Casidra

at Casidra, we make the difference!

CASIDRA SOC LTD

SOCIAL & ETHICS REPORT 2023/24

SUPPLEMENT TO THE ANNUAL REPORT

Western Cape Government FOR YOU

Casidra is a Provincial Government Business Enterprise for the Western Cape

FOREWORD

*"The integration of humans and the natural systems is more profound than it has ever been throughout history. At **Casidra**, we strive to foster a culture where there is an ethical relationship between all our stakeholders, employees, and the natural environment. As custodians of the environment, we aim to preserve the natural resources for future generations."*

Emily Hendricks
Chairperson HC and
Social & Ethics Committee

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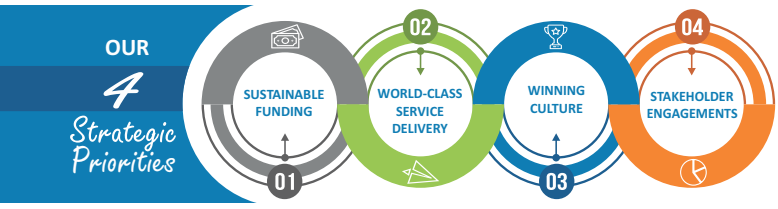


1 PURPOSE

The responsibilities of **Casidra**'s Human Capital and Social & Ethics Committee are to assist the Board in reporting on and overseeing **Casidra**'s activities in terms of legal compliance, stakeholder relationships, ethics, responsible corporate citizenship and sustainable development. The Committee works closely with the CEO's office to assist the Board in achieving its objectives of doing business sustainably and ethically through monitoring several important sustainable development initiatives of the Company.

At its heart, **Casidra** has a developmental focus with a mandate to bring about agricultural and economic development within a rural development and land reform context. In an attempt to bring life to this mandate, **Casidra** has revised its top four strategic priorities and embarked on a process to entrench a winning culture underpinned by strong ethics and motivated, productive and happy employees.

The report highlights **Casidra**'s efforts to be a responsible corporate citizen through the implementation of several initiatives that contribute to key focus areas highlighted in the next section.

2

KEY FOCUS

***Casidra**'s mission is to provide project management services to sustainably improve the social, economic and environmental well-being of rural-based citizens of the Western Cape.*

To achieve this mission, the focus areas for 2023/24 were:

- Social Ethics and Sustainability — 2.1
- Occupational Health and Safety — 2.2
- Environment and Climate Change — 2.3
- Stakeholder Engagements & Relationships — 2.4
- Labour and Employment — 2.5
- Good Corporate Citizenship — 2.6

Social Ethics and Sustainability

2.1

*The sustainability issues considered material to **Casidra** are reported in this section to pursue further partnerships in both the public and private sectors to diversify income streams to ensure the long-term sustainability of the business.*

2.1 Social Ethics and Sustainability

Casidra supports the Western Cape Government's vision of an equal society with opportunities for all and our project implementation is aligned to ensure that we prioritise services to children, women, people with disabilities and senior citizens. This aligns well with the objectives of the 17 SDGs that seek to reduce inequality, improve standards of living and protect lives and the planet. **Casidra** has identified the following three SDGs that resonate with our mandate:

Casidra plays an important role in the fight against poverty (SDG 1) by implementing agricultural infrastructure and production grant support to beneficiary farms in the Western Cape.

During the 2023/24 financial year, **Casidra** supported more than 90 Commodity Producer Allocation Committee (CPAC), Departmental Project Allocation Committee (DPAC), Land Reform Advisory Desk (LREAD) and Unit for Technical Assistance (UTA) projects. The Company also facilitated the training of more than 4 100 beneficiaries.

Regarding SDG 2, **Casidra**'s Food Security Programme implemented over 10 000 community and household gardens across the Western Cape to address the issue of food insecurity.

Casidra assisted the Western Cape Department of Agriculture (WCDoA) by rendering support to smallholder farmers and communities. The solar power solutions were installed at these farms as part of the Department's programmes (SDG 13). We also assisted the private and public sectors in delivering water security initiatives and implemented river protection and stabilisation works.

2.1.1 Economic Sustainability and Viability

Casidra recognises that the Company's continued existence and prosperity depend on its economic viability. It, therefore, seeks to pursue partnerships in the public and private sectors to diversify income streams thereby ensuring the long-term sustainability of the business.

Casidra's existing funding structure includes an annual Core Funding Allocation from the WCDoA, designated for delivering specified services. Additionally, **Casidra** can secure funding by offering project management services to the private and public sectors. To enhance its funding resources and support the Company's growth and expansion, **Casidra** has focused on delivering cost-effective and efficient project implementation services.

Casidra continues to engage with prospective private and public institutions for possible collaboration/business partnerships. During the 2023/24 financial year, **Casidra** started with the implementation of projects for CapeNature, Garden Route District Municipality, Mossel Bay Local Municipality and Breede-Olifants Catchment Management Agency (BOCMA), amongst others.

2.1.2 Financial Resources

Casidra is a going concern and will be able to meet its financial obligations when they become due over the next 12 months. Indications from pre-audited figures are that the Company will end the 2023/24 financial year with a profit and equity of approximately R24 million.

Casidra has consistently closed the gap between funding received received versus the implementation cost through its own revenue generation capabilities. This is done mainly through fee-based work done for other clients as well as through interest earned. **Figure 1** below depicts the comparison between funding received by **Casidra** from various Western Cape Government sources (blue bars) versus the cost for the Company to implement (green bars) since 2006. From the graph, it can be noted that the cost to implement has been consistently higher than the funding received over this period.

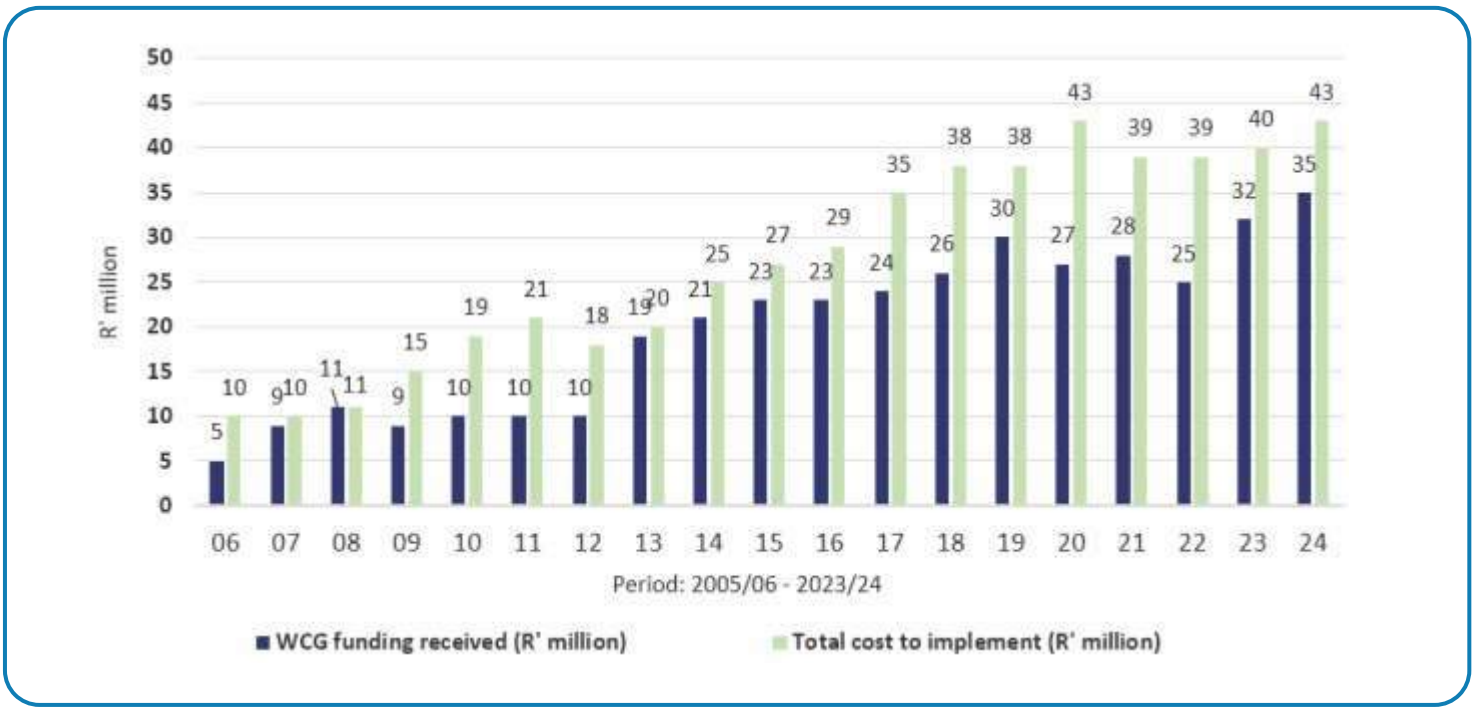


Figure 1: *Funding received by* ***Casidra*** *from various Western Cape Government sources (blue bars) versus the cost for the company to implement (green bars) over an 18-year period*

2.1.3 Information Technology

During this financial year, several IT activities were executed. This includes the modernisation project at **Casidra**'s Regional Office in George, whereby a new fiber internet connection was installed. This upgrade will significantly enhance the internet speed and reliability at that office. With the new fiber internet, we can expect improved online meeting quality, smoother access to cloud-based applications, and enhanced overall connectivity.

Furthermore, our IT unit engaged with the State Information Technology Agency (SITA) to develop policies that are in line with COBIT/ISO standards to mitigate the findings raised during the internal ICT control review.

An advanced IT architecture is crucial for optimising business efficiency, and a process has begun to integrate **Casidra**'s existing IT infrastructure. The project timeline for the full integration with Sage Intacct is divided into two phases. Phase 1, involving the migration of **Casidra**'s Head Office and two farms to Sage Intacct, was initiated and completed during the 2023/24 financial year.

The process consisted of setting up the environment, importing master files, configuring workflows and automation, implementing reporting and dashboards, testing in the Sandbox environment, and conducting training.

Phase 2 of the Sage Intacct integration is underway and is planned for implementation by June 2024. This phase will concentrate on migrating project data to Sage Intacct, establishing bi-directional integration with Casper, managing suppliers, processing payments, overseeing fixed assets, and handling budgetary functions.

2.1.4 Responsibility and Quality

Casidra is committed to aligning itself with the Western Cape Government's Strategic Priorities, i.e. (i) Safety, (ii) Jobs, and (iii) Dignity & well-being within our communities.

__Casidra__ has been proactive in implementing rural infrastructure projects in river systems. As custodians and beneficiaries of the environment, its protection or safekeeping is crucial to the sustainability of agricultural production. __Casidra__ has been playing a key role in the rollout of river protection projects for the WCDoA to mitigate against floods brought about by the onset of extraordinary weather events due to climate change.

Protecting our River Systems

With the impact of climate change already being felt in the Western Cape, it is going to be critical for **Casidra** to participate in future river work projects in the Province. To combat losses and to preserve the future of our water systems, **Casidra** continues to be involved in a number of large projects to protect river catchment areas by removing alien vegetation and replacing it with indigenous material; building weirs and groynes; and piping water to local farms for the controlled distribution of this vital resource.

Casidra completed the implementation of flood project based at the Baviaans River whereby 29 groynes were constructed to reduce erosion.

Jobs

One of the biggest highlights during this 2023/24 financial year was to be part of the Growth For Jobs Seminar organised by the Western Cape Provincial Treasury. This is a journey of knowledge enrichment towards building a more agile, responsive, and innovative public service.

Casidra supported a large number of smallholder farmers who are cultivating various commodities as part of job creation. During the 2023/24 financial year, more than 600 projects were implemented and contributed positively to increasing job opportunities within our Province. Amongst others, **Casidra** successfully implemented the following projects: Welgedacht Project, Matzikama Merino Group and 14 plots in Ebenhaeser.

The following initiatives made a positive impact within the respective communities:

Construction of 2 hectares of a shade net structure to the value of R1.3 million near completion for excited beneficiaries' tomato production.

Welgedacht Project

Casidra delivers state-of-the-art irrigation and earthworks to our beneficiary who planted 1 hectare of lucerne in Van Rhynsdorp.

Matzikama Merino Group

GROWTH FOR JOBS (7 PRIORITY FOCUS AREAS) THEORIES OF CHANGE

Western Cape Government FOR YOU

- Driving Growth Opportunities through Investment
- Energy Resilience and Transition to Net Zero Carbon
- Technology and Inovation
- Improved Access to Economic Opportunities and Employability
- Stimulating Market Growth through Exports and Domestic Markets
- Water Security and Resilience
- Infrastructure and Connected Economy

Casidra provided drip and sprinkler irrigation systems for 14 plots in Ebenhaeser, totalling R1.3 million, to the beneficiaries.

Ebenhaeser Irrigation Project

As we work in resource-poor communities of the Western Cape where poverty is rife, ***Casidra*** *assists citizens in communities committed to achieving sustainable development, but who lack the technical skills or resources necessary to implement policies and programmes.*

During this 2023/24 financial year, **Casidra**'s Food Security Team worked tirelessly to ensure the availability of food garden starter packs for distribution to the needy. Food production units, in the form of vegetable gardens or chicken houses, were delivered and set up speedily in many communities. **Casidra**'s Food Security team encourages communities and households to establish food gardens, thereby shifting the focus from food 'relief' to food 'security'.

One of Casidra's beneficiaries, Zokhanyo Bikani in Gansbaai, was crowned the best performing female farmer during the National Department of Agriculture, Land Reform and Rural Development awards ceremony.

Hylton Arendse said, "This support enables us to harvest throughout the year and make a good profit. Our green beans are growing well in the tunnels and we are overwhelmed to be the number one green bean grower in the Cape district market".

World food day commemoration was held in Kranshoek

2.1.5 Ethics and Compliance

In its quest to ensure best practice in respect of issues relating to social, ethical, transformation and sustainability issues, **Casidra** constantly monitors the following:

- **Social and Ethics Charter**
  The Company has a Social and Ethics Charter that serves as a guide to **Casidra**'s dealings with all of its stakeholders, which includes but is not limited to its shareholder, Board of Directors, employees, government institutions and regulators, the media, its beneficiaries, the communities it serves and its suppliers of goods and services. Violation of this Charter may be grounds for disciplinary action, including termination of employment, or even termination of **Casidra**'s relationship with a particular stakeholder.

- **Fraud Line**
  We have a CEO e-mail fraud line to report concerns about unethical behaviour. No whistle-blower incidents were reported during this 2023/24 financial period. Meeting attendees are allowed to declare conflicts of interest and to report fraudulent activities during the meetings.

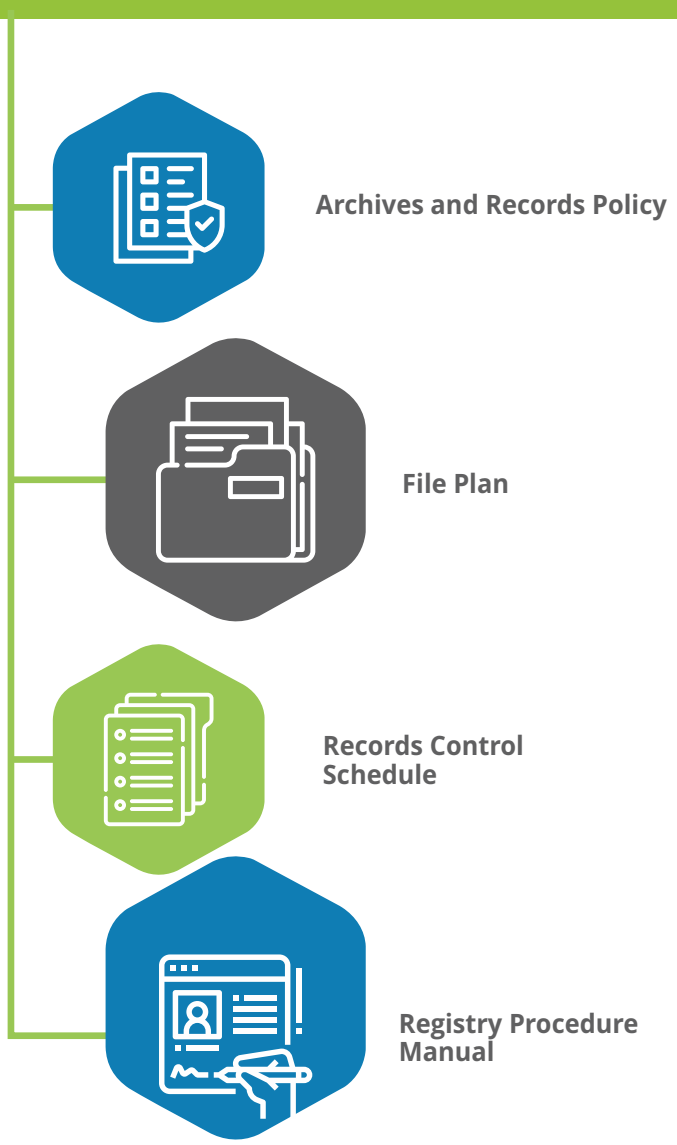
- **Receiving of Gifts**
  The Company has a gift register in the CEO's office to monitor and manage any gifts or donations declared by employees. During this period, we recorded and declared several gifts received by employees that exceeded the value of R350.

- **Tender Appeals**
  The Company has a Tender Appeal Standard Operating Procedure (SOP) for all advertised tenders in line with **Casidra**'s Audit and Risk Plan. All tender appeals are investigated independently by an Appeal Committee and a recommendation is made to the CEO for approval or rejection. During the 2023/24 period, two appeals were recorded. The outcome for both was that there is no evidence of procedural errors and the initial outcome of the evaluation was upheld.

- **PAIA/POPIA Manual**
  The PAIA/POPIA manual was updated and published on **Casidra**'s website.

- **Records Management: Archives and Records Service**
  During the 2023/24 financial year, all records were up-to-date and scheduled meetings and inspections for record managers were executed. On 8 February 2024, the Western Cape Archives and Records Service conducted an Electronic Records Management Online Audit. Further recommendations were received on how to improve our records management.

The following policies and SOPs were approved and implemented:



Occupational Health and Safety

2.2

Casidra *knows that our employees' well-being is a key factor in determining the Company's long-term effectiveness. It implements Occupational Health and Safety (OHS) standards to ensure that employees are safe, healthy, satisfied and engaged in the workplace.*

2.2 OCCUPATIONAL HEALTH AND SAFETY

2.2.1 Employee Health and Safety

Casidra's employees are based at different locations, namely Head Office in Paarl, Regional Office in George, and on two farms, Amalienstein in Zoar and Waaikraal in Oudtshoorn, respectively.

Casidra's Health and Safety Committee meets quarterly and continues to monitor and complement the OHS measures to ensure the Company's long-term effectiveness as well as its employees' well-being and safety.

During the 2023/24 financial year, one Health and Safety Committee meeting and one fire drill were held. No life-threatening incidents took place.

The following H&S training was conducted during this financial year:

- Fire Level 1 & Emergency Evacuation Warden Combo
- First Aid Level 1; and
- Accident Incident Investigation NQF Level 02

2.2.2 External Health and Safety

Adherence to external contractors' Safety Plans is monitored by the Project Managers who have received formal training in this regard. Contractors of **Casidra** who are on short-term projects are compelled to adhere to the Health and Safety Act, and are required to be registered for Compensation for Occupational Injuries and Diseases (COIDA, in line with the COID Act). Baseline risk assessments and Occupational Health and Safety specifications form part of the tender documents for construction work.

Projects with a high-risk profile are assigned to an Occupational Health and Safety consultant who is appointed by **Casidra** to monitor compliance and give regular reports. Where labour needs to be employed, a valid COIDA letter of compliance is compulsory for all contractors.

Casidra prioritises safety for its employees and the community at large during the implementation of projects.

Environment and Climate Change

2.3

***Casidra**'s philosophy is, "what is good for the environment is also good for the Company's pocket" - whether at home or at the office.*

2.3 ENVIRONMENTAL AND CLIMATE CHANGE

Casidra is committed to environmental sustainability and continuously implements strategies and actions to reduce the carbon footprint through its Green Initiative Strategy. We encourage employees to identify simple changes in their daily operations that contribute towards a more environmentally friendly business. These changes can entail anything from cost optimisation projects to internal processes that can be mapped more efficiently.

As part of achieving this strategy, **Casidra** recognises its responsibility to measure, reduce and, as far as practicably possible, eliminate the negative impact of its business on the environment. By realising this responsibility, **Casidra**'s Head Office, Regional Office and Farms are committed to implementing and monitoring environmentally friendly activities on an ongoing basis.

Casidra's business partners are supportive of the Company's Green Initiative Strategy. They actively implement environmentally friendly initiatives to contribute towards the Company's Green Initiative Strategy. **Casidra** and its partners are currently rolling out the following environmentally friendly infrastructure initiatives:

- Solar panels are being installed at several farms to ensure uninterrupted clean energy supply during load shedding.
- **Casidra** assists several of its partners with water surveying projects and subsequent drilling of boreholes to ensure the continuous supply of water.

We installed solar panels and rainwater harvest tanks at one of our projects in Hopefield

GREEN INITIATIVE STRATEGY

ACTIVITY/ OBJECTIVE	EXPECTED OUTCOME	ACTIONS MEASURED
Reduce carbon footprint.	• Quantify the carbon footprint associated with operations and key elements of the supply chain.	• The measuring of paper used for printing and photocopies are done on a monthly basis. • The recycling of used paper. • Setting printers to print double-sided, and defaulting printing to black and white copies. • Video conferencing is used regularly for meetings, instead of travelling to meetings. • Using electronic communication (tablets and cellular phones) to reduce the amount of driving. • Sharing/group travelling to work is promoted amongst employees. • Reducing the consumption of plastic bottles of water purchased for meetings by installing water purification tanks.
Reduce water usage across operations.	• Monitor water usage and encourage staff to reduce water consumption.	• Staff are requested to flush toilets only when needed. • Hand sanitisers are used in bathrooms. • Water harvesting tanks were installed at Head Office.
Reduce energy consumption and associated emissions.	• Monitor energy usage.	• Switching lights off during the day and using sunlight. • Switching air conditioners off when practical. • Geyser timers were installed to save electricity. • Staff members are encouraged to switch off electrical equipment not in use. • Staff members are encouraged to use the stairs instead of the lift at Head Office. • High-energy bulbs were replaced with LEDs at Head office. • Motion-sensor lights were installed at the Regional Office.
Ensure continuous monitoring of, and reduction in, the impact associated with farming.	• Support best farming practices, less tillage and planning of tractor work and trips. • Sensitise staff about reducing the farm's carbon footprint. • Recycle.	• Consider electrical quadbikes for supervisor transport on farms. • Install solar geysers when replacing geysers. • Recycling was introduced at the farms.
Inform staff on the Green Initiative and equip them with skills to achieve its objectives.	• Staff engagement, formal development and training.	• Carbon footprint tips are published on the Intranet.
Continuously improve on environmental performance and adhere to all applicable environmental legislation.	• Implement and maintain an effective Environmental Management System (EMS). • Provide a structured framework for continuous improvement. • Continuously review and revise the ambit and effectiveness of the (EMS).	• On construction projects where an Environmental Record of Decision was issued, a Consultant ECO is appointed to monitor compliance and provide reports to the DEADP. • As part of the tender conditions, a penalty system on the contractor is implemented for all transgressions.

Stakeholder Engagements and Relationships

2.4

***Casidra**'s stakeholders were identified and its Management has developed strategies to further engage with each of them most effectively and efficiently. **Casidra** views its stakeholder data as sacred and, therefore, has a vociferous stakeholder data management process in place. **Casidra**'s Management continued to approach several companies for possible business partnerships.*

2.4 STAKEHOLDER ENGAGEMENTS AND RELATIONSHIPS

During the 2023/24 financial year, the marketing team actively participated in various outreach opportunities to add value, proudly represent the Company and build a good network database of potential business partners, suppliers and beneficiaries. The table below highlights a number of activities Casidra participated in:

ACTIVITY	VENUE	DATE
African Agri Investment Indaba	CTICC	14 -16 November 2023
Atlantis SEZ Stakeholder engagement site visit	ASEZ OFFICE	12 May 2023
Perdekraal Entrepreneur Day	Ceres Municipality	8 June 2023
Drakenstein Municipality Youth Day Celebration	Paarl East	16 June 2023
City of Cape Town's Food & Bev Growth Coalition Engagement	Hout Bay	20 June 2023
Mandela Day celebration	Paarl and Kraaifontein	18-20 July 2023
Nedbank Top Empowerment Conference 2023	Online	19-29 July 2023
The Western Cape Growth for Jobs Seminar	Cape Town	4 August 2023
George Agricultural Show	George	23 – 27 August 2023
Nampo Show	Bredasdorp	12 – 16 September 2023
Food Security FOA of the United Nations	Italy	23 - 27 October 2023
African Agri Investment Indaba	CTICC	14 -16 November 2023
Stellenbosch University	Casidra Head Office	4 December 2023
Atlantis SEZ Stakeholder engagement site visit	Casidra Head office	13 December 2023
Kleinberg Primary School Prize Giving for Garden	Fishhoek	13 February 2024
State of the Province Address	Drakenstein	19 February 2024
WC Climate Change Indaba	Harbour House: Cape Town	8 March 2024
Minister of Agriculture Budget Speech	WC Provincial Parliament	26 March 2024

Casidra was privileged to be amongst 100 exhibitors to showcase our services at Nampo 2023.

NAMPO KAAP / CAPE

2.4 STAKEHOLDER ENGAGEMENTS AND RELATIONSHIPS

Casidra and Stellenbosch University's Water Institute (SUWI) have reached a joint intent to collaborate on areas of mutual interest. The two parties will work together and bring about a spirit of healthy, professional and collegial co-operation to facilitate the successful implementation of agricultural capacity-building initiatives, which include, but are not limited to smallholder emerging farmers, and marginalised communities (people with disabilities, women and youth).

SUWI is located within the Faculty of Natural Sciences and facilitates multi- and transdisciplinary research as well as training and development related to climate-smart agriculture. Casidra always seeks ways to form collaborations that facilitate local resource mobilisation and action that encourage local participation and advocacy for development efforts, and foster co-operation among local role-players.

Casidra shared in the celebration where the Kleinberg Primary School in Ocean View, Fish Hoek was awarded 1st Prize for their beautiful Vegetable Garden implemented by Casidra and the Western Cape Department of Agriculture in the NSNP Food Production Category B Competition. The school is extremely proud and excited to be the first-time winners of this award. As a token of appreciation, Casidra and the WCDoA received certificates of appreciation.

The Atlantis Special Economic Zone (SEZ) visited Casidra to look into areas of co-operation in driving job creation and economic inclusion. Discussions explored working together to support Agro-processing and investment, financial support to SMMEs, food security and supply chain, amongst others. We look forward to our mutually beneficial collaboration in future.

Our Board of Directors and Management Team went on a two-day tour as part of an oversight visit to the Amalienstein farm in Zoar and Waaikraal farm situated next to Dysselsdorp as well as Casidra's Regional Office in George. This enabled the delegates to engage with farm workers and staff on the ground and advise on ways to improve production. This interactive tour was informative and exciting for the farms to be empowered and eventually be transferred to the receiving entities/communities in the near future.

ENGAGEMENT SUMMARY ON ALL STAKEHOLDERS

Key stakeholders are regularly informed about the Company's progress, events and relevant industry information through approved media platforms utilised by **Casidra**.

STAKEHOLDER		WHY ENGAGEMENT IS IMPORTANT	AVENUES OF COMMUNICATION	FREQUENCY
1	Shareholder	**Casidra**'s Board of Directors is ultimately accountable to the Executive Authority to ensure that **Casidra** executes its mandate as outlined by the WC government cabinet.	Quarterly meetings, the AGM, Treasury meetings, SCOPA sessions, social functions, AgriProbe, Annual Reports, Corporate Plans, strategic documents, standard electronic communication tools and platforms.	Ongoing
2	Board of Directors	**Casidra**'s Management team is accountable to the Board as its Accounting Authority that oversees that the Company executes its strategy successfully.	Board meetings, Board Sub-Committee meetings, Statutory/regulatory meetings (MTEC, SCOPA), and Ministerial meetings.	Ongoing
3	Employees	To ensure that staff are updated on business information and strategy to enhance individual contributions and to achieve the Company's objectives.	Intranet; Viva engage, Board and Management meetings, Personnel Forum and its meetings, Noticeboards, Information sessions, WhatsApp groups, SMS, E-mails, Screensavers	Ongoing
4	Government and Regulators	To ensure that **Casidra** complies with laws, regulations and policies as prescribed by the Department of the Premier and Provincial Treasury.	Meetings, MS Teams/Zoom meetings, Budgets, Corporate Plan, Strategic Plan, Annual Report, Emails, Website, use of WC Premier's legal department.	Ongoing.
5	Media	To ensure that there is interaction with media outlets, and to deal with issues that concern stakeholders at large.	Media press releases, statements, email marketing and branding, advertising features, website interaction, and social media platforms.	Ongoing
6	Beneficiaries/ Clients/ Customers	To ensure that **Casidra** has direct consumer interaction and feedback on client needs and **Casidra**'s performance.	Onsite visits, exhibitions, indabas, seminars and conferences, social media platforms, media statements, advertising features and website, electronic and print media and ceedee mailer newsletter.	Ongoing
7	Communities	To ensure that **Casidra**'s environmental strategy is enabled with resource deficient citizens on the ground in the Western Cape.	Direct interaction in various communities via roadshows, organised community meetings, public events, social media platforms, ceedee mailer newsletters, e-mails and marketing brochures.	Ongoing
8	Suppliers/ Service Providers	To evaluate the quality of the products and services delivered on **Casidra**'s behalf to its beneficiaries.	Onsite visits, face-to-face meetings, social media platforms, exhibitions, website usage, ceedee mailer newsletters, e-mails and marketing brochures.	Ongoing

Labour and Employment

2.5

***Casidra**'s labour and employment statistics are presented to the Committee and Board quarterly. The report highlights the statistics relating to employment equity, vacancies, new appointments, terminations, disciplinary action and headcount. The report also provides information on wellness, transformational and skills development initiatives undertaken by employees.*

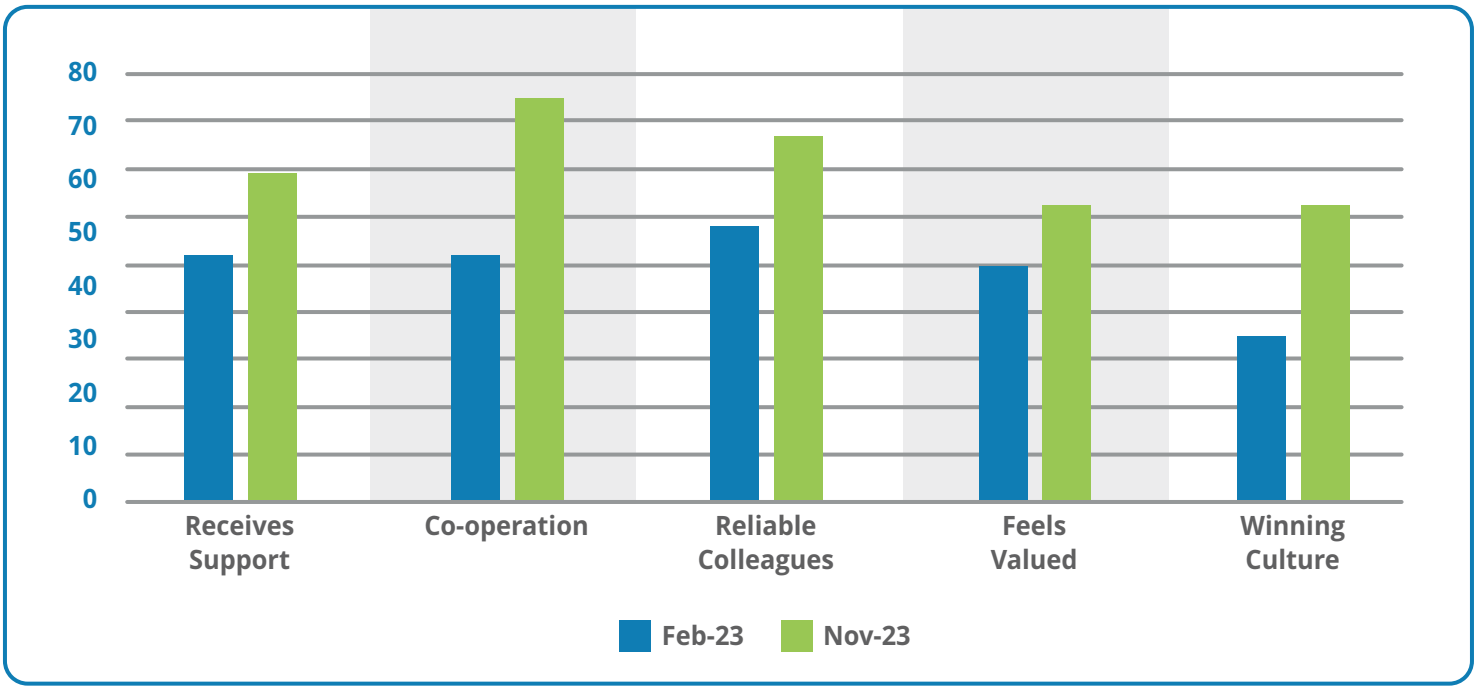
2.5 LABOUR AND EMPLOYMENT

2.5.1 Employee engagement surveys

Casidra has embarked on a journey to create a high-performing, engaged, and inclusive workforce that drives organisational success. Several wellness initiatives and social events were organised throughout the financial year in an attempt to establish a strong foundation for success and create an environment where employees are motivated and aligned with the Company's goals.

The figure below illustrates the engagement survey results obtained in February vs November 2023.

Casidra's Roadmap to a Winning Culture



2.5.2 Employment Equity

Casidra is committed to upholding the country's national and international employment laws and regulations. The Company submits employment equity reports and plans in compliance with legislation.

The purpose of the Employment Equity Plan is to enable the Company to achieve reasonable progress towards employment equity, to assist in eliminating unfair discrimination in the workplace and to achieve equitable representation of employees from designated groups using affirmative action measures where possible.

Casidra submits employment equity reports in compliance with the Employment Equity Act (No. 55 of 1998) (EEA), governed by the Department of Labour. **Casidra**'s Employment Equity Plan remains effective from 1 October 2020 until 30 September 2025.

2.5.3 Broad-based Black Economic Empowerment (B-BBEE)

Casidra continuously monitors the Company's performance against the country's B-BBEE regulations and sector codes, in respect of management control, skills development, enterprise and supplier development, and socio-economic development.

Casidra's B-BBEE verification process is completed annually by means of an affidavit for qualifying small enterprises (specialised) with 100% focus on supporting black beneficiaries.

As a State-owned entity, **Casidra** reports on its compliance to the B-BBEE Commission who acknowledges and accepts the B-BBEE status outcome by means of verification. For the past two years, **Casidra** scored a Level 1 with a 135% Procurement recognition level.

Good Corporate Citizenship

2.6

Casidra *proactively participates in social projects that seek to uplift society in which we operate.*

2.6 GOOD CORPORATE CITIZENSHIP

2.6.1 Social and Community Investment

Casidra aims to improve the lives of the communities within which it operates. **Casidra** focuses on the upliftment of communities through initiatives and projects that contribute to food security, rural infrastructure development and preservation, and alien vegetation clearing, amongst others.

Mandela Day was created to inspire people to embrace the values of democracy and contribute towards the ideals of ensuring a just and fair society.

As part of the Mandela Day Celebration on 18 July 2023, **Casidra** supported four community non-profit organisations in Paarl and Kraaifontein. We partnered with external companies and suppliers who made valuable contributions towards this initiative. Donations received were handed over to the following organisations:

NAME OF ORGANISATION	DONATIONS
Pebbles Project - Kraaifontein	180 packs of school stationery
Mosaic - Paarl	Food hampers and school stationery
The Haven Night Shelter - Paarl	Food hampers
Athlone House of Strength (AHOS) - Paarl	Food hampers and Duvet inners

For us at **Casidra**, every day is Mandela Day 365 days a year, as we continuously work to support and develop our rural communities to create sustainable businesses; be self-sufficient and become catalysts for job-creation.

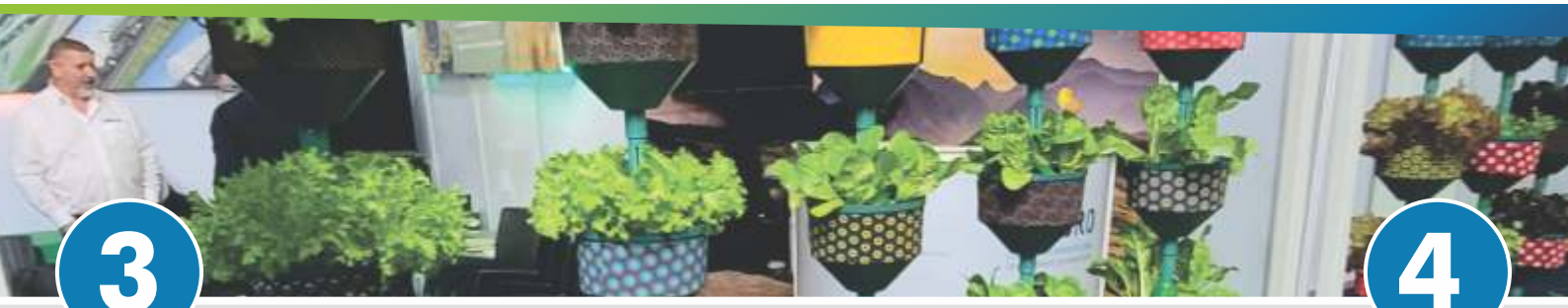
During our visit to the NPOs, **Casidra** encouraged the organisations to start growing their vegetables in their backyards to encourage food security.

A big thank you to our donors:

Wema Foods, Romatex, Kings Catering, Kaap Agri Paarl, Nel Tanks and Office National.

Donations for Mosiac - Paarl

Donations for The Haven Night Shelter - Paarl



3

POSITIONING FOR THE FUTURE

Casidra remains committed to continuous improvement in all matters that affect the sustainability of the environment, the Company and its operations.

Casidra plans, facilitates and implements integrated rural development projects in impoverished communities of the Western Cape, to bring about lasting improvements in the lives of the people in those communities.

Casidra's mission is to provide project management services to sustainably improve the social, economic and environmental well-being of rural-based citizens of the Western Cape.

We aim to:

- Encourage stability
- Open doors of opportunity for and provide the relevant resource for people in need; and
- Make a measurable impact on the reduction of poverty.

The Company seeks to build partnerships that facilitate local resource mobilisation and action, that encourage local participation and advocacy for development efforts, and that foster co-operation among local role-players. Due to a lack of resources experienced by many communities, we always look for various donations and sponsorships in order to assist wherever possible.

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RECOMMENDATION OR APPROVAL

REPORT COMPILED BY:

Experience Matshediso

PR/COMMUNICATIONS MANAGER
DATE: April 2024

SUPPORTED BY:

Dr Keith du Plessis

CHIEF EXECUTIVE OFFICER
DATE: April 2024

APPROVED BY:

Ms Emily Hendricks

CHAIRPERSON
DATE: April 2024

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