address issues and be proactive.

Among those present were two representatives from the Western Cape Provincial Government, Mr Dudley Adolph of the Department of Agriculture and Ms Nthato Gobodo from the Premier's Office who were invited to do presentations.

The session ended successfully with a lot of positive remarks and solutions to the many challenges and problems. The people's morale and spirit were lifted. **Casidra's** operating principles and values were also revisited and modified.

Casidra's 2007 Annual Report



Casidra's 2007 Annual Report has been released. A copy can be obtained from our office or electronic document can be downloaded from our website (www.casidra.co.za), alternatively you can call Tel 021 863 5000.



Legally Speaking



Glenda Jeffries - Legal Advisor

Dear Colleagues

This has once again been a time filled with legal developments.

The National Council of Provinces has approved the much anticipated Tobacco Products Control Amendment Bill, 2006. This is the final step in the process before the Bill is signed by the President and becomes law in the country. The Bill makes some significant changes to the law relating to the use of tobacco products, specifically by:

- Increasing the fine for the owner/manager of a public place who allows smoking in a prohibited area;
- Imposing a penalty for an individual who smokes in a public place;
- Prohibiting smoking in private dwellings if they are used for commercial childcare activities, like crèches or after-school care centres, and in motor vehicles transporting children younger than 12 years of age;
- Prohibiting smoking within a

prescribed distance of the entrance to a public place;

- Prohibiting anyone under the age of 18 years from being present in an area where smoking is permitted, like clubs or the smoking section of a restaurant;

- Protecting workers from exposure to tobacco smoke pollution.

Given the substantial fines that may be imposed under the new law, employers and the owners/managers of businesses or business premises would be wise to revisit their smoking policies to ensure that they adhere to the legal requirements. In addition, private individuals who smoke must be more careful with regard to the conditions under which they choose to enjoy their tobacco products, as a transgression of the law may lead to fines being imposed on them personally.

The new Pension Funds Amendment Act 11 of 2007 has recently been issued to bring about a significant difference in the treatment

of pension benefits on divorce. In the recent determination of the Pension Funds Adjudicator in the matter of Cockroft and Mine Employees Pension Fund it was held that the date of the accrual of the benefit was the date of divorce, not the date on which the pension fund member becomes entitled to the benefit, i.e. retirement or resignation, as was previously the case. Therefore, when two parties now get divorced and one party is a member of a pension fund while the other is not, the non-member party may be entitled to a share of the member party's pension fund, if that was part of the divorce order, which share will accrue on the date of divorce and have to be paid out to the non-member within 60 days of the non-member choosing how they wish the benefit to be paid.

Should you want copies of the Tobacco Products Control Amendment Bill of 2006, the Pension Funds Amendment Act 11 of 2007 or the determination in the matter of

Cockroft and Mine Employees Pension Fund, please contact the legal advisor.

This is my final contribution to this newsletter as I will vacate my post as legal advisor on 19 October 2007. I hope that you have enjoyed this feature thus far and that the new legal advisor will continue to bring many more interesting legislative developments to your attention. May the future bring you and your loved ones only the best that life has to offer.

Collaboration between Casidra and RED Door on Genadendal Rural Housing



One of the houses renovated at Genadendal. Left: Before renovation, Right: After Renovation.

Collaboration between Casidra's head office and the RED Door Hermanus office led to the identification and utilisation of a RED Door client as a preferred supplier for the Genadendal Rural Housing Project, Phases 2 and 3, implemented by Casidra. The significance of this cooperation is that Casidra contributes towards sustainability of the inputs of its Economic Development partner client.

Towards the end of 2006 the Casidra's Project Co-ordinator, Philip

Pansegrouw made contact with the Hermanus RED Door Office Manager, Cecil Davids regarding financial assistance for the local contractors used in the Genadendal Rural Housing Project. During interaction with the contractors on site, the approach to rather obtain material on account, to be delivered to the houses in Genadendal was favoured. Quotations from suppliers in Hermanus, Strand and Paarl on a standard list of materials specified used in the Genadendal Rural

Housing Project, were requested. After comparisons, Builders Den, which is a 100% PDI-owned business, was chosen as a preferred supplier. They now supply the building materials for the project, which is a market niche for the sustainable economic growth of the business.

Since the construction activities commenced on Phases 2 and 3 of the restoration of the houses in Genadendal, an increasing amount of material was ordered as the subsidy

approval process picked up momentum.

A total of 51 houses have been completed while 14 are under construction and nearing completion. Another 35 houses are expected to be completed next year before the end of April 2008.

The collaboration between Casidra and RED Door on this business could provide a model for implementation of sustainable economic growth assistance.

Atlantis RED Door

Atlantis Event Co-ordinators (ATLEC) Exhibition



Atlantis RED Door office participated at the Atlantis Event Co-ordinators Exhibition with the aim of giving exposure to some of our clients in the arts & craft sector, as well as services offered by our office. Thirty people visited our information desk and, as a result of our marketing campaign, five have come back to our office for assistance.

Eskom Health & Safety Orientation



Our clients were taken through some processes such as Health & Safety Standards for Tendering; to conform to the requirements set by Eskom, if clients wish to tender for certain jobs at the new Open Cycle Gas Turbine (OCGT). This process was facilitated by Roshcon, a subsidiary of Eskom, in partnership with our office.

Women's Day Celebration Event in Atlantis



Atlantis RED Door in partnership with other role-players, Eskom, ABSA & Roshcon, made this event possible for 30 of our potential women entrepreneurs. During the workshop facilitated by Eskom, inputs given by our entrepreneurs regarding the challenges they face, was placed very high on the agenda for the day. Motivational speeches by Eskom and ABSA, to encourage women in business, also formed part of the programme. The event was highly successful and a follow-up meeting will take place, first with our stakeholders and at a later stage feedback will be given to our clients by means of a workshop.

Outreach Programme: Schools Visits



This was an initiative driven by our office to expose learners to business activities, as well as to encourage an entrepreneurial culture amongst the youth. All 4 high schools in our region were visited from which we received positive feedback and follow-ups

Training and Development



Our clients underwent a 3-day training course, facilitated by an accredited service provider, Integrated Business Solutions, which included Basic Business Skills, Business Plan Writing as well as Tendering Advice and Procurement.

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Nelspoort Farm: New Developments

ABATTOIR

Casidra erected a chicken meat abattoir at the Klipkraal farm for the Vuyani Development Trust to serve the Nelspoort community. This business was implemented with the aim of job creation and to earn an additional income for the Trust. This will also eliminate the need for the Nelspoort community to travel to Beaufort West to buy meat.

The construction of this abattoir was successfully completed and the Vuyani Trust is still waiting for its operating license. In the meantime, the Vuyani Trust has rented this facility to its neighbouring chicken farmers to utilize it to slaughter their chickens as well as to train the Trust personnel who will be working at the abattoir. The Vuyani Trust

personnel are being trained and are acquiring all the necessary skills and knowledge on how to operate an abattoir.

The abattoir will feed more than 1500 people in and around the Nelspoort area. Chickens will also be sold to the local Nelspoort community at a cheaper price compared to more expensive market prices.

After the operating license has been received, the abattoir will supply fresh chicken meat to all the neighbouring areas as far as Beaufort West. The local and neighbouring chicken farmers will also be given access to utilize the facility to slaughter their own chickens at a fee.



CHICKEN RUN

Casidra, together with the Vuyani Trust, has created more job opportunities for the Nelspoort community by appointing people to renovate an old chicken run building which has not been used for the past 10 years.

This building, which also belongs to the Trust, was renovated to be utilized with the new abattoir, as they are closer to each other. Chickens will be kept and fed in this building



Before



After

FARM HOUSE TO BE CONVERTED INTO A GUEST HOUSE

An old building on the Nelspoort farm, part of which has been utilized as an office for the Vuyani Trust, was renovated by Casidra. As an additional part of job creation, local labourers were appointed to do the renovations. An extra toilet facility was built. This building is currently being used as a farm house and part of it is used as a kitchen in which farm workers can prepare their daily meals. Due to a lack of accommodation for tourists/visitors, Casidra and the Vuyani Trust will, in the near future, convert the same building into a guest house which will generate an additional income for the farm and Trust.



Before



After

More CASP Funding expected for 2007/08



Casidra has been successfully implementing the Comprehensive Agricultural Support Programme (CASP) fund for the past 4 years. Because of the professionalism and service delivery from our company, the Department of Agriculture has promised to increase these funds for 2007/08 in order to reach a large number of people.

So far more than 50 projects have been implemented and more are expected to be implemented in the future. Casidra will continue to do its utmost by delivering the best service for its shareholder and communities. We are committed to delivering on our Mission, of providing services to raise the quality of life of our communities.

Opleiding In Lewensvaardighede



Terugvoer soos: "Ek het uiteindelik die verlede kon verruil vir die hede en die toekoms; Ek het so baie geleer, ek weet skaars waar om te begin; Ek kan nou vergewe en weet die vergeet van die seer van my verlede sal nog kom; en Amazing stuff", bevestig die impak wat die Lewensvaardighede kursus op leerders uit landelike gebiede gehad het.

Die opleiding het die groep van 18 plaaswerker-leerders die geleentheid gebied om nie net kennis te maak met aspekte voortspruitend uit 'n swak selfbeeld, swak selfkennis, gebrekkige kommunikasie-vaardighede, onkunde rakende konflikthantering en selfgelding en selfontwikkeling nie, maar hulle is ook die geleentheid en kundigheid gebied om te kies om daarmee klaar te maak.

Die groep plaaswerkers, wat tot 'n groot mate uit seisoenwerkers [veral uit die Sentraal-Karoo omgewing] bestaan, het die geleentheid ten volle benut om kennis en kundigheid te bekom ten einde aspekte van hul lewens aan te spreek waarvoor daar tradisioneel nie openlik gepraat word nie.

Vele van die leerders het tot die

befes gekom dat hul bestaan nie 'n fout of 'n toeval is nie, maar dat hulle waardig in God se plan met hul lewens is en dat hulle dienoreenkomstig moet leef. Hulle is ook tot die besef gebring dat die lewe uit voortdurende keuses bestaan en dat elkeen van ons dienoreenkomstig verantwoordelikheid vir ons eie innerlike geluk en vrede moet neem en dat ons ook soms kies om nie te kies nie en dat dit soortgelyke keuses is waarvan ons daagliks die vrugte moet pluk.

Verdere terugvoer soos "As ek net geweet het; Vir die eerste keer verstaan ek myself en ander; Nou is ek bevry van die tronk van die verlede; Nou is ek vry en kan ek begin leef, want ek mag" laat my opnuut die krag van kennis en insig besef.

Omdat ek besef wat die impak van die Lewensvaardighede kursus op elke leerder is, salueer ek elke borg wat mense uit die agter-geblewe groepering die geleentheid bied om hierdie kursus te deurloop.

**SANDRA VAN DER MERWE
KAPASITEITBOU DIENSTE
KO RDINEERDER**

Steel Structure Implemented For CASP Projects



The Department of Land Affairs transferred land to various poor communities with the aim of supporting them. Various trusts were formed as part of this process.

The Department of Agriculture in the Western Cape also allocated money from its Comprehensive Agricultural Support Programme's funding to empower these communities.

The funds were transferred to Casidra to implement this project and 6 steel structures were constructed in Ceres and Stellenbosch Districts. These steel structures will be utilized by the various farmers to store their crops and for their farming equipment,

such as tractors and crates, etc.

These structures were erected for the following farmers:

- Vickersvlei Deelnemers Trust
- Trevor's Boerdery
- Dampies Boerdery
- Bestershooop Boerdery
- Masiphile Boerdery
- Stellenbosch Small Farmers Holdings

In the meanwhile, various farmers from the surrounding farms render a mentoring service as well as a mechanization service at a subsidized fee to these farmers.

Casidra will mentor these groups during the implementation period.

NOG 'N STOPSEL UIT DIE TWAKSAK VAN STEM IN DIE BOS

Dagsê vrinne,

Ja so is die lente al weer vol in swang en ons ploeg en plant dat die stof so staan. En kyk nou moet julle begin roer want as jy weer jou oë uitvee is dit Kersfees en jaareinde en wat nog als.

So verneem ek daar van die Hoofwerf se kant af dat onse eie mnr "Paparatsi" uiteindelik sy pappbroekigheid (Aldus Antie Elize Sprague) gaan afskud en glo in Desember oorgaan tot die groot stap om LOBOLA te gaan betaal. Ja swaer dis 'n groot stap wat jy nou neem en ons is saam met

jou bly. En tenminste bewys jy vir Anti Elize sy is verkeerd oor jou.

So 'n bietjie raad aan onse vriend: was gereeld die skottelgoed vir die nuwe vrou en help afstof in die huis – miskien is jy dan gelukkig en help sy jou gras sny en bossies uittrek sodat jy die belangrike sokker wedstryde kan dophou.

So hier van die plaas af wens ons XP voorspoed toe vir die groot stap wat hy gaan neem.

Groetnis tot 'n volgende keer.

STEM

PERSONALIA

APPOINTMENTS & RESIGNATIONS

RESIGNATIONS

The following people have resigned. Casidra would like to take this opportunity to thank them for their valuable contributions within the company and wish them all the best in their future.



Carmen Williams



Johan Alkaster



Glenda Jeffries



Melany Benjamin



Rochelle Louw

RED Door Programme
Andile Gweshu-Business Administrator- Table View

HEAD OFFICE APPOINTMENT

We welcome Gerrit van Schalkwyk, to our team as a Project Co-ordinator: Agriculture.

RED DOOR APPOINTMENTS

We welcomed the following people in our team and wish them a pleasant time here with us:

- Valentino Williams - Business Administrator - West Coast Mobile Red Door
- Maxine April - Receptionist - Hermanus
- Bulelwa Mayende - Business Administrator - Bayside
- Shanel Geldenhuys – Receptionist - Oudtshoorn
- Luyanda Xovula – Cleaner - Mossel Bay
- Margot Thomas - Project Coordinator: Red Door IT
- Roslyn Sparks - Office Manager: Mitchells Plain

TRAINING

The following personnel has attended a Steven Covey's seven habits Course

- ¥ Edmund Cornelius
- ¥ Evelyn Salies
- ¥ Thembi Mlonyeni
- ¥ Portia Mhlongo
- ¥ Melany Benjamin
- ¥ Jerry Claassen
- ¥ Marilyn Hendricks
- ¥ Glenda Jeffries
- ¥ Lieneke Thyssen

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