

SOCIAL IMPACT REPORT

2023/24



SIOC
**COMMUNITY
DEVELOPMENT
TRUST**

Defining ourselves through **our actions**,
not our words



ABOUT THIS REPORT

We are pleased to present the SIOC-CDT Social Impact Report for the period October 2023 to September 2024, showcasing the measurable contributions we have made towards empowering young people, fostering resilience, and promoting holistic community development across our focus areas. This report captures both the successes and challenges encountered during these pivotal months, laying a strong foundation for the future. Future reports will align with our financial year, which concludes in December 2024. This adjustment will ensure greater consistency and provide stakeholders with a more integrated and comprehensive perspective on our operational and financial performance.



Wherever you see this arrow, it signifies a milestone of meaningful change, highlighting our dedication to advancing impactful initiatives that deliver measurable results. This visual marker represents the momentum we have built in driving sustainable growth and empowerment within our beneficiary communities, standing as a symbol of success and a testament to the positive strides we are achieving together.

ACCELERATED
IMPACT

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2006 - 2024

SIOC Community Development Trust (SIOC-CDT) was established in 2006 to manage the distribution of Trust income to develop communities aligned to local Sishen Iron Ore Company (Pty) Ltd mining operations. These benefits must support communities long after the mines have closed down. This report outlines SIOC-CDT's strategy, activities and impact between 1 October 2023 and 30 September 2024.



FOREWORD FROM THE CHAIRPERSON

Dear Stakeholders,

It is with great pride and a deep sense of responsibility that I present this 2023/24 Social Impact Report of the SIOC Community Development Trust (SIOC-CDT). In the period between October 2023 and September 2024, we have continued to pursue our mission of uplifting and empowering our beneficiary communities through impactful socio-economic initiatives. This report not only reflects our accomplishments but also reaffirms our unwavering commitment to sustainable development and community resilience.

In a period marked by economic challenges and evolving community needs, SIOC-CDT has strengthened its strategic focus on addressing critical issues in education, healthcare and enterprise development. By partnering with a broad spectrum of stakeholders including local authorities, educational institutions, civil society organisations and others, we have extended our reach and deepened our impact, transforming lives and our beneficiary communities to help break the cycle of poverty.

A Year of Accelerated Impact

The breadth and depth of our initiatives highlight our dedication to holistic community engagement. Significant investment in the community health and wellbeing, through the ramping up of the Re a Fola mobile healthcare, demonstrates our commitment to building resilient communities capable of leveraging economic and social opportunities for self-sustainability. The purchase of four additional mobile health buses enables the SIOC-CDT Re a Fola mobile health programme to increase the health screening target from 700 per month to approximately 3 500 per month. Our collaboration with Stellenbosch University has enabled us to provide a one-year specialist training to 10 nurses from John Taolo Gaetsewe district, providing them with specialist nursing skills which will go a long way in improving the ability of health facilities in that beneficiary area to provide holistic health care services.

Enterprise development has remained a cornerstone of SIOC-CDT, as we support local businesses through financial assistance, mentorship, and skills development. This fosters local economic resilience, as exemplified by the Growth Fund and Project Kgodiso, which have catalysed growth for SMEs, creating employment opportunities and economic growth in our beneficiary areas. The Kanako Social Responsibility Programmes distributed dignity packs, uniforms and stationery to support learners, reduce absenteeism, and foster an inclusive, dignified school environment. Our unwavering focus on gender-based violence and femicide prevention has empowered young women and strengthened community capacity to respond to this pressing issue.

Building for the Future

SIOC-CDT's investment philosophy helps to preserve and grow our financial reserves for sustainability. Strategic investments, guided by sound governance, underpin our ability to create lasting impact, beyond the lifespan of Kumba mining operations.

Key infrastructure projects, such as the Postdene Asbestos Roof Replacement, underscore SIOC-CDT's dedication to improving community resilience and quality of life. In every initiative, from completing a project to provide 10 rural schools with digital connectivity to targeted enterprise development, our goal remains the same: to foster empowered, thriving communities.

Change in Leadership

In May 2024, Mr. Vusani Malie stepped down as CEO of SIOC-CDT, ending a remarkable chapter in the Trust's history. Under his leadership, the organisation achieved significant milestones, including the strengthening of its sustainable investment portfolio, the

expansion of impactful initiatives in education, healthcare, and community development, and the implementation of forward-looking strategies to address emerging challenges such as climate change and digital connectivity.

Mr. Malie's steadfast commitment to ethical governance and socioeconomic development has been instrumental in shaping the Trust's legacy and securing its foundation for future growth. We express our deepest gratitude for his visionary leadership and unwavering dedication to SIOC-CDT's mission. As he embarks on the next phase of his journey, we wish him continued success and fulfillment in all his future endeavours.

Acknowledgments and Commitment to the Road Ahead

None of the achievements highlighted in this report would have been possible without the tireless efforts of the dedicated trustees, staff, community leaders, and numerous partner organisations. Hard work, collaboration, and commitment have been instrumental in driving the shared vision of SIOC-CDT for positive, lasting change. I extend my deepest gratitude to each of you.

As we continue the journey, and our mission is far from complete. The challenges facing our communities are complex and evolving, but so too is our resolve. Together, with the continued support of all our stakeholders, we will continue to build a legacy of impact, ensuring that the SIOC-CDT remains a beacon of hope and a catalyst for sustainable development. Thank you for being part of this journey.

Yours sincerely,

Llewellyn Delport

Chairperson
SIOC Community Development Trust

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ABOUT US

To All Our Stakeholders

A warm welcome to the SIOC-CDT 2023/24 Social Impact Report.

This report provides a transparent account of the SIOC Community Development Trust's efforts in uplifting and empowering our communities. Through strategic investment in sustainable development initiatives, we aim to address critical social, economic, and environmental challenges. This report highlights the measurable outcomes of our projects over the past year, demonstrating how our partnerships and community engagement have led to meaningful change. By outlining both successes and areas for improvement, we reaffirm our commitment to making a lasting impact on the well-being of our beneficiaries.

At the core of the SIOC Community Development Trust's mission is a deep commitment to creating positive, sustainable change in our communities. This Social Impact Report reflects our ongoing efforts to address key social issues, from education and health to infrastructure and economic development. As we share the outcomes of our initiatives, we also celebrate the resilience of the communities we partner with and the collective progress we've made. The purpose of this report is not only to document our impact but also to guide future efforts, ensuring we continue to meet the evolving needs of the people we serve.



OUR MANDATE

To invest in community development initiatives for our beneficiary communities in accordance with their needs, as prescribed in the Trust Deed and Board Guidelines.



OUR VISION

Beneficiary communities have sustainable income and are empowered to thrive beyond the lifespan of the mines.



OUR MISSION

We implement sustainable socio-economic initiatives through partnering with key stakeholders.



OUR PURPOSE

- To invest Trust income for long-term growth, ensuring sustained funding for community upliftment beyond the life of the mine.
- To plan and implement projects that effectively uplift and benefit the Trust's communities.



OUR VALUES

- We are committed to building **healthy, trustworthy relationships**.
- We are **inclusive and transparent** in decision making.
- We are **accountable** to our stakeholders.
- We are **compassionate** towards our beneficiaries.

VISION 2030

Happy, thriving communities that feel safe

Emergent Needs

Infrastructure - funding roads, water and sanitation
Connectivity/Wi-Fi
Social well-being
Climate change
Food security
Agriculture

Quality Education

Children prepared for the future
Co-labour with authorities
High-functioning schools
Well-trained teachers
Multi-facility schools
ECD to Grade 12

ED and Job Creation

Connectivity/Wi-Fi
Business support and tools for success
Ease of starting a business
More women and youth in ED established, thriving businesses

Health and wellness

Tech to enhance delivery
Provision for human dignity
Focus on primary healthcare
More healthcare professionals
Accessible, effective healthcare

Our Focus Areas

To drive meaningful and sustainable transformation across our five local beneficiary municipalities, SIOC-CDT projects are designed to offer synergistic benefits, supporting an integrated approach to social and economic development. The four primary focus areas underpin our mission, with **Focus Areas 1, 2, and 3** working in harmony to reinforce one another, while **Focus Area 4** – Emergent Needs – serves as a responsive addition that complements and strengthens the overall impact of our initiatives. This Emergent Needs focus area addresses critical issues that directly affect community resilience and adaptability and will continue to evolve in response to local needs.

Focus Area 4: Emergent Needs

The Emergent Needs focus area highlights critical issues that impact our communities and intersects with each of our established focus areas, supporting our commitment to adaptability and proactive intervention. Key components include:

- Climate Risk Mitigation
- Gender-Based Violence and Femicide (GBVF)
- Agricultural Development
- Connectivity and Digital Access

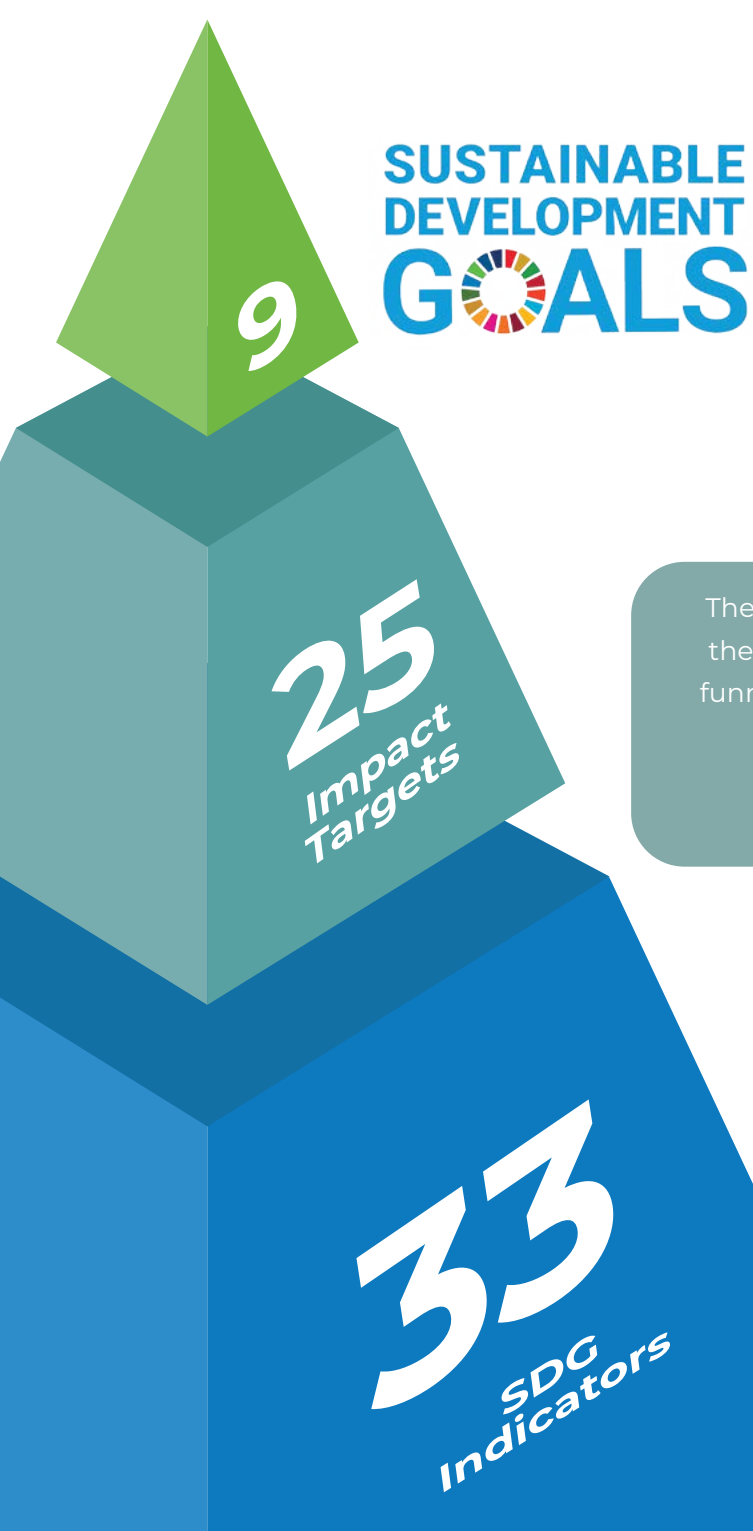
By addressing these emergent needs, SIOC-CDT reaffirms its commitment to comprehensive, community-driven development that fosters resilience, economic growth, and improved quality of life.

COMMUNITY IMPACT

At a community level

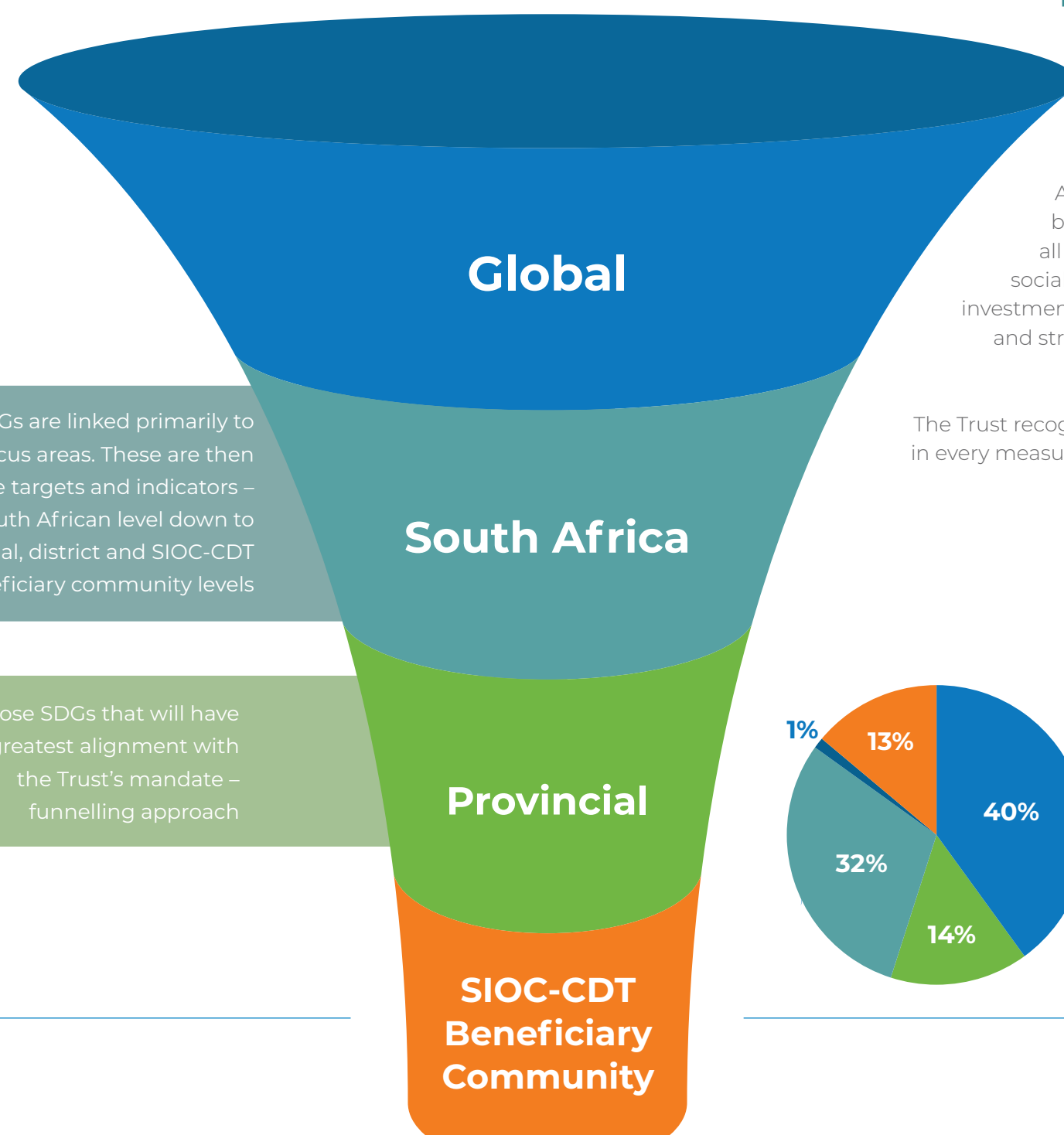
Measuring success is a vital component in assessing the impact and value of any programme or initiative. Success metrics provide clear indicators of progress toward objectives, highlighting achievements and areas for improvement. Effective measurement involves establishing well defined goals, applying structured evaluation frameworks, and collecting both quantitative and qualitative data. This approach not only helps in evaluating the immediate outcomes but also enables SIOC-CDT to make informed adjustments, enhance long-term effectiveness, and communicate impact to stakeholders with transparency and accountability. Ultimately, a robust measurement strategy supports sustained growth and ensures alignment with organisational values and goals. SIOC-CDT's programmes are all measured against the pillars set out below.

SIOC-CDT consistently adheres to the provisions of its Trust Deed, which stipulates that **70%** of funding must be allocated to community development initiatives, while **30%** may be invested for long-term capital growth. The returns on these investments will provide an additional source of income after the life of the mines.



The choice of SDGs are linked primarily to the SIOC-CDT focus areas. These are then funnelled into the targets and indicators – from a South African level down to provincial, district and SIOC-CDT beneficiary community levels

We chose SDGs that will have the greatest alignment with the Trust's mandate – funnelling approach

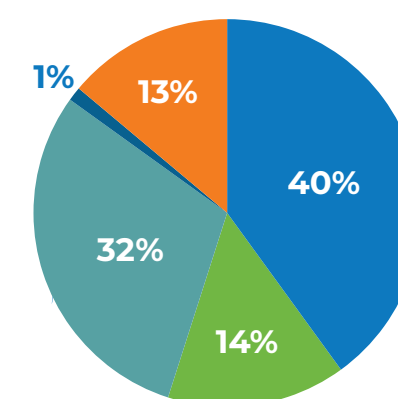


The Trust's investment target is to achieve a return of CPI plus 6.5% over a rolling 5-year period. The Trust positions itself as an institutional investor looking to invest in active fund managers using Modern Portfolio Theory of a Strategic Asset Allocation (SAA) methodology. These are private equity, bonds, listed equity and global equities. We ensure that all managers appointed adhere to sound environmental, social and governance (ESG) principles integrated into their investment process. This philosophy as well as the returns target and strategic asset allocation are incorporated into the Trusts Investment Policy Statement.

The Trust recognises that this long-term target will not be achievable in every measurement period. Please note this is a return target not a benchmark target.

InvestCo is the investment manager for the Trust.

Below is the recently approved SAA



Current Board-Approved SAA





- Private Equity
- Offshore Equity
- Local Listed Equity
- Local Listed Bond
- Cash
- Enterprise development

INDICATOR FRAMEWORK & PROJECT CONTRIBUTORS

SDG Goal						
7 impact targets	2030 Impact Target					
	Access and completion of education Improved school readiness Equal access to higher training Increase ICT skills Improve school infrastructure Provide bursaries Ensure suitably qualified teachers	Reduce maternal mortality End preventable deaths in children under 5 End AIDS/TB and combat hepatitis Reduce premature mortality from NCDs Strengthen prevention and treatment of substance abuse Access to sexual, reproductive and essential health care Reduce deaths and illnesses from water and contamination Training of healthcare workforce	End hunger and malnutrition	Eliminate violence against women and girls		Sustain per capita economic growth Higher levels of economic productivity Promote develop-orientated policies Substantially reduce the proportion of youth not in employment education or training By 2030, devise and implement policies to promote sustainable tourism
9 impact indicators	Impact Indicator					
	Proportion with proficiency per grade Participation rate in organised learning Participation rate in formal and non-formal training Proportion of ICT skills by type Proportion of schools offering basic services by type Volume of bursaries by sector and type Proportion of teachers with the minimum and post-grad qualifications	Proportion of births attended by skilled health personnel Under-5 and neonatal mortality rate New HIV infections per 1,000 Tuberculosis incidence per 100,000 Mortality due to CVD, cancer, diabetes, CRD or suicide Treatment interventions Proportion of family planning needs satisfied Adolescent birth per 1,000 Coverage of essential health services Mortality rate attributed to unsafe water and sanitation and lack of hygiene Health worker density and distribution	Prevalence of undernourishment, stunting and malnutrition	Proportion of women and girls aged 15 years and older subjected to violence by: • a current or former partner in the previous 12 months, by form of violence and by age • other than an intimate partner in the previous 12 months, by age and place of occurrence		Annual growth rate of real GDP per capita Annual growth rate of real GDP per employed person Proportion of employment by sector and sex Proportion of Youth (15 – 24) not in education, employment or training Tourism direct GDP
Associated Projects	BASIC EDUCATION SCHOOL READINESS SKILLS DEVELOPMENT INFRASTRUCTURE ACCESS TO HIGHER EDUCATION TEACHER & PRACTITIONER TRAINING	MOTHER & CHILD HEALTH SERVICES COMMUNICABLE DISEASE SCREENING NON-COMMUNICABLE DISEASE TREATMENT SUBSTANCE USE DISORDER PROGRAMMES MOTHER & CHILD HEALTH CARE SERVICES ESSENTIAL PRIMARY CARE	FOOD SECURITY PROGRAMMES	GENDER BASED VIOLENCE PROGRAMMES		BUSINESS DEVELOPMENT SUPPORT INFRASTRUCTURE DEVELOPMENT ACCESS TO FINANCIAL SUPPORT JOB CREATION PROJECTS ACCESS TO MARKETS



INDICATOR FRAMEWORK & PROJECT CONTRIBUTORS

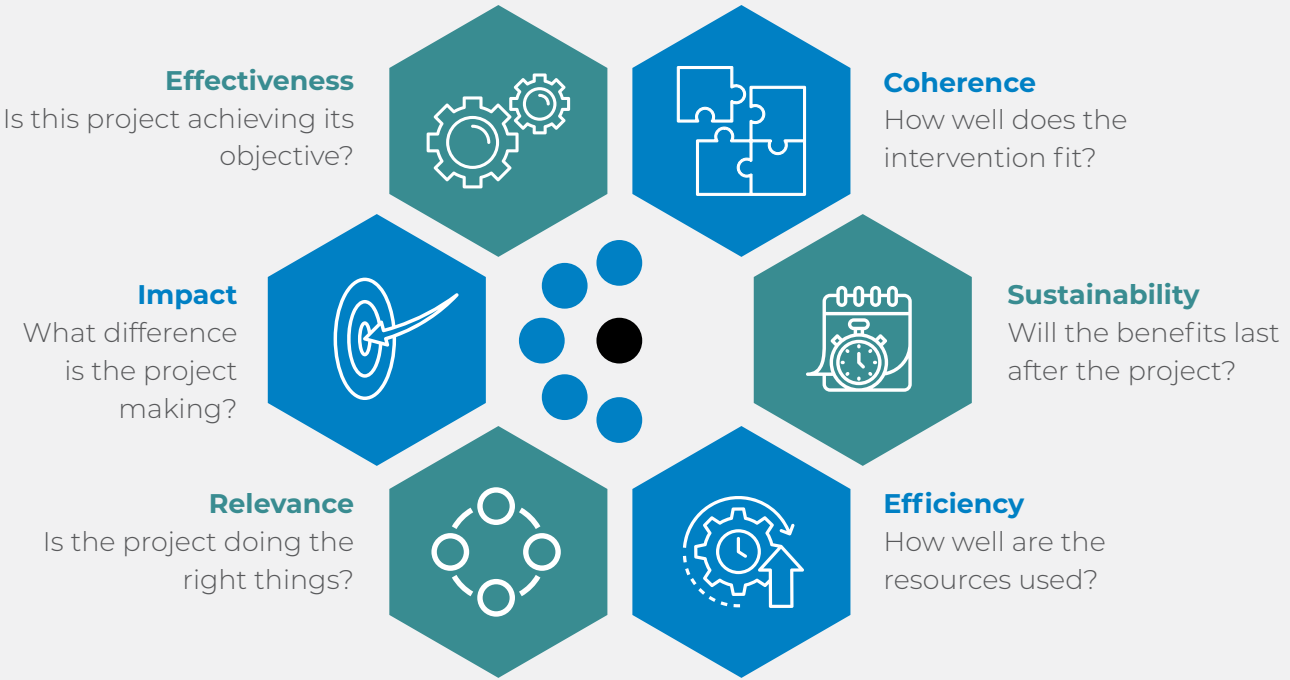
SDG Goal		 6	 9	 13	 17
2030 Impact Target		Access to safe, affordable drinking water	Develop quality infrastructure	Strengthen resilience to natural and climate-related disasters	Enhance a global technology facilitation mechanism
7 impact targets					
9 impact indicators		Proportion of population using safely managed water services	Proportion of the rural population living within 2 km of an all-season road	Proportion of local governments that adopt and implement local disaster strategies Capacitation of Municipal and District disaster units	Fixed Internet broadband subscriptions per 100 inhabitants
Impact Indicator					
Associated Projects		COMMUNITY WATER PROGRAMME	ROAD AND BRIDGE UPGRADES	DISASTER RELIEF RESPONSE PLAN AWARENESS CAMPAIGNS (EDUCATION)	PUBLIC WI-FI CONNECTIVITY

Programme Impact

In pursuit of its 2030 impact agenda, the Trust has embraced the impact indicators that mirror Sustainable Development Goals (SDG). This was achieved by adapting 33 of the 248 SDG indicators as shown below to ensure the beneficiary communities are not left behind.

Evaluation Criteria

Ultimately, a robust measurement strategy supports sustained growth and ensures alignment with organisational values and goals. SIOC-CDT's programmes are all measured against the pillars set out below.



Source - OECD

OUR BENEFICIARY COMMUNITIES

The Trust focuses exclusively on beneficiary communities residing in the areas adjacent to Sishen Iron Ore Company (Pty) Ltd's mining activities. These beneficiary communities are in some of the poorest and most underdeveloped regions of South Africa. Each community faces different socio-economic challenges, including lack of basic infrastructure, poor schooling facilities, and limited youth development opportunities. All our projects are screened to ensure that they have a lasting impact.

Total Population

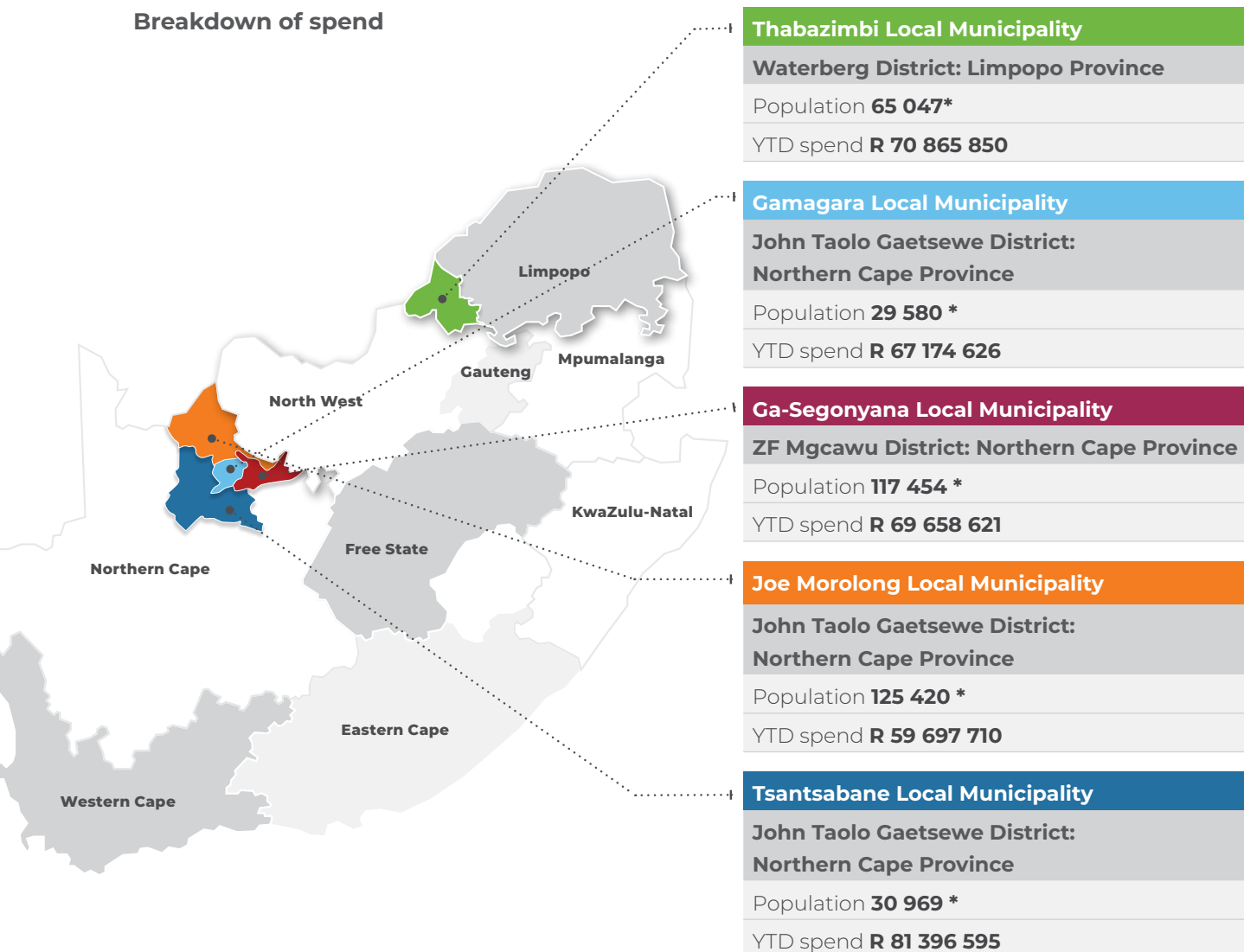
368 470*

12 months (October 2023 - September 2024)

R 348 793 402

80%

Breakdown of spend



*Source: www.Statssa.gov.za – 2022





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GOVERNANCE AND MANAGEMENT

The SIOC Community Development Trust (SIOC-CDT) operates under the Trust Deed, which defines its mandate, objectives, and the roles and responsibilities of its trustees. The Board of Trustees is responsible for the overall governance of SIOC-CDT and the strategic guidance of its activities.

To enhance governance and decision-making efficiency, the Board has established six committees with clearly defined Terms of Reference and delegated authority. These Committees, primarily composed of Board members, focus on key areas such as finance, audits, risk management, remuneration, ethics, and project approvals. While the Committees make recommendations, final decisions rest with the Board.



Committee composition is based on a balance of skills and experience, adhering to the King IV™ Report on Good Corporate Governance and other relevant legal frameworks, including the Trust Property Control Act 57 of 1988. Each Committee operates under approved Terms of Reference, which outline their roles and limitations. The Board remains the ultimate authority for all decisions, with support from key executives who ensure each Committee fulfils its mandate and oversees the required activities.



[To view the full Trust Deed - Click here](#)

Board Committees


Board committees which provide oversight.

 Group Audit and Risk Committee (GARC)	
Members	Primary Responsibilities
Ms. L. Milne (Chairperson) Ms. M. Mabilu Mr. M. Motsisi Mr. M. Kies Mr. S. Thole	Overseeing Financial Reporting and Audits: Ensuring the integrity of financial statements and the effectiveness of both internal and external audit functions.
	Risk Management: Identifying, assessing, and mitigating financial and operational risks to safeguard the Trust's assets and reputation.
	Compliance: Monitoring adherence to legal and regulatory requirements, as well as internal policies and procedures.
	Internal Controls: Evaluating the adequacy and effectiveness of internal control systems to prevent fraud and ensure accurate financial reporting.

 Remunerations Committee (REMCO)	
Members	Primary Responsibilities
Ms. M. Mabilu (Chairperson) Mr. L. Delport Ms. T. Henry Mr. N. Andreas Ms. T. Mvulane	Identifying and Evaluating Candidates: Assessing potential candidates for trustee positions to ensure they possess the necessary skills, experience, and commitment to further the Trust's mission.
	Overseeing Election Processes: Managing the nomination and election procedures for community representative trustees, ensuring transparency and adherence to established guidelines.
	Ensuring Diversity and Representation: Striving to maintain a diverse and representative Board that reflects the demographics and interests of the beneficiary communities.
	Developing and Implementing Remuneration Policies: Establishing fair and competitive compensation structures for employees and trustees, ensuring alignment with the Trust's strategic objectives and market standards.
	Evaluating Performance: Assessing the performance of senior management and recommending appropriate remuneration adjustments based on predefined criteria.
	Ensuring Compliance: Monitoring adherence to relevant labour laws, regulations, and best practices related to compensation and benefits.
	Promoting Transparency: Providing clear and comprehensive reports on remuneration practices to stakeholders, maintaining accountability within the Trust.
 Investments Review Committee (IRC)	
Members	Primary Responsibilities
Mr. M. Motsisi (Chairperson) Mr. S. Thole Ms. L. Milne Ms. M. Mabilu Mr. T. Mofokeng (Independent Member)	Evaluating Investment Proposals: Assessing potential investments to ensure they meet the Trust's criteria for risk diversification and long-term returns.
	Monitoring Investment Performance: Overseeing the performance of existing investments to ensure they continue to align with the Trust's financial objectives.
	Ensuring Compliance: Verifying that all investment activities adhere to relevant legal, regulatory, and ethical standards.

 Projects Review Committee (PRC)	
Members	Primary Responsibilities
Ms. T. Henry (Chairperson) Dr. P. Ramchander Mr. S. Botha Mr. N. Andreas Mr. T. Kotsedi Mr. T. Pilane Mr. M. Kies Mr. S. Thole	<p>Evaluating Project Proposals: Assessing the feasibility, sustainability, and alignment of proposed projects with the Trust's mission and strategic objectives.</p> <p>Monitoring Project Implementation: Overseeing the progress of approved projects to ensure they adhere to established timelines, budgets, and quality standards.</p> <p>Ensuring Compliance: Verifying that projects comply with legal, regulatory, and internal policy requirements.</p> <p>Facilitating Stakeholder Engagement: Coordinating with community members, partners, and other stakeholders to ensure projects meet the needs and expectations of beneficiary communities.</p>
 Social, Ethics and Transformation Committee (SETCO)	
Members	Primary Responsibilities
Dr. P. Ramchander (Chairperson) Ms. T. Henry Mr. T. Kotsedi Mr. M. Motsisi Mr. M. Kies Mr. T. Pilane Mr. S. Botha	<p>Promoting Ethical Conduct: Ensuring that the Trust's activities adhere to ethical standards and reflect its core values.</p> <p>Advancing Social Responsibility: Overseeing initiatives that contribute to the well-being of beneficiary communities, aligning with the Trust's mission.</p> <p>Facilitating Transformation: Guiding efforts to promote diversity, equity, and inclusion within the Trust and its programmes.</p> <p>Monitoring Compliance: Ensuring adherence to relevant laws, regulations, and internal policies related to social and ethical matters.</p>

By delegating key responsibilities to these committees, the Board of Trustees is able to maintain robust oversight of the Trust's financial integrity, community development initiatives, investment strategies, ethical standards, and governance processes. This collaborative approach ensures that the Trust continues to make a meaningful impact in its beneficiary communities while upholding the highest standards of transparency, accountability, and inclusivity. Collectively, these committees reflect the Trust's dedication to achieving its mission with integrity and excellence.

 Nominations Committee (NOMCOM)	
Members	Primary Responsibilities
Mr. L. Delport (Chairperson) Ms. M. Mabilu Ms. T. Henry Mr. N. Andreas Ms. T. Mvulane	<p>Ensure the establishment and regular review of a formal process for the appointment of trustees.</p> <p>Ensure that background and reference checks are conducted with respect to candidates to be nominated as trustees.</p> <p>From time to time, review Board's structure, size and composition and make recommendations for any deemed required changes.</p> <p>To ensure that the composition of the SIOC-CDT Board adheres to the prescripts of the Trust Deed.</p> <p>To ensure that the appointment of the Chairperson of the Board adheres to the prescripts of the Trust Deed.</p> <p>Oversee the development and implementation of continuing professional development programmes for all persons appointed or serving in the governance structure.</p> <p>Ensure development and implementation of succession plans for the Board, CEO and senior management.</p> <p>Evaluate the performance of trustees, Directors of Trust's associated entities and independent experts.</p> <p>Recommend to the Board the rotation of directors of the Trust's associated entities, independent experts with due regard to i.e. evaluation performance results, meeting attendance etc.</p> <p>Assume an independent role with direct accountability to the Board of Trustees.</p>

An independent audit of our Annual Financial Statements (AFS) was performed by our external auditors PWC, for the period 1 January to 31 December 2023. An unqualified audit opinion has been expressed in accordance with International Standards on Auditing (ISA).

https://www.sioc-cdt.co.za/wp-content/uploads/2024/07/SIOC-CDT-Audited-AFS-FY23_30.06.2024.pdf

The internal audit function is outsourced and performed by Nexia SAB&T for the period 1 January to 31 December 2023.

Board-based Black Economic Empowerment (B-BBEE) ownership information relating to our public benefit activities was verified independently by Empowerdex.

THE BOARD AND MANAGEMENT

Trustees



Mr. Llewellyn Delpoit
Non-Executive and
Independent (Chairman)



Ms. Lynette Milne
Non-Executive and
Independent
GARC (Chairperson), IRC



Ms. Tracey Henry
Non-Executive and
Independent
PRC (Chairperson) REMCO,
NOMCOM, SETCO



**Mr. Boitumelo Ernest
Mogohu**
Non-Executive
(Ga-Segonyana)



**Ms. Masechaba
Mabilu**
Non-Executive and
Independent
REMCO (Chairperson),
NOMCOM, GARC, IRC



Mr. Sobuza Botha
Non-Executive
(Tsantsabane)
PRC, SETCO



Mr. Tumisang Pilane
Non-Executive
(Thabazimbi)
PRC, SETCO



Mr. Mangaliso Kies
Non-Executive and
Independent
GARC, PRC, SETCO



**Dr. Pranill
Ramchander**
Non-Executive (Donor)
SETCO (Chairperson)



Mr. Sechaba Thole
Non-Executive and
Independent
GARC, PRC, IRC



Mr. Tebogo Kotsedi
Non-Executive
(Joe Morolong)
PRC, SETCO



Mr. Mooketsi Motsisi
Non-Executive and
Independent
IRC (Chairperson),
GARC, SETCO



Mr. Nico Andreas
Non-Executive
(Gamagara)
REMCO, NOMCOM, PRC

Executive Management (EXCO)



Mr. Tao Mutsago
Head of Projects



Ms. Chelsea Kearns
Head of Investments



Ms. Tanya Duvenage
Head of Finance



Ms. Anita Loots
Chief Executive Officer
and Trustee
(From May 2024)



**Mr. Mosimanegape
Macomo**
Head of Stakeholder
Relations and Communication



Vacant
Head of HR



Ms. Zanele Mathebula
Company Secretary



Mr. Vusani Malie

LEADERSHIP TRANSITION AT SIOC-CDT

In August 2024, Mr. Vusani Malie completed his 10-year term as CEO of SIOC-CDT, marking the conclusion of an important transformative era for the trust. During his tenure, the organisation strengthened its portfolio of sustainable investments, expanded its impact across education, healthcare, and community development, and introduced innovative strategies to address emergent community needs such as climate change and digital connectivity. Mr. Malie's unwavering commitment to ethical governance and socio-economic development laid a strong foundation for the trust's future. We extend our heartfelt gratitude to Mr. Malie for his visionary leadership and dedication. Vision 2030 was developed under his leadership and will continue under the new leadership. We wish him every success in his future endeavours.

With the appointment of Ms. Anita Loots as the new CEO in May 2024, SIOC-CDT enters an exciting new chapter of leadership. Ms. Loots brings extensive expertise in strategic leadership and community development, having previously served as CEO of the Tirisano Construction Trust Fund and held pivotal roles in South Africa's SKA telescope project. As a registered professional engineer and recognised among South Africa's top 50 most inspiring women in technology, Ms. Loots is well-positioned to build on Mr. Malie's legacy, ensuring that SIOC-CDT continues to deliver transformative impact for its beneficiary communities.

MESSAGE FROM OUR CEO

Dear Valued Stakeholders,

I am pleased to present the 2023/24 Social Impact Report of the SIOC Community Development Trust (SIOC-CDT). It has been a period of transition, resilience, and collaborative effort for meaningful change within our beneficiary communities. Our work, guided by our commitment to sustainable socio-economic development, addresses the core needs of some of South Africa's most underserved regions, particularly in the Northern Cape and Limpopo provinces.

Delivering Impact through Strategic Initiatives

Over the past year, SIOC-CDT has channelled its efforts into initiatives that empower and uplift the communities we serve. Central to our community development strategy are three critical focus areas – education and skills development, health and social welfare as well as enterprise development and job creation. These are further augmented by a fourth focus area, namely community emergent needs. These focus areas are our strategic pillars, which reflect our holistic approach to community development. They are designed to address immediate needs whilst laying the foundation for long-term resilience.

Empowering through Education, Training and Skills Development

Our educational initiatives have continued to transform lives by expanding access to quality learning opportunities. Notable among these is our partnership with Stellenbosch University (SUN) as well as universities such as NWU, UP and SPU to deliver the *Advanced Diploma in Education (ADE) Programme* as part of our broader teacher development programme. Some B.Ed programmes in mathematics, English and foundation phase teaching at Rhodes University have also enrolled over 80 teachers on 3 to 4 year initial teacher education programmes. This initiative has strengthened the capabilities of more than 194 maths and science teachers to date, equipping them with enhanced pedagogical skills that directly impact learner

outcomes. The *Access 4 Success (A4S)* and the *SciMathUs University Preparation Programmes* support Grade 12 learners to improve their matric results so that they can pursue careers in STEM fields at tertiary education institutions. They can rewrite Grade 12 exams after having been through a programme to improve their mathematics and science results, in collaboration with the Academy for Environmental Learning (AEL) and Stellenbosch University, respectively.

We have extended our impact through targeted bursary programmes, providing extensive financial support to over 400 students pursuing studies in fields such as health sciences, engineering, and agriculture. By addressing financial barriers, we are nurturing a generation of graduates who can break the cycle of poverty and contribute to local, regional and national development.

Fostering Economic Resilience through Enterprise Development

Our enterprise development strategy is grounded in the belief that local economic growth is key to reducing poverty and creating sustainable livelihoods. The Growth Fund has empowered small- to medium-sized enterprises (SMEs) by providing access to short-term, interest-free financing, enabling local businesses to fulfil purchase orders and grow their businesses. To date, the fund has supported 17 SMEs, driving significant revenue growth and fostering economic independence within our communities.

Kgodiso is our flagship enterprise development project, aimed at empowering small businesses in our beneficiary areas through financial and non-financial support. The project is driving economic empowerment

and job creation by providing selected small businesses with customised support, that addresses their unique needs, promoting their growth and enhancing their resilience within the market.

Initiatives such as the *Thabazimbi Business Hub* have provided young entrepreneurs with the resources, mentorship, and training needed to overcome entry barriers and build sustainable micro-enterprises. Through this programme, we are equipping the next generation of business leaders with the skills and opportunities to thrive.

Advancing Health and Well-being

The health and well-being of SIOC-CDT beneficiary communities remain a top priority. The *Re a Fola* mobile healthcare initiative continues to bring essential medical, dental, optometry, and audiology services directly to communities, especially in remote and under serviced locations. By addressing healthcare disparities, people become healthier and quality of life for thousands in our beneficiary communities is improved.

The *Substance Use Disorder Intervention Programme*, focused on prevention, education, and treatment, reflects our holistic approach to wellness. Additionally, our *Mental Health Programme*, implemented in collaboration with the Anova Health Institute, is reducing the stigma attached to seeking help for mental disorders and is improving access to psycho-social support. The care for each individual is tailored for his/her needs.

Building Sustainable Communities by Responding to Emergent Needs

SIOC-CDT has consistently demonstrated its ability to adapt to evolving community

needs. The Emergent Needs focus area allows us to respond swiftly to important and urgent needs related to natural and man-made disasters, climate change related incidents, gender-based violence and femicide, and infrastructure failures. By integrating emerging priorities into our broader strategy, our work remains relevant, impactful, and responsive to the challenges faced by our communities.

This year, we have invested significantly in community infrastructure projects that enhance social cohesion and improve living conditions. The *Postdene Asbestos Roof Replacement Project* is aimed at mitigating long-term health risks for residents by safely removing and replacing hazardous asbestos roofing from over 350 homes in Postdene, in the Tsantsabane Local Municipality. The completion of the Mabogopedi Multi-Purpose Hall in Thabazimbi has created a dedicated space for educational, cultural, and community activities, enriching the lives of both learners and the community at large.

Governance, Accountability, and Future Focus

Sound governance and financial stewardship underpin every aspect of our work. Our commitment to transparency, ethical investment, and community-driven decisions ensures that we maximise the impact of every Rand spent. Through prudent investments managed by SIOC-CDT Investment Holdings (PTY) LTD (InvestCo), we are building a sound financial foundation that will support our communities beyond the lifespans of Kumba mining operations. Sustainability and economic diversification will be the focus into the future.

Gratitude and Looking Ahead

I extend my heartfelt gratitude to the dedicated SIOC-CDT Trustees, community leaders, the operational team, collaboration and implementation partners, and the many stakeholders who are on this journey with us. Collaboration and shared commitment are the driving force behind our success. Collectively, we have made significant strides, and will continue to build resilient, empowered communities.

As we look ahead, we remain steadfast in our mission to uplift and transform lives and break the cycle of poverty. Our focus will be on deepening the relationships with our communities for improved relevance and impact, forging new partnerships, and continuously learning and adapting. We will do so with compassion, innovation, and unwavering commitment.

Thank you for your continued participation and support. We value the trust that you place in SIOC-CDT. Let us continue to walk this journey together and build a Trust that we can all be proud of.

Re ka gola mmogo.
Saam maak ons n wenspan.
My SIOC-CDT

Yours sincerely,

Anita Loots

Chief Executive Officer
SIOC Community Development Trust





SECTION 03

STAKEHOLDER ENGAGEMENT



STAKEHOLDER ENGAGEMENT

Overview

SIOC-CDT's stakeholder engagement strategy is reviewed annually to align with stakeholders' evolving needs. The 2023/24 plan emphasised open communication and alignment with community priorities to ensure successful project execution. Key goals included fostering collaboration, sharing project milestones, and strengthening SIOC-CDT's brand through transparency and trust.

Engagement is crucial for gathering insights to shape community initiatives. By interacting with beneficiary communities, businesses, government, and non-profits, SIOC-CDT gains a clear understanding of needs, ensuring its projects remain impactful and aligned with stakeholder expectations. This approach enhances relevance and minimises potential conflicts.

Key Stakeholder Engagements

SIOC-CDT's engagement strategy facilitated multiple targeted interactions:

- **Municipal Engagements:** Direct collaborations with local government leaders and project officials.
- **Business Sector Engagements:** Sector-specific meetings addressing local economic development.
- **Themed Engagements:** Topic-focused discussions to address distinct community concerns.
- **Government Departments:** Project-based engagements with provincial departments of health, education, and social development in Northern Cape and Limpopo.
- **Project-Specific Engagements:** Regular updates and consultations with beneficiaries on major projects like the Honeybee Project, Groenvlei Phase 2, and the Postdene Asbestos Roof Replacement.

Key Activities

During the year, SIOC-CDT implemented various engagement activities, including an annual stakeholder event, collaborations with local municipalities across five beneficiary areas, sector-specific interactions with youth and business leaders, and ward-based community roadshows. Engagements with government departments also supported SIOC-CDT's community projects, solidifying partnerships and reinforcing a shared commitment to building resilient, sustainable communities.



Stakeholder Mapping Table

Stakeholder Category	Identified Stakeholders	Method of Engagement
National And Provincial Government	Key departments in Northern Cape and Limpopo, including national departments: Department of Health, Department of Education, Department of Social Development, Department of Tourism and Economic Development, Department of Agriculture and Land Reform, Department of Water and Sanitation, Department of Human Settlement, Department of Minerals and Energy, Department of Roads and Public Works.	Regular meetings on programme collaborations.
Beneficiary Community	John Taolo Gaetsewe District, Tsantsabane and Thabazimbi Communities	Community roadshows, print and digital media, social media, radio and newspaper adverts.
Local Government	Joe Morolong, Ga-Segonyana, Gamagara, Tsantsabane and Thabazimbi Local Municipality Councils. John Taolo Gaetsewe, ZF Mgcawu and Waterberg District Municipality Council.	Planned engagement meetings. Ad hoc engagement on issues of common interest.
Traditional Councils	John Taolo Gaetsewe House of Traditional Leaders and Local Tribal Offices	Planned engagement meetings. Ad hoc engagement on issues of common interest.
Donor	Kumba Iron Ore (Sishen and Kolomela Mines)	Ad Hoc engagements Board Chairman sits on the Board of Kumba Iron Ore Mines; CEO sits on Board Committees
Government Agencies	National Youth Development Agency, Small Enterprise Development Agency, National Empowerment Fund, etc.	Programme collaboration
Other Agencies and Organisations	The South African National Council on Alcoholism and Drug Dependence, National Society for the Blind	Programme collaboration
NGOs	Local NGOs in the beneficiary communities (e.g. Tsantsabane Alcohol and Drug or Substance Abuse (TADS))	Programme collaboration
Interest Groups	Local youth and business forums	Townhall meetings, awareness workshops and programme

2023 Stakeholder Day

Held on 3 December 2023 in Thabazimbi, this annual event connected SIOC-CDT's Board and Management with a Broad cross-section of key stakeholders, including government departments, community organisations, advocacy groups, and representatives from beneficiary communities. The event provided a platform for SIOC-CDT to report on its initiatives, outline updates to its community development strategy (CDS), and foster direct interaction with stakeholders through both in-person and virtual question-and-answer sessions.

Trustee Elections

In accordance with the Trust Deed, community representative trustee elections were held to elect a trustee for the Ga-Segonyana Community Representative Trustee. The position became vacant in October 2023. For purposes of sound corporate governance and in compliance with the requirements of the Trust Deed, the position had to be filled through a transparent, free and fair election.

The election process commenced with community roadshows (townhall meetings) to create awareness and share important information pertaining to the election process. Subsequent to the roadshows, an elections programme was rolled out, which commenced with the registration of voters, candidate nominations and vetting, voting and finally the announcement of the elected candidate. Registration and voting were done in a hybrid format, i.e. physically at established voting stations and virtually via an elections application. This allowed for participants to register to participate in the process from wherever they are, provided they could be verified as "valid" participants.

Some of the key highlights of the election are:

- The community roadshows allowed SIOC-CDT to reconnect with community members of Ga-Segonyana Local Municipality to share information, not only on the election but also on SIOC-CDT programmes, and to receive feedback from community members on programme implementation and impact.
- The elections recorded the highest level of participation both in terms of voter registration and voter turnout (58.1% of registered voters), signalling high levels of awareness about SIOC-CDT and its mandate by community members.
- The election was conducted with support and backing of Ga-Segonyana Local Municipality's Council, a testament of the strong partnership relationship between SIOC-CDT and the local municipalities in which we operate.
- The election was peaceful and generally deemed free and fair by the community of Ga-Segonyana, reinforcing our commitment to transparency in all our work.

Community Roadshows (Themed Community Engagements)

In 2024, community roadshows were held in the form of themed engagements, the aim of which was to engage with the beneficiary communities while delivering impact through a tailor-made set of activities as opposed to the traditional townhall engagements of presentations followed by questions and answers.

Due to the effectiveness of these engagements, more are planned in the new year.

The following themed events were held in 2024:

Engagement	Beneficiary Area	Objective and/or Key Messages
Launch of the Community Wellness Programme	Thabazimbi	<ul style="list-style-type: none"> • Create awareness about the dangers of substance abuse, especially amongst the youth. • Awareness on GBVF, TB and HIV/AIDS prevention.
Enterprise Development Activation	Thabazimbi	<ul style="list-style-type: none"> • Creating awareness of ED offerings and partner organisation programmes. • Information sharing with local SMEs.
World Teachers' Day (WTD) Celebration	Gamaraga	<ul style="list-style-type: none"> • Collaborated with the Northern Cape Department of Education to celebrate WTD and Long Service Awards. • Recognition of SIOC-CDT educator development programme graduates (B.Ed)
Re a Fola Mobile Health Services Phase 2 Launch	John Taolo Gaetsewe District and Tsantsabane Local Municipality	<ul style="list-style-type: none"> • Raising awareness of SIOC-CDT improved mobile health services. • Increasing participation by community members in the programme.





Community Roadshows (Themed Community Engagements) (Contd.)



Municipal Engagements (Contd.)



Municipal Engagements

An engagement strategy was developed to introduce the new CEO, Ms. Anita Loots, to various key stakeholders, such as the municipalities in our respective beneficiary communities, government departments in

the three districts of John Taolo Gaetsewe, ZF Mgcawu and Waterberg, mining partners (i.e. Kumba: Sishen and Kolomela mines) and others.

Engagement type	Stakeholder	Purpose of Engagements	Date of Engagement
Introductory meeting	John Taolo Gaetsewe District Municipality	Introduction of the CEO to Municipal Executive and Senior Management Teams	29 July 2024
	Ga-Segonyana Local Municipality		29 July 2024
	Gamagara Local Municipality		31 July 2024
	Joe Morolong Local Municipality		12 September 2024
	Tsantsabane Local Municipality		31 July 2024

Community Perception Survey

The SIOC Community Development Trust (SIOC-CDT) is committed to fostering sustainable development and improving the quality of life in its beneficiary communities across the Northern Cape and Limpopo provinces. In alignment with this mission, SIOC-CDT regularly conducts community perception surveys to gauge the effectiveness of its initiatives and understand the evolving needs and sentiments of the communities it serves.

A community perception survey was conducted between April and July 2024 in an environment characterised by varying socio-economic challenges, particularly pronounced in the wake of global economic uncertainties, post-COVID changes, and local developmental issues. This survey canvassed respondents who are community members in the five beneficiary communities of SIOC-CDT namely;

Joe Morolong, Ga-Segonyana, Gamagara, Tsantsabane, and Thabazimbi.

The results of the survey provided a clear view of where SIOC-CDT excels and where it needs to modify its approaches. Additionally, by comparing the current data with that from previous surveys, the Trust is able to track progress and identify trends that affect future operational and strategic decisions. By understanding both the successes and shortcomings as perceived by its beneficiary communities, SIOC-CDT aspires to refine its strategies and operations, ensuring that its interventions are as effective and beneficial as possible. Therefore, the insights gained from this year's survey are critical not only for immediate strategic adjustments but also for long-term planning and community engagement.



SECTION 04

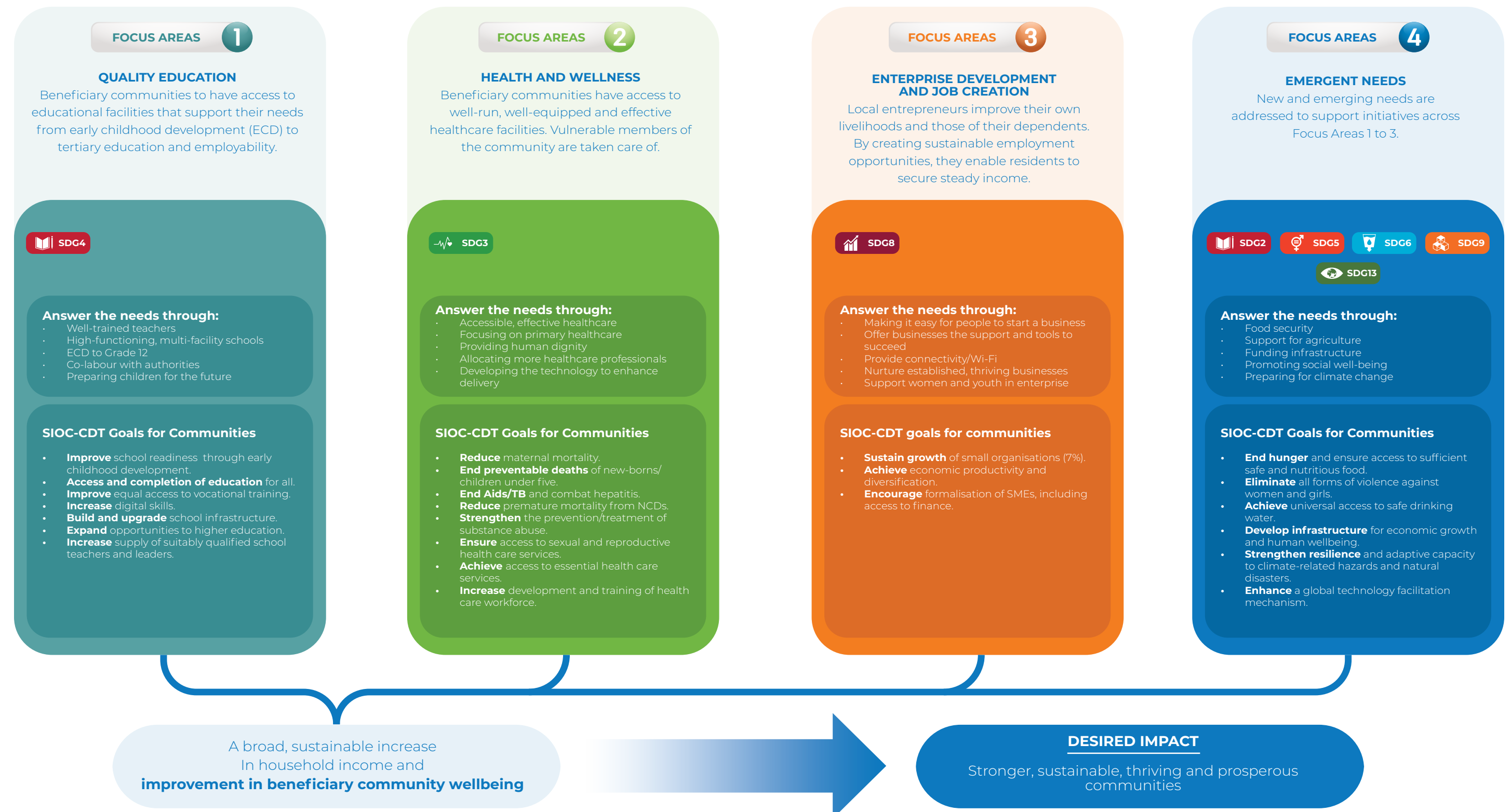
OUR IMPACT ON COMMUNITIES

Community Development Strategy Vision 2030	40	Upskilling of Nurses	97
Education, Training and Skills Development	42	Youth Centres Programme	101
Teacher Professional Learning (TPL) Programme	44	“Ke Bo Tlhokwa” Mental Health Programme	104
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Access 4 Success (A4S) Programme	58	Emergent Needs	112
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Scholarship Programme	64	School WiFi Rollout	115
Enterprise Development	68	Babatas Water Operations and Maintenance	118
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COMMUNITY DEVELOPMENT STRATEGY VISION 2030

SIOC-CDT aligns its initiatives with primary Sustainable Development Goals 3, 4, 8, 10, and 17, while also supporting secondary goals 1, 2, 5, 6, 9, 11, and 13 to promote health, education, inclusive growth, reduced inequalities, and strong partnerships for a sustainable future.



EDUCATION, TRAINING AND SKILLS DEVELOPMENT

SIOC Community Development Trust (SIOC-CDT) is dedicated to uplifting its beneficiary communities in the Northern Cape and Limpopo through a range of impactful educational initiatives. These programmes are designed to improve access to quality education and empower learners from underserved areas to achieve academic success. Through efforts such as the *Access 4 Success (A4S) Programme*, *SciMathUS*, and targeted bursaries, SIOC-CDT supports students in critical subjects like mathematics and physical sciences, equipping them for higher education and careers in science, technology, engineering and mathematics (STEM) fields. By addressing both immediate learning needs and long-term educational goals, SIOC-CDT fosters academic growth and enhances future opportunities, helping to build a skilled and resilient community.

Our Education Pipeline

The Education Pipeline - A part of SIOC-CDT's Roadmap to 2030



Education
Training and Skills
Development
2023/24

12 new programmes
added

SIOC-CDT has expanded its education and training portfolio with 12 new programmes, demonstrating its commitment to empowering communities and driving sustainable growth. These initiatives are designed to address gaps in education, equip individuals with essential skills for a rapidly evolving job market, and enhance employability. By aligning with industry needs, they create valuable opportunities for learners and contribute to strengthening local economic development.

This achievement highlights SIOC-CDT's dedication to transforming lives and fostering innovation. By improving access to quality education and supporting skills development, the Trust continues to build a future-ready workforce while promoting inclusivity and uplifting its beneficiary communities.

TEACHER PROFESSIONAL LEARNING (TPL) PROGRAMME

The *Teacher Professional Learning Programme* primarily focuses on enhancing skills among mathematics and science teachers in the Northern Cape and Limpopo regions. This is accomplished through the Advanced Diploma in Education (ADE) initiative, in partnership with Stellenbosch University, to address specific subject knowledge gaps, improve teaching strategies, and elevate learner outcomes in disadvantaged communities. The programme includes contact sessions and online support, allowing teachers to apply new techniques in real-time with continued mentorship, reducing travel requirements by hosting sessions in accessible locations like Kathu.



Community Reality

The *Teacher Professional Learning (TPL) Programme* faces several notable challenges:

- **Teacher Qualification Levels:** Many educators in the Northern Cape and Limpopo regions enter the programme with gaps in subject-specific expertise, particularly in mathematics and science, which significantly impedes their teaching effectiveness.
- **Geographical and Logistical Issues:** The remote and rural locations of numerous schools in these regions often make it challenging for teachers to access quality professional development, necessitating a decentralised and flexible training approach.
- **Resource Availability:** Limited access to essential teaching aids, digital tools, laboratories, and up-to-date curricular resources poses challenges to the effective application of newly learned teaching methods.
- **Retention Issues:** Retaining highly skilled teachers in disadvantaged areas remains difficult due to limited incentives, career growth opportunities, and challenging working conditions.

Our Approach to Dealing with the Challenges

The *TPL Programme* employs a proactive, multi-layered approach to tackle these challenges:

- **Partnerships and Advanced Training:** Collaboration with Stellenbosch University through the Advanced Diploma in Education (ADE) ensures targeted subject-specific training, bridging critical knowledge gaps in mathematics and science teaching.
- **Blended Learning Solutions:** By combining face-to-face sessions with online support, the programme increases accessibility and reduces logistical constraints, allowing educators to balance training with their teaching responsibilities.
- **Localised Training Sessions:** Sessions are held in accessible locations, such as Kathu, minimising travel requirements and enhancing teacher engagement and practical application.
- **Ongoing Mentorship and Peer Networking:** Teachers receive continued support through on-site mentoring, cluster-based assistance, and virtual platforms like WhatsApp, which foster collaboration and skill-sharing.
- **Leadership Training and Development:** To promote teacher retention, the programme builds leadership capacity, equipping educators with management skills and supporting career growth within their institutions.

Impact

- **On Teachers:** The *TPL Programme* has strengthened teachers' competencies in content delivery, classroom technology integration, curriculum management, and the application of differentiated, inclusive pedagogies. As a result, teachers experience greater confidence and effectiveness in their roles.
- **On Learners:** Improved teaching practices lead to more engaging and dynamic classroom experiences, fostering critical thinking, problem-solving skills, and a passion for inquiry among students. Learner outcomes are demonstrably better, with increased engagement and improved subject comprehension.
- **Beyond the Classroom:** Graduates of the *ADE Programme* often take on mentorship roles within their schools and communities, disseminating best practices and amplifying the programme's influence. This ripple effect has led to meaningful improvements at both institutional and regional levels.
- **Promoting Lifelong Learning:** The programme instils a growth mindset, empowering teachers to pursue continuous professional development and engage in collaborative networks for ongoing learning.

Immediate Outputs

- **Graduation of Educators:** A significant number of teachers have successfully completed the *ADE Programme* and are applying their advanced skills in their respective schools.
- **Mentorship and Peer Support Networks:** Graduates actively mentor peers and foster collaborative learning communities within and beyond their institutions.
- **Establishment of Clubs and Campaigns:** The creation of rise clubs and awareness campaigns around mathematics and science subjects has enriched student learning experiences, promoting curiosity and engagement.

Completion rate for all projects

Project	New Opportunities	Graduations	In progress teachers
B.Ed Math (RU-RUMEP)	25	18	3
B.Ed New Opportunities (RU-SD)	21	6	8
B.Ed English (RU-ISEA)	27	23	0
ADE SLM (NWU)	50	40	0
ADE Life Sc (SUN)	40	26	0
Total	163	113	11



LEARNER SUPPORT PROGRAMMES

The SIOC-CDT Bridging Programmes, including *SciMathUS* and AEL's *Access 4 Success*, focus on improving learner performance in mathematics and physical sciences to enable access to STEM-related higher education opportunities. These programmes target students from disadvantaged communities who face significant academic barriers. In addition, the *Learner Support Programme* (ETS1) provides intensive remedial and enrichment support, aiming to strengthen Grade 12 learners' outcomes through innovative teaching strategies and expert-led sessions. Collectively, these interventions address academic content gaps, promote educational resilience, and enhance learners' readiness for higher education.

Programme Challenges

- **Content Gaps:** Many learners begin the programmes with foundational knowledge deficits in mathematics and physical sciences, limiting their ability to perform well in these subjects.
- **Inconsistent Teaching Standards:** Unequal access to high-quality teaching creates disparities in performance among schools.
- **Geographical Barriers:** Learners from rural schools face logistical challenges in attending centralised support sessions or camps.
- **External Influences:** Collaboration with the Department of Education sometimes creates overlapping plans, limiting the inclusion of certain schools in pilot projects, such as ZFM schools in 2023.

Our Approach to Dealing with the Challenges

SciMathUS Programme

- **Targeted Academic Support:** Focused on mathematics and physical sciences, the programme improved learners' baseline scores in mathematics from 51.4% to 68.6% and physical sciences from 56.7% to 69.9%. This was achieved through intensive tutoring and psycho-social support.

AEL's Access 4 Success Programme

- **Performance Progression:** Learners received structured interventions, with mathematics scores increasing from 47.4% to 65.8% and physical sciences from 50.4% to 63.2%.

Learner Support Programme (ETS1)

- **Centralised Remedial Camps:** Learners participated in weekend and holiday lock-in camps at common boarding facilities, where expert-recommended teachers addressed content gaps identified through pre-tests.
- **Top Achievers Camp:** A separate camp provided enrichment classes for 44 high-performing learners, focusing on advanced concepts to prepare them for top-tier university programmes.



Our Impact

• Improved Academic Performance:

- » **SciMathUS:** Learners achieved a 17.3% improvement in mathematics and 13.2% in physical sciences.
- » **Access 4 Success:** Mathematics improved by 18.3%, and physical sciences by 12.8%.
- » Overall, 65% of learners in the Top Achievers Camp scored above 60% in both subjects.

- **University Eligibility:** 95% of the learners in the Top Achievers Camp achieved Bachelor's passes, while 5% achieved Diploma passes, with an overall 100% pass rate.
- **Recognition and Distinctions:** Learners earned 11 distinctions in mathematics and 17 in physical sciences in the 2023 final exams.

Immediate Outputs

- **Improved Scores:** Average improvements of 5.1% in mathematics across SIOC-CDT schools, with significant progress noted in Thabazimbi and John Taolo Gaetsewe schools.
- **Enhanced Teaching Approaches:** Intensive, differentiated teaching sessions led by expert educators recommended by the Department of Education.
- **Top Achievers Programme:** 44 learners attended enrichment camps, with 95% securing Bachelor's passes and 11 distinctions in mathematics.
- **Remedial Camps:** A focused pilot programme between August and November 2023 improved content knowledge for learners in participating schools.

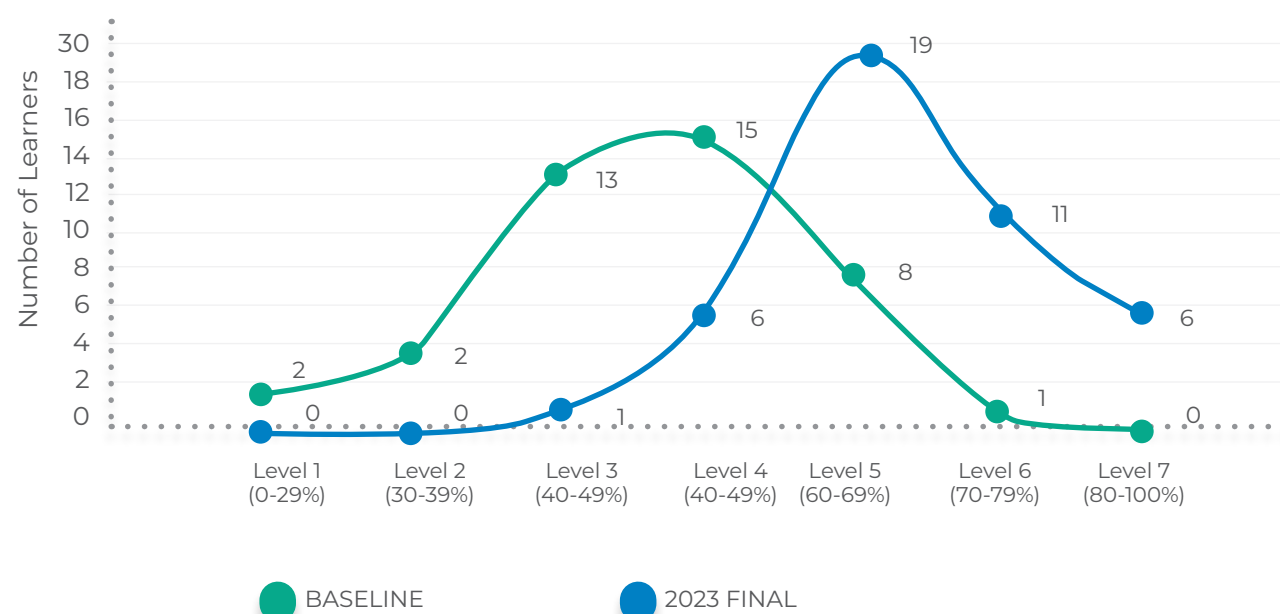
Future Recommendations

- **Expand Inclusion:** Extend the programme to more schools, including those excluded due to logistical constraints or overlapping Department of Education plans.
- **Enhance Logistical Support:** Provide additional transportation resources to ensure all learners, especially those from rural areas, can attend centralised camps and sessions.
- **Sustained Collaboration:** Strengthen partnerships with the Department of Education to align plans and ensure seamless implementation.
- **Scale Top Achievers Camps:** Increase the number of participants in the Top Achievers Camps to nurture more high-performing learners.
- **Introduce Monitoring Tools:** Implement advanced tracking systems to measure progress and refine teaching approaches based on learner performance data.

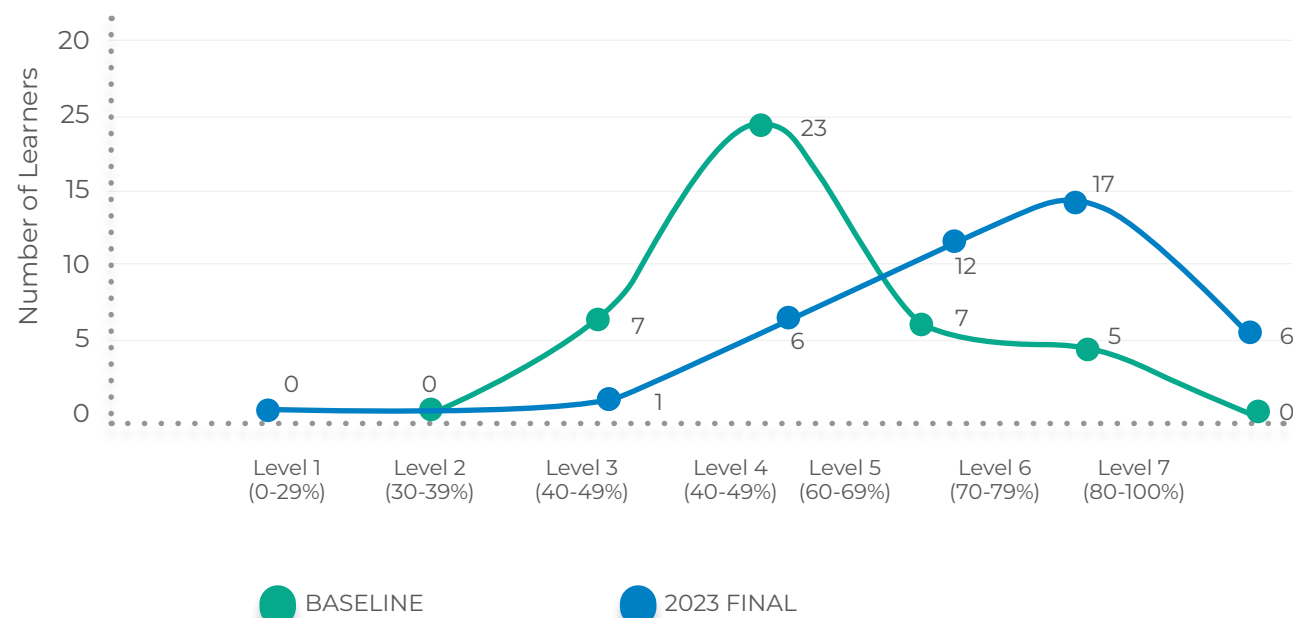
1. Bridging Programme (ETS 2) Performance Progression from Throughout 2023

1.1 SciMathUs

Mathematics Performance Progression in Level Distribution



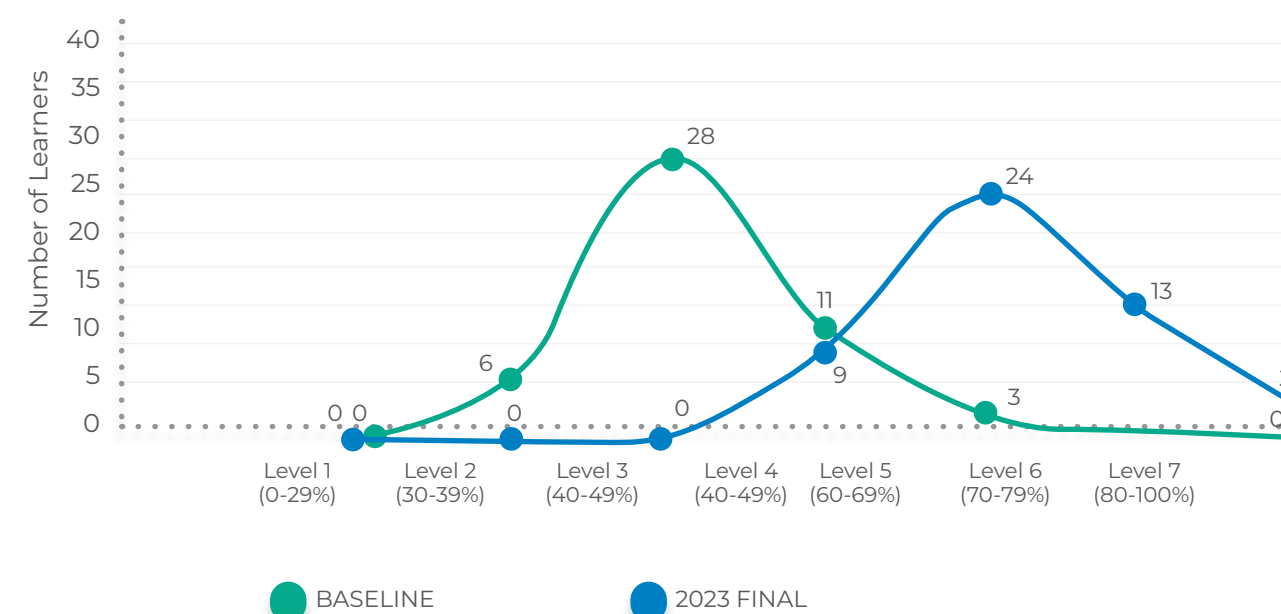
Physical Science Performance Progression in Level Distribution



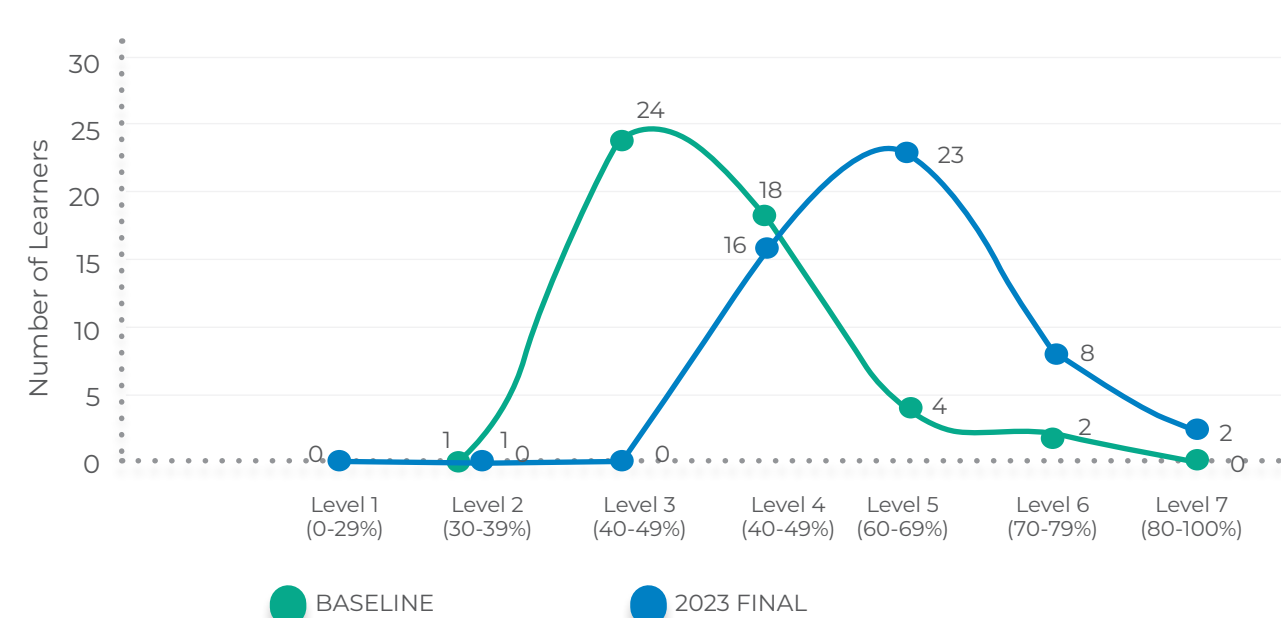
Learner average performance improved by 17.3% and 13.2% for mathematics and physical science, respectively. The project baseline average for mathematics was 51.4% while the final 2023 average mark was 68.6%. Similarly, the physical science average mark improved from 56.7% to 69.9%. There are more learners performing above 60% for both subjects.

1.2 AEL's Access 4 Success

A4S Mathematics Performance Progression in Level Distribution



A4S Physical Science Performance Progression in Level Distribution



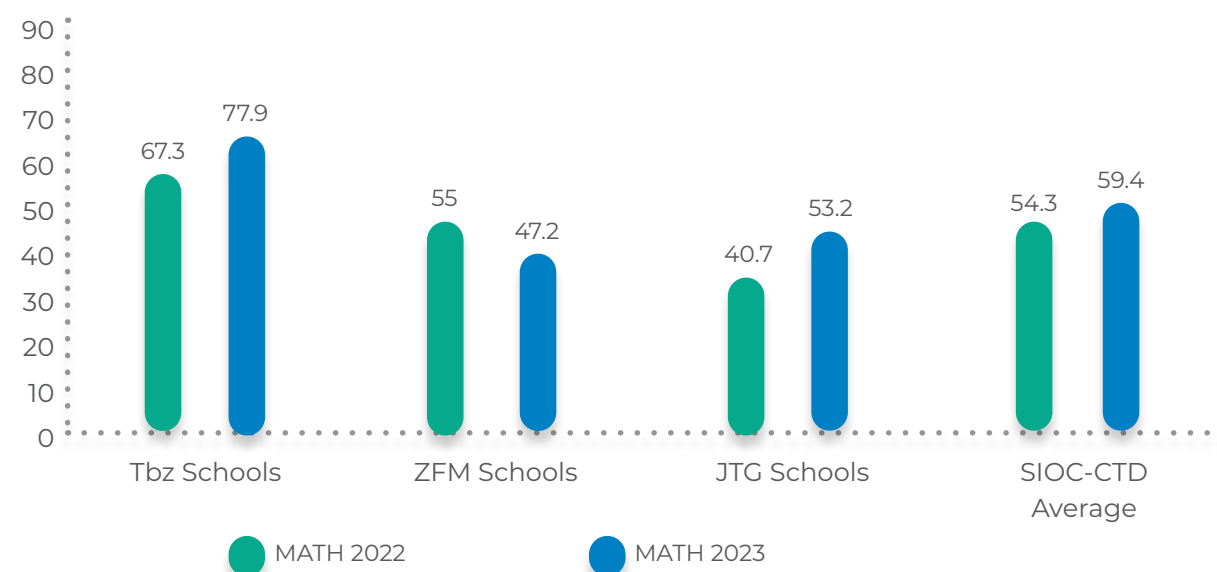
There is a substantial improvement (shift) of performance between the baseline and end of 2023 exam results for both mathematics and physical sciences. Physical sciences improved by 12.8% from 50.4% (baseline) to 63.2% (final) while mathematics improved by 18.3% from 47.4% to 65.8%.

2. Learner Support Programme (ETSI)

The SIOC-CDT *Learner Support Programme* is one of the flagship interventions which target learners directly by providing remedial and enrichment support in mathematics and physical sciences. The programme was previously targeting Grade 12 learners and between 2022 and 2023 evolved in an attempt to strengthen it and in turn improve its impact. The changes made to the programme in 2023 were as follows:

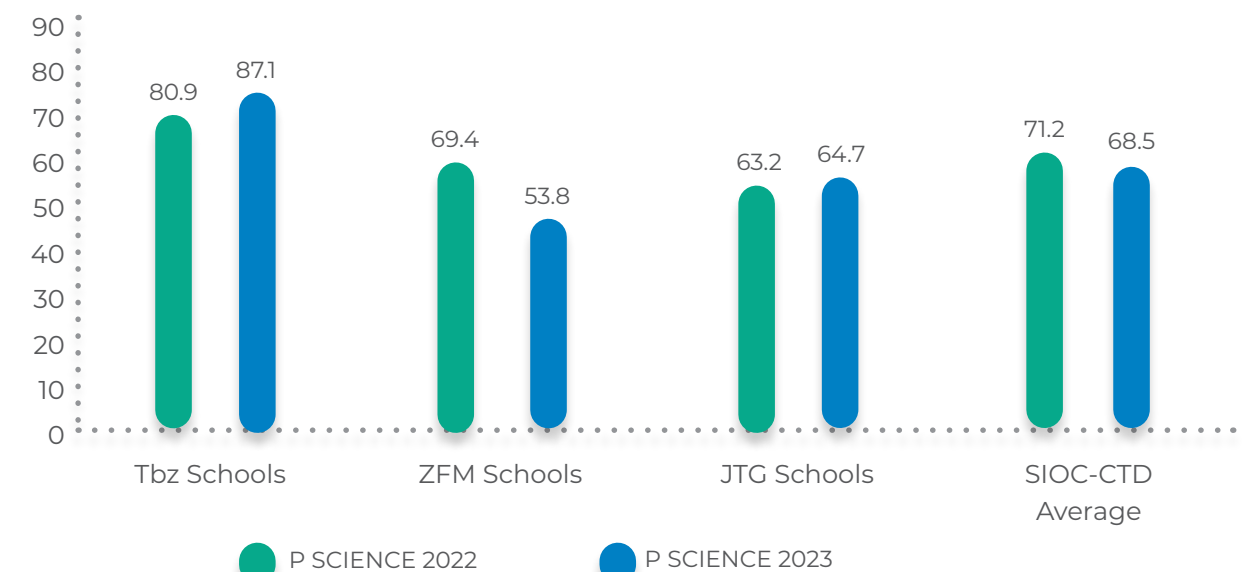
- All extra classes were centralised at common boarding facilities where learners from various SIOC-CDT schools were transported to and camped for weekends and during school holidays.
- These lock-in camps for learners used an intensive differentiated approach teaching sessions with expert teachers strongly recommended by the Department of Education due to consistent good performance of the subject in their schools.
- These camps were mainly remedial and dealt with content gaps as identified from the pre-test conducted.
- The new model was proposed to the Board and was approved for piloting from August 2023 until the day the learners wrote the exams targeting selected weekends.
- The graphs below show the performance progression between years 2022 and 2023 in the subjects the learners were provided support.
- It is worth noting that when the revised *Learner Support Programme* model was approved by the Board for piloting between August and November 2023, the Department of Education had plans already with the ZFM schools and, thus, were not included in the SIOC-CDT pilot project.

Grade 12 Mathematics Learners Performance Comparison (2022 - 2023)



For **mathematics**, SIOC-CDT schools had an overall improvement of 5.1% with the Thabazimbi and JTG schools realising a substantial improvement.

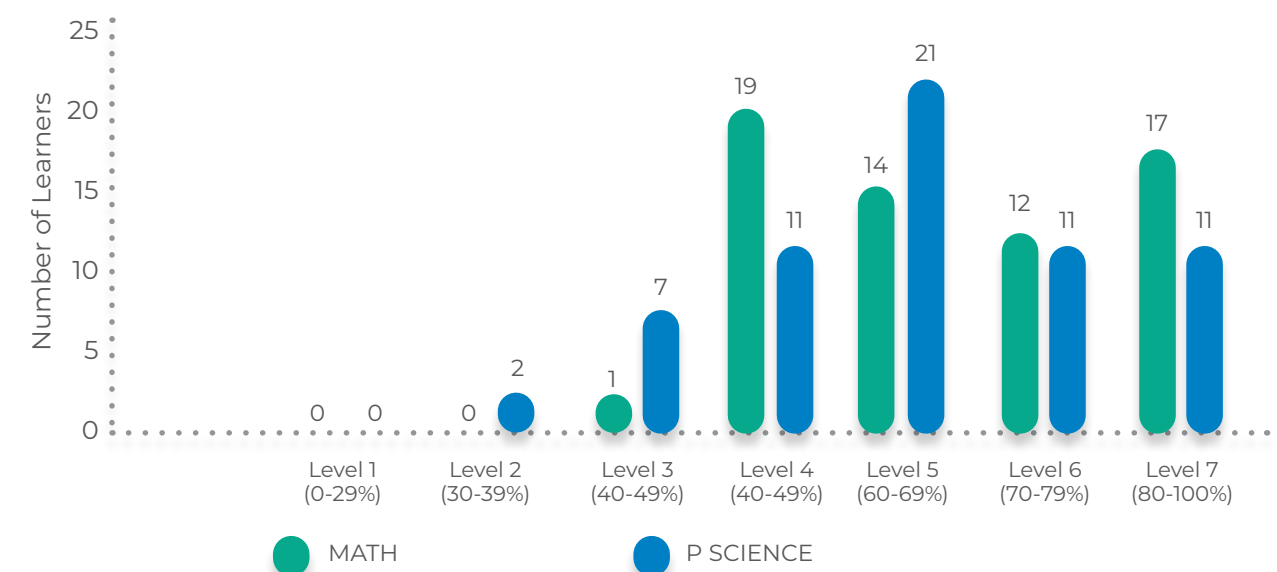
Grade 12 P Science Learners Performance Comparison (2022 - 2023)



Physical science: Overall performance of the SIOC-CDT schools declined with a marginal 2,7% due to a considerable drop in performance from the three ZFM schools. Otherwise, the average performance of schools which participated in the remedial and enrichment camps shows a slight improvement of 4% (for both Thabazimbi and JTG schools)

Forty-four top achievers were also camped separately throughout 2023 for enrichment classes. The following graph shows the learners level distribution in the end of 2023 examination results:

SIOC-CDT Top Achievers Math & P Science Performance by Level Distribution



Notable accolades: 65% (43) of the learners who participated in the SIOC-CDT Top Achievers Camp performed above 60% on both mathematics and physical sciences. 95% (63) obtained Bachelors passes (i.e. requirements for entry into a university for a degree study programme) whereas 5% of the obtained diploma passes. Overall Score: 100% pass. 11 Distinctions for mathematics and 17 for physical sciences.

BURSARY PROGRAMME

The SIOC Community Development Trust *Bursary Programme* continues to serve as a pivotal educational initiative, offering comprehensive financial support to students from beneficiary communities in the Northern Cape and Limpopo. By covering tuition, registration, accommodation, and study materials, the programme addresses financial barriers to higher education, with tailored assistance, including assistive devices for students with disabilities. Prioritising fields vital to regional and national development – such as agriculture, health sciences, engineering, IT, and education – the *Bursary Programme* aims to cultivate a skilled workforce that strengthens socio-economic resilience.



Programme Challenges

Since its launch, the programme has sought to address educational access and employability challenges within the SIOC-CDT beneficiary communities. The increasing demand for bursary opportunities highlights socio-economic barriers to higher education and the pressing need for financial support among learners. As of 2023, 3,365 learners from SIOC-CDT beneficiary communities successfully completed Grade 12, with 1,372 qualifying for bachelor's programmes. However, limited bursary availability means many capable students may struggle to access further education, thus, limiting their potential employability and socio-economic mobility.

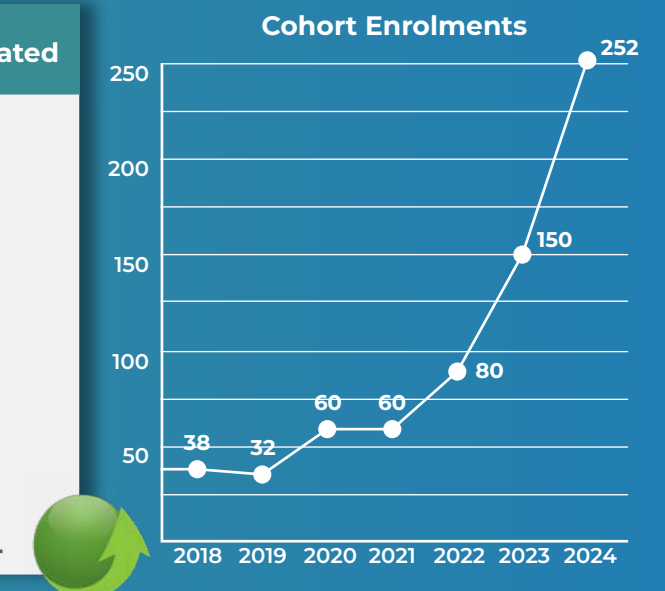
Our Approach to Dealing with the Challenges

SIOC-CDT has taken significant steps to meet this challenge by:

- **Increasing Bursary Awards:** The number of bursaries awarded annually has risen from 38 in 2018 and 150 in 2023 to 252 in 2024, demonstrating SIOC-CDT's sustained commitment to expanding educational access and enhancing employability.

Cohorts sponsored by SIOC-CDT (2018-2024)

Bursary Cohorts	In progress	Graduated
2018 Cohort	1	31
2019 Cohort	3	21
2020 Cohort	22	19
2021 Cohort	35	9
2022 Cohort	52	14
2023 Cohort	149	-
2024 Cohort	406	-
Total Opportunities	-	94



- **Bridging Programme Integration:** Priority consideration for 2024 bursaries will include 93 current bridging programme participants, aligning with SIOC-CDT's approved bursary policy to ensure continuity of educational support for learners.
- **Proactive Response to Demand:** SIOC-CDT will increase the bursary awards to 252 in funding the 2024 cohort. This decision is important in addressing the rising demand reflected in 2023 roadshows and application statistics.
- **Job Placement Support:** SIOC-CDT is exploring additional measures, such as job placement assistance, to amplify the programme's impact and provide sustainable employment pathways for bursary beneficiaries.

BURSARY PROGRAMME (CONTD.)

Impact

- **Empowered Students:** Since its inception in 2018, the programme has supported 420 students, including 94 graduates and 263 active participants as of 2023. This expansion reflects a tangible commitment to improving educational outcomes and enhancing employability.
- **Educational Access and Progression:** By awarding a growing number of bursaries, SIOC-CDT ensures that more learners can access higher education, improving their future career prospects and contributing to long-term socio-economic stability.
- **Bridging Gaps:** Many of the students who have exited the programme did so after obtaining alternative bursaries or due to academic performance challenges. This underscores both the value of SIOC-CDT's support and the need for continued adaptive approaches to ensure students' success.
- **Alignment with Sustainable Development Goals (SDGs):** The blue line on the associated graph below underscores SIOC-CDT's dedication to SDG 4 (Quality Education) through sustained efforts to expand educational opportunities.

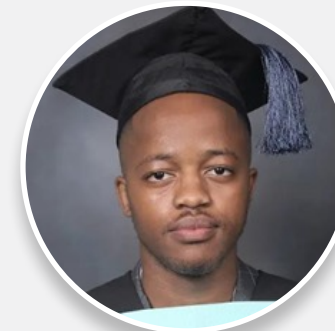
2022 NSC Matric pass rate

Community	Bachelor	Diploma	Certificate	Qualifying passes
Thabazimbi	278	146	64	488
Tsantsabane	115	105	59	279
Joe Morolong	360	356	206	922
Gamagara	125	96	67	288
Gasegonyana	494	506	388	1388
Beneficiary	1372	1209	784	3365

Immediate Outputs

- **Bursary Expansion:** The number of bursary recipients has grown from 38 in 2018 to 150 in 2023, and 252 in 2024 to meet rising demand.
- **Application Success Rates:** In 2023, a total of 417 out of over 1,000 applicants met SIOC-CDT's bursary policy requirements, reflecting a significant need for additional funding.
- **Feedback from Roadshows:** Insights from 2023 roadshows demonstrate a strong demand for more bursary opportunities, reinforcing the proposal to expand support further.

Testimonials



Omogolo Timothy Molaolwe

Bachelor of Technology in Electrical Engineering - Nelson Mandela University

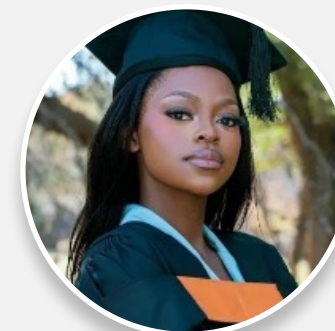
“I much appreciate the opportunity that SIOC-CDT has given me, I really don't think I'd have finished had they not given me the opportunity. SIOC has been supportive from day one through the sessions that they hosted for us, ensuring that we are well equipped with the necessary tools to be able to deal with the academic pressure. Guiding us in the right direction as it was very evident that they REALLY wanted us to have a proper foundation to start our careers. I much appreciate the support, and I believe there [are] more individuals that SIOC will help in turning their dreams into its physical equivalent.”



Rethabile Modise

Bachelor of Accounting Sciences - Stellenbosch University

“I would like to say a very BIG THANK YOU to SIOC-CDT for funding me throughout my long journey and for not giving up on me. Your support enabled me to keep pushing forward. I achieved my BAcc degree because of SIOC and I am grateful for your contribution and support as without your contribution and support I would not be able to get my degree.”



Mpho Hlatshwayo

BA in Industrial and Organisational Psychology with Labour Relations Management - North-West University (VTC)

“Thank you. For simply finding me worthy of funding and giving me a chance to prove myself. I had always just made it through every academic year prior to SIOC funding me via partial funding. Words genuinely cannot express how much the team had pulled me through. I genuinely appreciate it, thank you.”

ACCESS 4 SUCCESS (A4S) PROGRAMME



Programme Challenges

The Academy for Environmental Leadership's A4S University Preparation Programme addresses the significant challenge faced by Grade 12 graduates from disadvantaged communities who struggle to meet the admission requirements for university STEM programmes due to low mathematics and physical science scores. Limited access to quality academic preparation, combined with inadequate career guidance and social support, significantly restricts educational and career opportunities for these learners.

Our Approach to Dealing with the Challenges

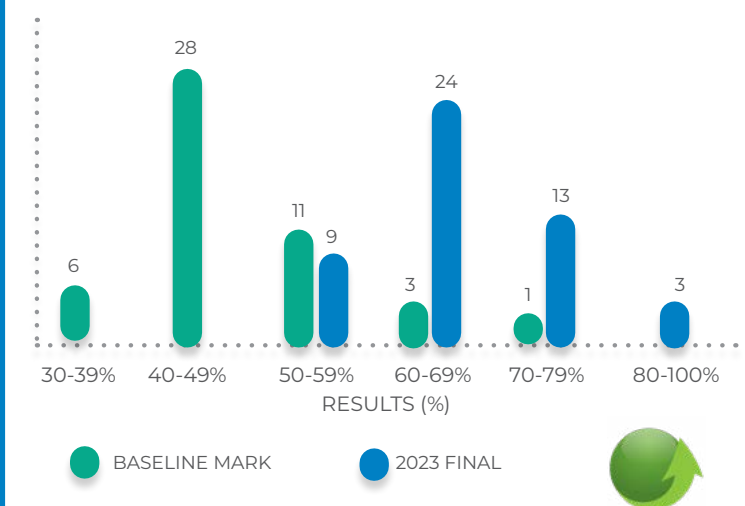
The A4S Programme employs a comprehensive strategy to bridge these gaps:

- **Intensive Academic Preparation:** Conducted over one year at the Duin in die Weg Campus in the Northern Cape, the programme offers 10 hours of weekly tuition in critical subjects such as mathematics, physical science, engineering, graphics and design, and additional skills like financial and digital literacy, and leadership development.
- **Career Guidance and University Application Support:** The programme collaborates with institutions such as the Cape Peninsula University of Technology (CPUT) and Sol Plaatjie University (SPU) to provide four online career guidance sessions and in-person campus visits, assisting learners with university applications.
- **Holistic Support Model:** Social support, leadership training, and mentoring are integrated into the programme to equip learners with the resilience, confidence, and practical tools needed for academic and personal success.

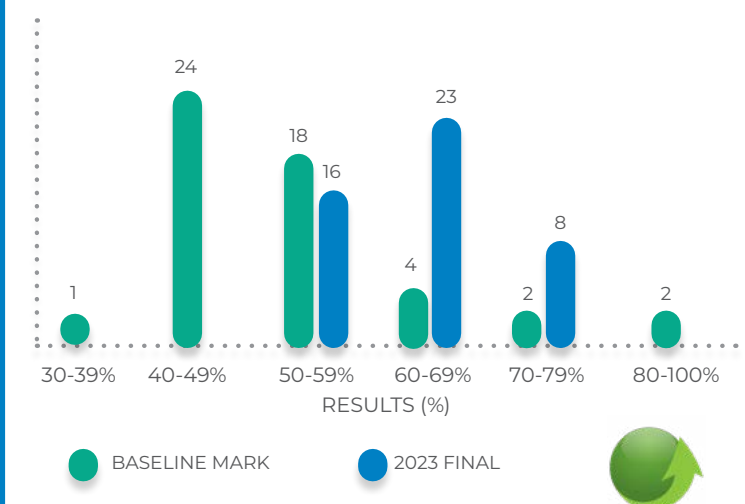
Impact

- **Academic Improvement:** In 2023, A4S participants achieved average scores of 65.6% in mathematics and 63.2% in physical sciences, reflecting significant increases of 18.3% and 12.8%, respectively. This improvement is a testament to the programme's effectiveness in elevating learners' academic performance.
- **University Admission Success:** Of the 2023 cohort, 84.1% secured access to Higher Education Institutions (HEIs). The collaboration with CPUT and SPU ensured all 49 learners applied for university admission, with further confirmation of acceptance and registration rates expected by February 2024.
- **Learner Satisfaction:** Feedback from 47 of 51 learners produced a Net Promoter Score (NPS) of 77, indicating high levels of satisfaction and programme effectiveness.
- **Foundational Change in Mathematics and Physical Science Performance:**
 - » **Mathematics:** 69.4% of learners entered with marks below 50%; by programme completion, all learners scored above 50%, with 87.7% achieving 60% or more and 26.5% obtaining scores of 70% or higher.
 - » **Physical Sciences:** 51% entered with scores below 50%; all learners surpassed 50%, with 67.3% scoring above 60% and 20.4% achieving 70% or higher.

Maths: Marks Distribution



Physical Science: Marks Distribution



ACCESS 4 SUCCESS (A4S) PROGRAMME (CONTD.)

Immediate Outputs

- **Curriculum Completion and Revision Focus:** The programme's curriculum was completed by September 2023, allowing for targeted revision ahead of the National Senior Certificate exams.
- **Enhanced University Eligibility:** Learners' average overall marks improved from 57.9% to 63.2% by retaking only two subjects, highlighting the programme's focused impact on academic growth.
- **Comprehensive Support Services:** The integration of career guidance, university application assistance, and social and leadership development services has created a well-rounded support system for learners.

Percentage Improvement: Mathematics and Physical Sciences

Overall averages improvement	Mathematics	Physical-Sciences
0 - 9%	3	14
10 - 14%	10	11
15 - 19%	15	18
20 - 29%	20	6
30 - 35%	1	



Testimonials

“The teaching is excellent and the material they gave us was also good. They made topics that we struggled a lot with very simple.”

“I'm really grateful to have the teachers I had at A4S, they are great. I have learned so much from them, they are patient and about material we had everything we needed they made sure there wasn't anything we were short of.”

“They taught us like we passed Grade 11 and we are entering Grade 12. They don't just teach for the sake of doing their job but they teach to understand and some of us gain knowledge. To be more specific some of the things they taught us, I was never taught last year.”

“The programme is very good because most learners can catch up easily even though they are behind. But as always students must also work hard for them to succeed. The important thing they also provide students with well-prepared materials for their studies.”

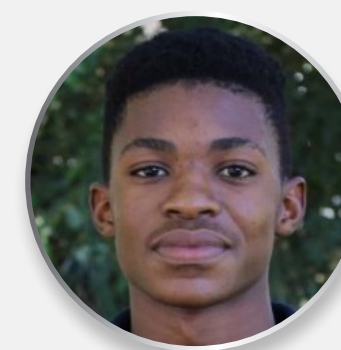


Top achievers in trial examinations:
Physical Sciences



Top achievers in trial examinations:
Mathematics

Andile Letshegong:
Mathematics (90%)



Taelo Leepile:
Physical Sciences (82%)



SCIMATHUS

The *SciMathUS Bridging Programme*, a collaboration between SIOC Community Development Trust and Stellenbosch University, addresses the significant barrier faced by students from disadvantaged backgrounds who have passed their National Senior Certificate (NSC) but lack the required marks to gain entry into degree programmes in STEM fields.



Programme Challenges

Many such learners are unable to pursue higher education due to limited academic preparation in critical subjects such as mathematics and physical sciences or accounting. This programme offers a crucial “second chance” to improve their results, thereby enhancing their university eligibility and career prospects.

Our Approach to Dealing with the Challenges

The *SciMathUS Programme* provides a structured and supportive academic environment designed to enable learners to achieve the necessary improvements in their subject scores:

- **Targeted Academic Support:** Students receive intensive tutoring and academic guidance in their chosen subjects, including mathematics, physical sciences or accounting.
- **Holistic Development:** The programme offers psycho-social resources and mentoring to build resilience, self-discipline, and confidence in learners, enhancing their overall university preparedness.
- **Comprehensive Learning Schedule:** Conducted at Stellenbosch University, participants engage in a rigorous schedule, including courses on academic and computer literacy, ensuring they develop essential skills for higher education success.
- **Minimising Barriers:** SIOC-CDT fully funds student accommodation, providing access to university facilities and resources, which helps reduce logistical and financial obstacles.

Impact

SIOC-CDT sponsors up to 50 learners annually from its beneficiary communities in the Northern Cape and Limpopo provinces, with significant results. In the 2020 cohort, students made remarkable progress, with some achieving exceptional outcomes such as 91% in mathematics and 98% in physical sciences, far exceeding their initial high school scores. This transformative impact highlights the programme's success in equipping students with the skills and confidence needed to access and thrive in higher education settings.

Immediate Outputs

- **Annual Student Sponsorships:** The programme supports up to 50 learners each year, offering comprehensive academic, social, and logistical assistance.
- **Improved Academic Outcomes:** Participants experience substantial improvements in their mathematics, physical sciences, or accounting results, making them eligible for degree programmes in STEM fields.
- **University Preparedness:** Through access to mentoring, university facilities, and additional courses like academic and computer literacy, learners are well-prepared to transition smoothly into higher education.
- **Holistic Student Support:** SIOC-CDT ensures that students' accommodation and basic needs are met throughout their participation, allowing them to focus entirely on their studies.



SCHOLARSHIP PROGRAMME

The SIOC-CDT *Scholarship Programme* aims to bridge the educational divide in South Africa by providing academically gifted learners from disadvantaged communities with access to high-quality, private education.



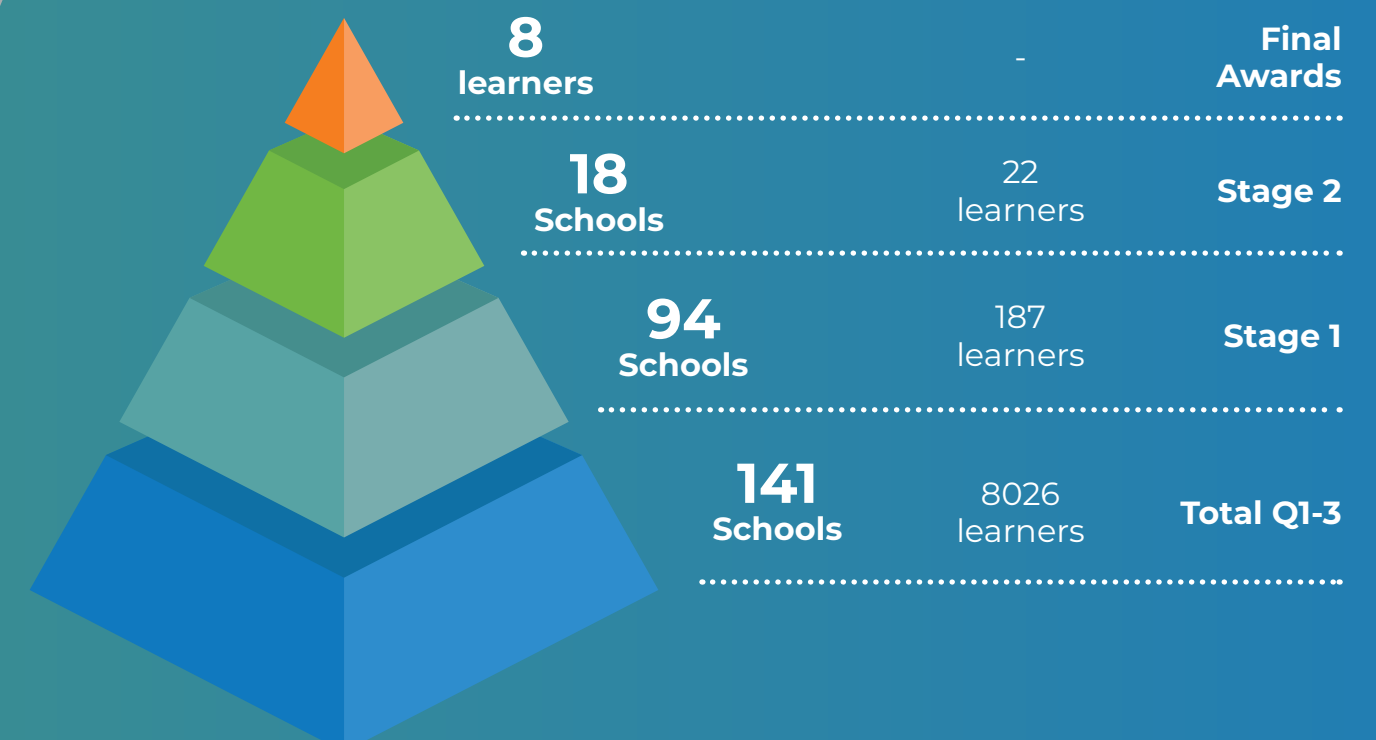
Programme Challenges

South Africa's education system is characterised by significant disparities, often described as a bimodal or "two-track" system. This divide exists between well-resourced private schools and under-resourced public schools, many of which struggle to provide effective education due to limited resources and functionality. While a small proportion of public schools operate effectively, the majority face high demand and limited capacity, making them inaccessible to many families. Legislative restrictions also exacerbate this divide, as 25% of South Africa's schools are inaccessible to children outside their catchment areas. In response, SIOC-CDT has identified the need to create initiatives that offer immediate access to high-quality education for promising learners from disadvantaged backgrounds.

Our Approach to Dealing with the Challenges

SIOC-CDT's response has been multifaceted, focusing on providing exceptional educational opportunities for academically gifted learners:

- **Introduction of the Scholarship Programme:** In November 2023, the SIOC-CDT Board of Trustees approved a new scholarship policy targeting three categories of learners: those with academic excellence potential, those with special educational needs, and those with exceptional talent in extracurricular activities. This programme focuses on Category 1 (academic excellence).
- **Comprehensive Selection Process:**
 - » **Stage 1:** School Management Teams identify the top-performing boys and girls from quintile 1 to 3 schools in lower socio-economic areas, with nominations submitted to the district offices and then to SIOC-CDT.
 - » **Stage 2:** Aptitude assessments in literacy and numeracy are conducted in collaboration with the Northern Cape and Limpopo Departments of Education. For the 2024 intake, 12 girls and 10 boys were shortlisted.
 - » **Stage 3:** Selected learners are evaluated by the host private schools, with successful candidates being placed in top institutions such as St John's College for boys and Roedean School for Girls.
- **Holistic Support Structure:** The scholarship covers all educational costs, including tuition, accommodation, uniforms, learning resources, and additional expenses such as transportation and emergency allowances. This ensures that learners are fully supported throughout their secondary education.



SCHOLARSHIP PROGRAMME (CONTD.)

Impact

- **Equitable Educational Access:** By targeting top-performing learners from under-resourced schools in SIOC-CDT beneficiary communities, the programme ensures equitable access to high-quality education.
- **Balanced Selection Process:** The distribution of selected learners across different municipalities reflects an equitable selection process, accounting for the size of communities and their educational infrastructure.
- **Long-Term Commitment:** The scholarship programme complements SIOC-CDT's existing bursary initiatives, collectively enhancing youth preparedness for higher education and employment.
- **Prestigious Educational Opportunities:** Successful candidates will attend leading private schools, offering transformative opportunities to excel academically and develop leadership skills, which may inspire their peers and communities.

Immediate Outputs

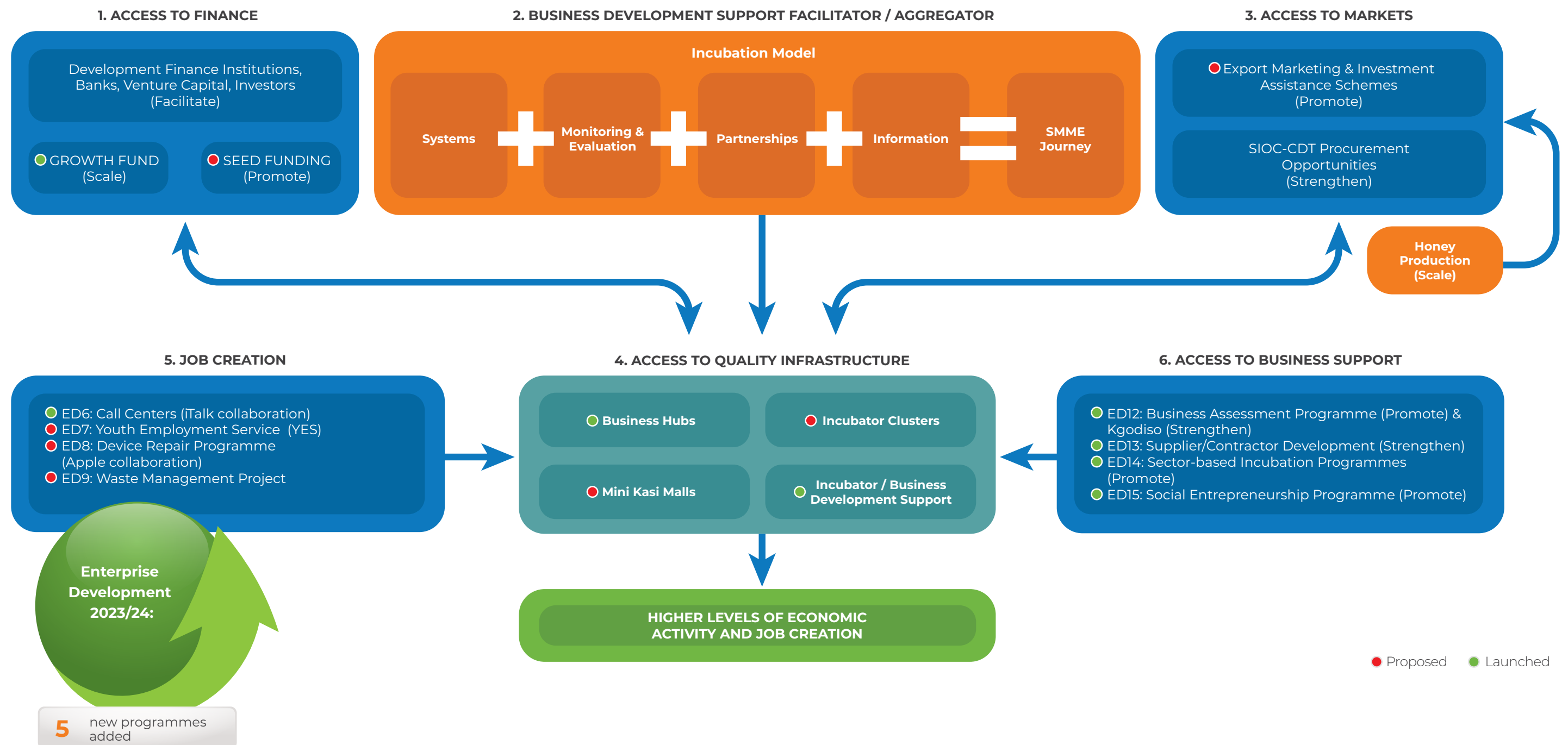
- **Scholarship Pilot Project:** The first intake of learners (5 girls and 3 boys), selected during the second half of 2024, will begin their high school journey in January 2025 as part of a five-year pilot project.
- **Comprehensive Support:** The programme provides full financial support, including school fees, accommodation, learning resources, uniforms, and more, ensuring that learners can focus on their studies without financial constraints.
- **Ongoing Programme Development:** The pilot phase will provide insights to refine and expand the initiative, with additional categories (special educational needs and extracurricular talent) expected to be addressed in the future.



ENTERPRISE DEVELOPMENT

SIOC-CDT has bolstered its Enterprise Development portfolio with the introduction of five new programmes, advancing its mission to empower local entrepreneurs and stimulate economic growth. These initiatives tackle challenges faced by small businesses, providing essential tools, training, and resources to support sustainable enterprises and create employment opportunities in beneficiary communities.

This development underlines SIOC-CDT's commitment to fostering economic resilience and self-reliance. By nurturing local entrepreneurship and innovation, the Trust continues to create a thriving ecosystem of businesses that drive long-term community development and prosperity.



ENTERPRISE DEVELOPMENT (CONTD.)

SIOC-CDT's Enterprise Development initiatives focus on fostering sustainable local businesses within its beneficiary communities in the Northern Cape and Limpopo. The strategy emphasises three key areas: providing access to funding, improving market access, and offering business development support. This support includes regular mentorship and training in essential business skills such as financial management, governance, health and safety, and marketing. To ensure effective implementation, SIOC-CDT conducts monthly site visits and has established a steering committee, which includes representatives from the Small Enterprise Development Agency (SEDA) and the National Youth Development Agency (NYDA)

SIOC-CDT plays a pivotal role in facilitating grant funding by fostering strategic partnerships with various funding institutions. These collaborations help connect the deserving beneficiaries with resources that empower them to drive meaningful change in their communities. By aligning with organisations that share the Trust's commitment to Sustainable Development Goal No.1 "No Poverty", SIOC-CDT amplifies the collective impact, ensuring that financial support reaches projects that promote economic growth, social upliftment, and community resilience. This enterprise development framework is part of SIOC-CDT's broader commitment to socio-economic empowerment, focusing on building long-term financial resilience and independence within the communities it serves.

GROWTH FUND

Programme Challenges

The lack of accessible and tailored financial solutions for small- to medium-sized enterprises (SMEs) in the Northern Cape and Limpopo regions poses a significant barrier to their growth and sustainability. These SMEs often face challenges such as limited access to funding, inability to fulfill purchase orders, restricted market entry, and insufficient business development support. Traditional financing models are ill-suited to their needs, leaving many without the resources required to expand operations or create meaningful employment. This unmet need undermines the economic potential of SIOC-CDT beneficiary communities and impedes efforts to drive inclusive regional socio-economic development. The establishment of a Growth Fund is critical to addressing these gaps and fostering sustainable enterprise growth.

Our Approach to Dealing with the Challenges

SIOC-CDT's Enterprise Development initiatives aim to foster sustainable local businesses through a comprehensive support framework:

- **Access to Funding:** The Growth Fund offers short-term loans of R250,000 to R2 million to SMEs in beneficiary areas at zero fees and interest for up to 120 days. This enables SMEs to fulfil purchase orders from large corporates and government entities, with payment remittance through an escrow account to ensure funds are recovered and redistributed for ongoing support.

- **Market Access and Partnerships:** The programme collaborates with partners such as the Small Enterprise Development Agency (SEDA), and the National Youth Development Agency (NYDA), to broaden market access and offer trade finance solutions, helping underserved SMEs grow their customer base.
- **Awareness and Community Engagement:** Through events such as the Travelling Mine Expo, SIOC-CDT raises awareness of the Growth Fund and its benefits, fostering direct engagement with local business owners and stakeholders.

Impact

- **SME Support and Growth:** To date, a total of 32 SMEs have benefited and 13 transactions completed and repaid from the Growth Fund, with six transactions fully completed and repaid. This success has fostered positive business growth, with returning clients seeking additional funding to expand their operations.
- **Economic Empowerment:** The Growth Fund has allocated R9,52 million to support SMEs, driving revenue growth across the portfolio. By enabling local sourcing and credible supplier selection, the programme contributes to the sustainability and bankability of SMEs.
- **Community Capacity Building:** The purchase order verification process has enhanced the understanding of supply chain dynamics and supplier credibility among purchase order issuers.
- **Wider Reach through Partner Portals:** The Growth Fund's partner portal allows real-time access to applications and supports SME onboarding, further streamlining the funding process and expanding its reach within the beneficiary communities.



GROWTH FUND (CONTD.)

Immediate Outputs

- **Funding Allocation:** R9,52 million of the Growth Fund has been allocated to support transactions within SIOC-CDT beneficiary areas, enabling SMEs to fulfil purchase orders.
- **Increased Engagement and Registrations:** Registrations for the Growth Fund have surged by 120% due to successful marketing efforts, with 275 individuals registering to engage with the fund.
- **Trade Expo Participation:** SIOC-CDT's involvement in the Travelling Mine Expo introduced the Growth Fund to a wider audience, facilitating direct engagement with local businesses and stakeholders.
- **Client Growth:** SMEs supported by the Growth Fund have reported substantial revenue growth and an expanded pipeline of opportunities, demonstrating the programme's impact on local economic development.

Amongst the Completed Deals

Business Name	Description	Municipality
MICO Projects	Consumer services and products	Thabazimbi
BAD Group	Manufacture of engineered products for the mining and agricultural sectors	Gamagara
Seameco Holdings	Supplying of medical equipment and furniture	Postmasburg
Rorisang Suppliers and Projects	Supplying and delivery of cable and electrical components	Thabazimbi

Testimonials

Mico projects (Pty) Ltd, based in Thabazimbi.

“As a new small business, it is difficult to get a business loan from the bank as I did not meet the requirements, and this was very frustrating. Thanks to the SIOC-CDT Growth Fund, I was able to execute my PO with a 0% interest loan.”

Tha Kunene Squared (Pty) Ltd, based in Ga-Segonyana. Funded to the amount of R280 000.

“After getting a contract, part of my challenge was I had no working capital to pay the salaries. I submitted my application for the Growth Fund and the project is now going well. I do not have cash flow problems anymore. Thanks to the SIOC-CDT team.”

[To hear what our entrepreneurs have to say <click here>](#)



BEEKEEPING AND HONEY PRODUCTION

The *Beekeepers Project* empowers rural small-scale beekeepers through sustainable practices, resource provision, and skills development. Focused on creating economic opportunities and promoting environmental conservation, the project provides essential equipment, business training, and market access support.



Programme Challenges

Rural communities, particularly small-scale beekeepers, face significant challenges in sustaining viable agribusinesses due to limited access to essential resources, market opportunities, and training. Water scarcity, insufficient agricultural technologies, and climate-related challenges, such as veld fires and drought, further exacerbate these difficulties. These constraints hinder the potential for beekeepers to achieve economic stability, contribute to national food security, and promote environmental sustainability through sustainable beekeeping practices.

Our Approach to Dealing with the Challenges

The *Beekeepers Project*, supported by SIOC-CDT, seeks to empower small-scale beekeepers through a structured and comprehensive approach:

- **Providing Resources:** Beekeepers receive essential equipment, including a total of 60 beehives, with 29 beneficiaries receiving an initial batch of 30 hives, 10 of which were pre-populated with bee swarms to kickstart their ventures.
- **Agribusiness Readiness Training:** Participants engage in a course designed to build skills and foster economic growth. Training covers the use of the Sustainable Business Canvas for planning, financial management tools, market identification, communication skills, and resource optimisation, equipping participants to elevate their businesses.

- **Sustainable Practices:** Beekeepers receive guidance on sustainable honey production, ensuring yields are optimised without depleting resources. An estimated output of 20 kg of honey per hive, sold at R85 per 20 kg, generates projected revenue of R1,700 per hive.
- **Business Formalisation Support:** Through a thorough business gap analysis and one-on-one interviews, participants receive tailored recommendations to formalise and enhance their business operations for long-term growth and sustainability.

Impact

- **Economic Empowerment:** The initiative aims to establish one million beehives by 2025, creating 5,000 commercial beekeeping jobs with a focus on rural women and farmers. This strategy promotes income generation and sustainable livelihoods.
- **Enhanced Production and Revenue:** Beekeepers are expected to produce 1,200 kg of honey across 60 hives, contributing to local economic growth and supporting national food security goals.
- **Capacity Building:** Through tailored training and mentorship, participants acquire critical skills in business planning, market access, and financial management, boosting their confidence and capability to grow their enterprises.
- **Environmental Sustainability:** By promoting sustainable beekeeping practices, the project supports biodiversity and contributes to environmental conservation within rural communities.

Immediate Outputs

- **Resource Distribution:** 29 beekeepers have received 60 beehives, with 10 hives pre-populated with bee swarms, setting the stage for productive honey production.
- **Tailored Business Analysis:** A comprehensive review of each beneficiary's business has been conducted to identify areas for improvement, ensuring targeted support and sustainable growth.
- **Agribusiness Training Access:** Beneficiaries have participated in the *Agribusiness Readiness Training Programme*, gaining practical skills and tools to enhance their business operations.
- **Sustainable Production Planning:** With an anticipated output of 20 kg of honey per hive, the project's structured approach helps beekeepers optimise their yield while maintaining long-term productivity.

BEEKEEPING AND HONEY PRODUCTION (CONTD.)

Key outcomes to date:

100%
Complete

- Supply of beekeeping tool packs
- Supply of boots and gloves
- Supply of seed packs
- Supply of bee suits
- Supply of fire extinguishers

70%
Complete

- 1260 of 1800 beehives manufactured and supplied

50%
Complete

- Supply of bee swarm box



Testimonials

Matifa Enterprise has expanded into vermiculture, using harvested water from this process to support her vegetable garden and supply the wider community. She has applied innovative skills to build stands for beehives, effectively protecting them from invasive species. Additionally, crop seeds provided by Bokamoso Foods have been planted to enhance her current produce. The farmer now has 10 active hives populated with swarms, and bee production is progressing successfully.



MotheoB General Trading has applied innovative skills by placing beehives on top of tyres to shield them from invasive species. The participant also operates a food business and a car wash to generate additional income. The farmer currently manages 10 active hives filled with swarms, with bee production progressing well.



Tshepa Holdings successfully manages vegetable farming, livestock, and beekeeping operations. The participant has fenced off the area housing the beehives, with four active hives currently on site.



Watch video here: <https://youtu.be/cCUrMSHylsE>

THABAZIMBI BUSINESS HUB

The *Thabazimbi Business Hub* is a vital resource within SIOC-CDT's infrastructure, supporting local economic growth and providing essential services to entrepreneurs and the wider community. By fostering an environment where local entrepreneurs and small- to medium-sized enterprises (SMEs) can thrive, the hub plays a crucial role in building self-sufficient communities.



Programme Challenges

Many local entrepreneurs and SMEs within the Thabazimbi area face significant challenges, including limited access to essential business resources, market linkages, and comprehensive support services. These challenges hinder their ability to grow and operate sustainably, thereby limiting local economic development. Without targeted interventions to provide infrastructure, training, and financial support, many businesses struggle to achieve self-sufficiency and contribute to broader community resilience.

Our Approach to Dealing with the Challenges

SIOC-CDT has established the *Thabazimbi Business Hub* to support and empower local entrepreneurs and SMEs by:

- **Providing Infrastructure and Workspace:** Entrepreneurs have access to dedicated business spaces and facilities that enable them to operate and expand their enterprises.
- **Comprehensive Business Support Services:** The hub offers training programmes focused on essential skills such as financial management, operations, strategic planning, and market feasibility.
- **Mentorship and Networking:** Entrepreneurs are connected with mentors and peer networks to foster collaboration, offer guidance, and encourage knowledge-sharing.
- **Access to Funding and Market Linkages:** The hub facilitates access to funding options, financial guidance, and connections to local and regional markets, strengthening business growth opportunities.

Impact

The *Thabazimbi Business Hub* plays a crucial role in fostering self-sufficient communities by:

- **Empowering SMEs:** By providing essential skills, resources, and connections, the hub enhances the sustainability and resilience of local businesses.
- **Economic Growth:** Increased access to market opportunities, business advisory services, and mentorship promotes economic activity and job creation within Thabazimbi and surrounding areas.
- **Support for SIOC-CDT Initiatives:** The hub serves as a key access point for other SIOC-CDT programmes, including *Bizniz in a Box* and the *Kgodiso Project*, providing application assistance and guidance to prospective participants.
- **Enhanced Community Support:** The hub contributes to building a diversified and resilient local economy, reducing dependency on external markets and encouraging local sourcing and collaboration.

Immediate Outputs

- **Business Training and Development Programmes:** Entrepreneurs have participated in skill-building workshops covering financial management, technical skills, market feasibility, and more.
- **Mentorship and Networking Initiatives:** The hub has facilitated connections between entrepreneurs and mentors, creating opportunities for ongoing support and collaboration.
- **Funding and Advisory Services:** Entrepreneurs have gained access to financial resources, funding application support, and business advisory services tailored to their specific needs.
- **Increased Local Economic Activity:** By equipping SMEs with the tools and knowledge to succeed, the hub has strengthened local supply chains, created jobs, and promoted economic resilience within the community.



PROJECT KGODISO

The *Kgodiso Project*, launched in late 2022, is dedicated to developing up to 50 SMEs, with a strong focus on creating jobs and building a sustainable local economy through rigorous financial and non-financial support.



Project Challenges

Communities in the Northern Cape and Limpopo face significant socio-economic challenges, including high unemployment rates, limited access to funding, and inadequate support for SMEs. Many local businesses struggle with scalability, financial management, and market entry, which impedes their ability to contribute to local economic growth.

Additionally, the lack of targeted capacity-building initiatives and sector-specific development programmes further exacerbates these challenges, leaving many entrepreneurs without the skills or resources needed to succeed. This gap not only hinders the potential for inclusive economic development but also perpetuates cycles of poverty and inequality within SIOC-CDT beneficiary communities.

The *Kgodiso Project* was established to address these pressing issues by empowering SMEs, creating employment opportunities, and fostering sustainable economic growth within these underserved regions.

Our Approach to Dealing with the Challenges

Communities in the Northern Cape and Limpopo face significant socio-economic challenges, including high unemployment rates, limited access to funding, and inadequate support for small and medium enterprises. Many local businesses struggle with scalability, financial management, and market entry, which impedes their ability to contribute to local economic growth.

Additionally, the lack of targeted capacity-building initiatives and sector-specific development programmes further exacerbates these challenges, leaving many entrepreneurs without the skills or resources needed to succeed. This gap not only hinders the potential for inclusive economic development but also perpetuates cycles of poverty and inequality within SIOC-CDT beneficiary communities.

The *Kgodiso Project* was established to address these pressing issues by empowering SMEs, creating employment opportunities, and fostering sustainable economic growth within these underserved regions. The programme's approach includes:

- **Targeted Support for SMEs:** Up to 50 small- and medium-sized enterprises receive comprehensive support, including feasibility assessments, business planning, and technical and financial management training, tailored to each business's unique needs.
- **Mentorship and Psycho-Social Support:** The programme recognises the importance of resilience in entrepreneurship, offering mentorship and psycho-social support to help business owners overcome challenges and maintain long-term stability.
- **Comprehensive Assessment and Tailored Assistance:** Each business undergoes a detailed assessment to identify its specific needs, ensuring that support is customised for maximum impact.
- **Monitoring and Evaluation Framework:** SIOC-CDT has established a 12–36-month monitoring and evaluation framework to measure progress, with the goal of stabilising 70% of start-ups within three years and enabling existing businesses to grow their annual revenue.

Impact

- **Tailored Support and Growth:** Businesses benefit from customised support that addresses their unique needs, promoting their growth and enhancing their resilience within the market.
- **Increased Revenue and Stability:** The programme's comprehensive support framework aims to stabilise 70% of participating start-ups within three years, fostering financial sustainability and long-term success.
- **Community Self-Reliance:** Through its focus on fostering local enterprises, the *Kgodiso Project* is enhancing community self-reliance and contributing to a sustainable local economy, positioning businesses to make meaningful contributions to regional growth.

PROJECT KGODISO (CONTD.)

Immediate Outputs

The *Kgodiso Project* aims to foster sustainable economic growth and capacity building within the SIOC-CDT beneficiary communities. Below are the key outcomes achieved through the project:

1. Business Growth and Development

- Supported the establishment and expansion of small- to medium-sized enterprises (SMEs) across various sectors.
- Improved business sustainability through mentorship, financial support, and market access facilitation.

2. Employment Creation

- Generated job opportunities within local communities, addressing unemployment challenges in the Northern Cape and Limpopo regions.
- Enabled SMEs to create direct and indirect employment through scaled operations and expanded services.

3. Capacity Building

- Enhanced entrepreneurial skills through training, workshops, and advisory services.
- Strengthened financial management, operational efficiency, and scalability of supported businesses.

4. Socio-Economic Impact

- Promoted local economic development by prioritising community-based businesses for funding and support.
- Contributed to reducing economic disparities and fostering inclusive growth.

5. Sustainability and Legacy

- Established a foundation for long-term development by promoting self-sufficiency among supported businesses.
- Developed a pipeline of resilient enterprises capable of contributing to regional economic stability.

These outcomes demonstrate the *Kgodiso Project's* impact in advancing SIOC-CDT's mission of empowering communities and fostering sustainable development.

Testimonials

Tsholomole projects (Pty) Ltd, based in Thabazimbi. Funded the amount of R2 090 303 for equipment and machinery [business assets – TLB and tools]

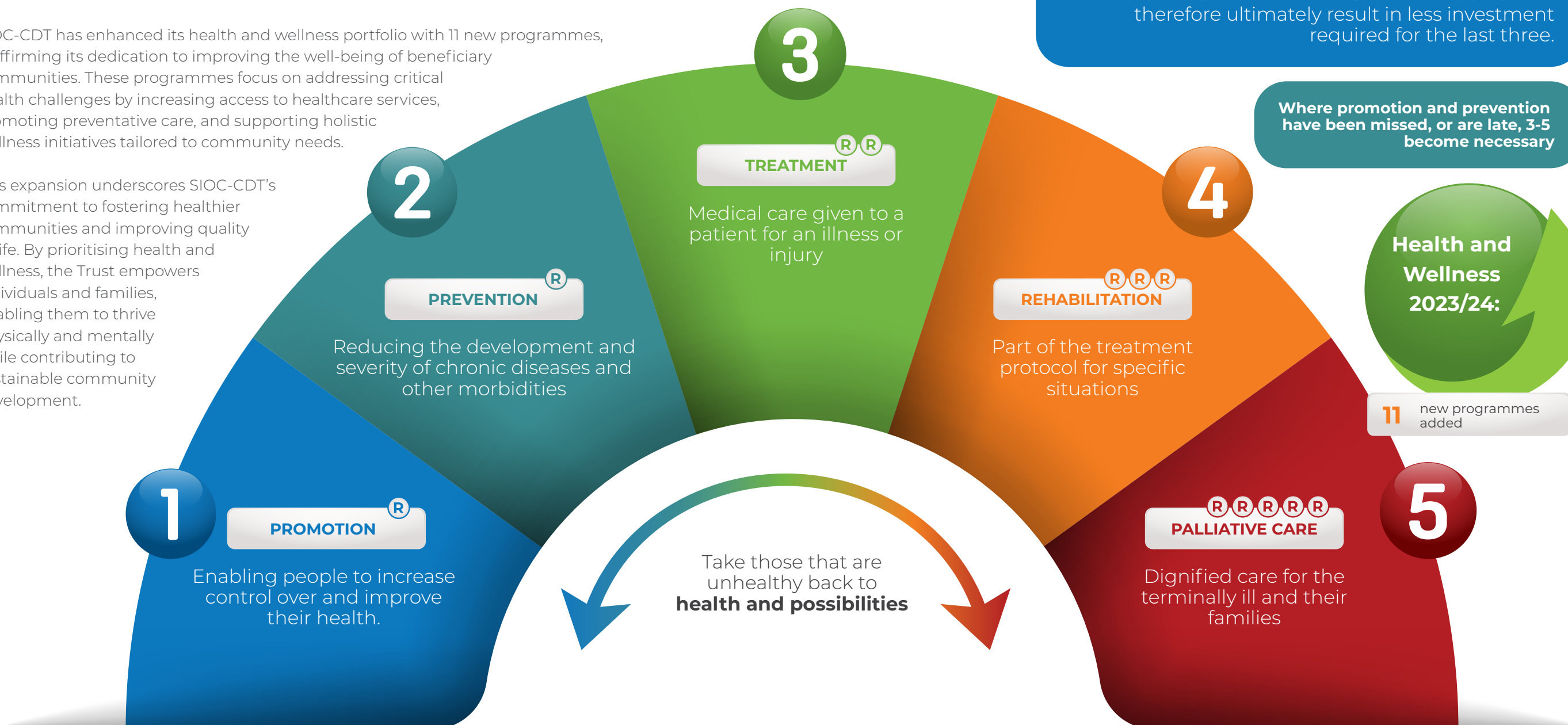
“Thank you SIOC-CDT for assisting my business, I sincerely appreciate it.
I am determined to work very hard and will create more jobs.
I am so excited and over the moon.”



HEALTH AND WELLNESS

SIOC-CDT has enhanced its health and wellness portfolio with 11 new programmes, reaffirming its dedication to improving the well-being of beneficiary communities. These programmes focus on addressing critical health challenges by increasing access to healthcare services, promoting preventative care, and supporting holistic wellness initiatives tailored to community needs.

This expansion underscores SIOC-CDT's commitment to fostering healthier communities and improving quality of life. By prioritising health and wellness, the Trust empowers individuals and families, enabling them to thrive physically and mentally while contributing to sustainable community development.



Least expensive

Most expensive

- HW05: Re a Fola
- HW08: GBVF
- HW14: Youth Centres

- HW01: Skilled personnel
- HW05: Re a Fola
- HW07: TB/HIV/Women's health
- HW12: Teenage pregnancy
- HW14: Youth Centres

- HW02: Medical equipment
- HW06: Infrastructure
- HW08: GBVF
- HW13: Drop-in Centres
- HW15: Mental health

- HW01: Skilled personnel
- HW03: Telemedicine
- HW05: Re a Fola
- HW07: TB/HIV/Women's health
- HW11: Comprehensive eyecare
- HW15: Mental health & SUDI

- HW02: Medical equipment
- HW04: EMS support
- HW06: Infrastructure
- HW08: GBVF
- HW13: Drop-in Centres

- HW10: Capacity building for People with Disabilities (PWD)
- HW15: Substance Use Disorder Initiative (SUDI)

- HW01: Skilled personnel
- HW09: Grants for care organisations
- HW10: Capacity building for PWD
- HW15: Mental health

● Proposed ● Launched

HEALTH AND WELLNESS



SIOC-CDT RE A FOLA

The *Re a Fola Programme* continues to transform healthcare access for underserved communities in the Northern Cape and Limpopo and has become an essential mobile healthcare initiative, delivering comprehensive optometry, audiology, dental, and primary healthcare services to remote areas with limited healthcare resources.



Programme Challenges

Many communities in the Northern Cape and Limpopo suffer from limited access to healthcare services due to geographical remoteness and inadequate infrastructure. This lack of access exacerbates untreated health conditions, including vision and hearing impairments, oral health issues, and preventable diseases, thereby impacting quality of life, educational performance, and productivity. The baseline assessment highlighted that underserved and rural areas face significant health disparities, with few or no options for specialised services such as optometry, audiology, and dental care. These unmet health needs called for a targeted, mobile healthcare approach to provide essential services directly to those most in need.

Our Approach to Dealing with the Challenge

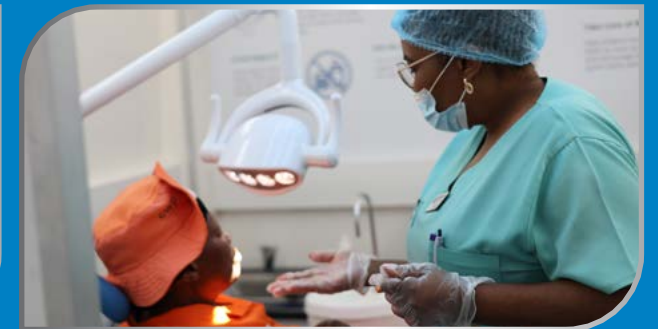
The *Re a Fola Programme*, launched in 2018 brings comprehensive mobile healthcare services directly to underserved communities in the Northern Cape and Limpopo. By deploying dedicated mobile clinics equipped with specialised healthcare staff, Re a Fola ensures that individuals in remote areas have access to critical health services. The programme places strong emphasis on prevention, early intervention, and health education to maximise its impact and address root causes of poor health outcomes.

Key Features of the Approach:

- **Dedicated Mobile Clinics:** Each beneficiary community receives services through fully equipped mobile clinics, expanded in July 2024 to provide enhanced coverage.
- **Comprehensive Services:**
 - » **Optometry:** Eye exams, corrective prescriptions, cataract surgery referrals, and on-site lens cutting for immediate spectacle dispensing.
 - » **Audiology:** Hearing assessments and provision of hearing devices to maintain auditory health.
 - » **Oral Health:** Dental check-ups, cleanings, and preventive care, addressing oral health issues that often go untreated.
 - » **Primary Healthcare:** General health assessments, immunisations, and minor ailment treatments, with referrals for advanced care as needed.
- **Staff Composition:**
 - » Medical Doctor
 - » Dentist
 - » Oral Hygienist
 - » Professional Nurse
 - » Audiologist
 - » Optician
 - » Optometrist
 - » Mobile Clinic Operator
- **Health Education and Awareness Campaigns:** Educating community members on the importance of regular health check-ups, with a particular focus on eye and oral health, to encourage preventive care and healthy lifestyles.

Impact

Since its inception, Re a Fola has significantly improved healthcare access and outcomes for underserved communities in Limpopo and the Northern Cape. By addressing critical health needs and promoting health education, the programme has enhanced the overall well-being, productivity, and educational performance of beneficiaries.



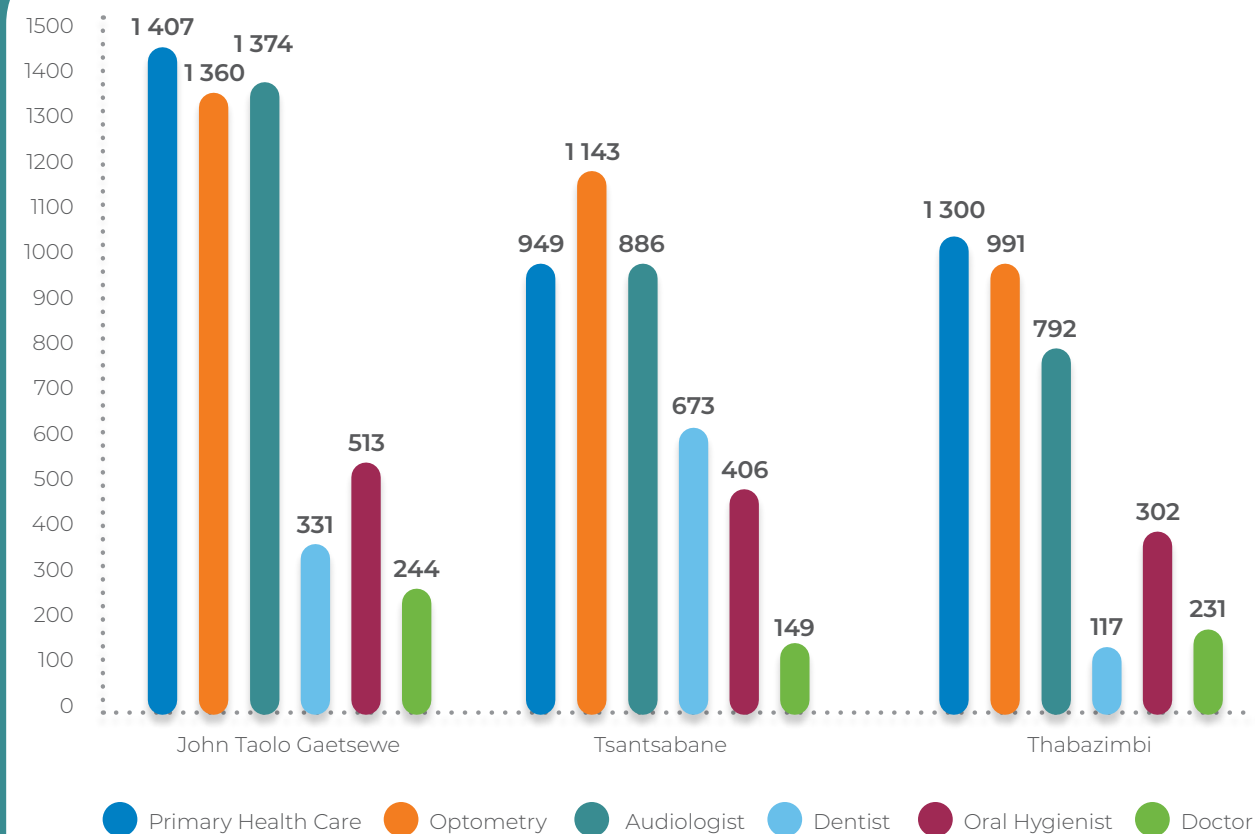
Key Achievements Include:

- **Improved Access to Specialised Care:** Thousands of community members have benefited from optometry, audiology, dental, and primary healthcare services without the need for long-distance travel.
- **Early Intervention and Prevention:** Comprehensive screenings and preventive care have reduced the prevalence of untreated health issues, improving long-term health outcomes.
- **Immediate Support:** On-site services such as corrective lens dispensing and dental care provide immediate relief and ongoing benefits.
- **Health Education Impact:** Community awareness campaigns have fostered a culture of preventive care, with many individuals now prioritising regular check-ups.

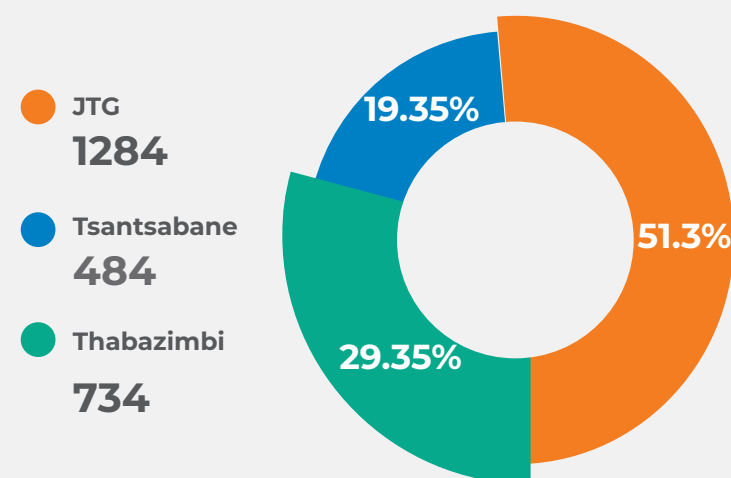
Immediate Outputs

- **Expansion of Mobile Clinics (2024):** Dedicated mobile clinics for each beneficiary community, rolled out in July, enhancing service reach and accessibility.
- **Healthcare Services Provided:**
 - » Comprehensive optometry care, including on-site spectacles dispensing and cataract surgery referrals.
 - » Audiology services with hearing assessments and devices.
 - » Dental check-ups, cleanings, and preventive oral health services.
 - » Primary healthcare services, including immunisations and minor ailment treatments.
- **Qualified Healthcare Staff:** Deployment of a multi-disciplinary team, ensuring holistic care across different health specialisations.
- **Health Education Campaigns:** Targeted community awareness and educational sessions focused on the importance of eye, oral, and general health.

Patients screened and treated per department



2502 Spectacles Issued (July - September 2024)



GENDER-BASED VIOLENCE AND FEMICIDE

SIOC-CDT has implemented a dedicated programme to address Gender-Based Violence and Femicide (GBVF) across its beneficiary communities in Limpopo and the Northern Cape. Through strategic collaboration with partners such as the Soul City Institute and Ward Foundation, this programme takes both preventative and responsive approaches to GBVF, creating safe, supportive environments that empower individuals and build community resilience.



Programme Challenges

Gender-Based Violence and Femicide (GBVF) represent pervasive challenges in SIOC-CDT's beneficiary communities across Limpopo and the Northern Cape. High rates of violence, abuse, and gender inequality undermine safety, social cohesion, and access to opportunities, especially for women and girls. Despite existing efforts, a lack of comprehensive, community-driven responses exacerbates these issues, limiting survivor support and perpetuating cycles of violence. Our baseline assessments underscored the urgent need for holistic, evidence-based approaches to prevent GBVF and support survivors, while building community resilience and fostering long-term solutions.



GENDER-BASED VIOLENCE AND FEMICIDE (CONTD.)

Our Approach to Dealing with the Challenges

The *GBVF Programme* adopts a multifaceted approach that emphasises both prevention and response through strategic partnerships with organisations such as the Soul City Institute and the Ward Foundation. By fostering community engagement, providing safe spaces, empowering women and girls, and building local capacity, the programme seeks to create a supportive environment that actively combats GBVF.

Key Components of Our Approach:

- **Community Dialogues and Training:** Open dialogues and targeted training sessions raise awareness of GBVF, educate community members, and facilitate real-time feedback, enabling adaptive and responsive programme management.
- **Rise Young Women's Clubs:** Safe spaces for young women to engage in advocacy, share experiences, and develop resilience against GBVF. Membership has reached:
 - » Limpopo: 295 Rise Club Members
 - » Northern Cape: 300 Rise Club Members
- **Social Mobilisers and Stakeholder Engagement:** Social mobilisers collaborate with local stakeholders to foster awareness and promote secure environments, ensuring alignment with community dynamics and timely support.
- **Capacity Building for Community-Based Organisations (CBOs):** Training and development of local CBOs to enhance their response capabilities to GBVF-related issues. Key appointed CBOs include:
 - » **Thabazimbi:** Northam Victim Empowerment
 - » **Tsantsabane:** Therapy On Wheels
 - » **Gamagara:** Gamagara Youth Centre
 - » **Ga-Segonyana:** Fortunate Foundation
 - » **Joe-Morolong:** Marang
- **Economic and Social Empowerment:** Providing business training and microfinancing opportunities to women and girls, promoting economic independence and resilience.
- **Knowledge Management and Sharing:** Conceptualisation and design of baseline and endline assessments, including stakeholder engagement roundtables for feedback and evidence-based planning.

Impact

The *GBVF Programme* has had a transformative impact on community safety and resilience, creating safer environments, raising awareness, and providing critical support for survivors. Through collaborative efforts with local government, community leaders, and advocacy groups, we have strengthened the capacity of individuals and organisations to challenge and prevent GBVF while fostering sustained community-driven solutions.

Key Outcomes Include:

- **Empowerment of Young Women:** Over 595 young women have joined Rise Young Women's Clubs, offering safe spaces for advocacy, peer support, and resilience-building.
- **Enhanced Community Awareness and Support:** Community dialogues and training sessions have raised GBVF awareness and improved responsiveness.
- **Strengthened Local Capacity:** Training of key CBOs ensures community-based support and a more robust response network.
- **Integrated Approaches:** Economic empowerment initiatives and workshops on mental health and substance abuse offer holistic support for individuals affected by GBVF.
- **Evidence-Based Planning:** Baseline research, including Key Informant Interviews (KIIs), In-Depth Interviews (IDIs), and Focus Group Discussions (FGDs), has informed programme design and implementation.

Immediate Outputs

- **Community Dialogues and Training Sessions:** Conducted in target regions, promoting awareness and providing education on GBVF prevention and response.
- **Rise Young Women's Clubs:** Established with 295 members in Limpopo and 300 members in the Northern Cape, fostering safe, supportive networks.
- **Social Mobiliser Engagement:** Social mobilisers collaborated with local stakeholders to enhance awareness and promote secure community environments.
- **CBO Capacity Building:** Partnerships with key CBOs were established, enhancing their ability to respond to GBVF and strengthening the local support infrastructure.
- **Economic Empowerment and Workshops:** Conducted business training, microfinancing, and workshops on mental health and substance abuse.
- **Baseline Research:** Conducted interviews to assess needs, inform programme implementation, and facilitate continuous improvement:
 - » **Limpopo:** 5 KIIs, 2 IDIs, 10 FGDs (17 interviews)
 - » **Northern Cape:** 7 KIIs, 17 IDIs, 9 FGDs (33 interviews)



SUBSTANCE USE DISORDER INTERVENTION (SUDI)

In 2023/24, *Substance Use Disorder Programme* continued as a core element of its health and wellness initiatives, focusing on both prevention and intervention and targeting vulnerable groups, especially the youth. The programme addresses the growing issue of substance abuse through comprehensive support, including education, counselling, and access to rehabilitation services in partnership with local healthcare providers and social services.



Programme Challenges

Substance Use Disorder Intervention (SUDI) has become a critical concern for communities in the Northern Cape and Limpopo, with rising rates of drug and alcohol abuse impacting vulnerable groups, particularly the youth. Substance abuse contributes to a host of social, economic, and health problems, including increased crime rates, deteriorating mental health, unemployment, and family breakdown. The baseline assessment underscored the urgent need for comprehensive interventions to prevent, treat, and support recovery from substance use, providing targeted assistance to those at risk and reducing the overall burden on affected communities.

Our Approach to Dealing with the Challenges

The *Substance Abuse Programme* forms a vital part of SIOC-CDT's health and wellness initiatives, with a focus on promotion, prevention, treatment, and recovery for substance use disorder. By working in partnership with local healthcare providers, social services, and community-based organisations, the programme delivers targeted and holistic support to vulnerable groups, especially youth, across Limpopo and the Northern Cape.

Key Features of Our Approach:

- **Community Outreach and Education:** Active outreach campaigns educate communities about the risks and impacts of substance abuse. By raising awareness and understanding, the programme aims to prevent substance use and reduce stigma, with a particular focus on at-risk groups such as youth.
- **Counselling and Support Services:** Individuals affected by substance use disorder can access counselling and support networks that provide guidance, coping strategies, and help navigating recovery journeys.
- **Rehabilitation Services:** The programme connects individuals with accessible and appropriate rehabilitation services through collaborations with local healthcare providers, offering a pathway to recovery and reintegration.
- **Capacity Building for Local Non-Profit Organisations (NPOs):** SIOC-CDT works to capacitate and mentor emerging NPOs that address substance abuse at the community level:
 - » Tsantsabane Alcohol and Drug Services (TADS)
 - » SUDI Kuruman
 - » Thabazimbi SUDI Tlhokomelang Sechaba

Intervention Data:

Organisation	In-Patient	Out-Patient	Aftercare
TADS	7	29	16
SUDI Kuruman	43	178	28
Total	50	207	44

- **Integration with Broader Wellness Campaigns:** Substance abuse awareness is incorporated into broader wellness initiatives, such as the *Re a Fola Programme*, which focuses on mental health and related issues such as depression and anxiety that are often intertwined with substance use disorders.

Impact

The *Substance Abuse Programme* has made a significant impact in the fight against substance use disorder in Limpopo and the Northern Cape. Through comprehensive prevention, education, and recovery efforts, SIOC-CDT has supported individuals and families in overcoming substance abuse while strengthening community resilience.

Key Achievements Include:

- **Increased Community Awareness:** Outreach and education initiatives have increased understanding of substance use risks and promoted healthier choices among at-risk groups.
- **Access to Recovery Services:** Many individuals have been connected with counselling, support, and rehabilitation services, providing a vital lifeline on their journey to recovery.
- **Capacity Building of NPOs:** By supporting and mentoring local NPOs, SIOC-CDT has strengthened community-led responses to substance use disorder, ensuring that support remains available and tailored to local needs.
- **Holistic Wellness Integration:** The integration of substance abuse awareness into broader health and wellness campaigns has fostered a more holistic approach to care, addressing mental health issues that often accompany substance use.

Immediate Outputs

- **Community Outreach Campaigns:** Successful outreach and educational initiatives focused on raising awareness of substance abuse risks and prevention, particularly among youth.
- **Counselling and Support Services:** Established access to counselling and support networks for individuals affected by substance use disorder.
- **Rehabilitation Referrals:** Collaboration with local healthcare providers to connect individuals with rehabilitation services.
- **Capacity Building for NPOs:** Mentoring and support for local emerging NPOs, including:
 - » Tsantsabane Alcohol and Drug Services (TADS)
 - » SUDI Kuruman
 - » Thabazimbi SUDI Tlhokomelang Sechaba
- **Integrated Wellness Campaigns:** Incorporation of substance abuse awareness and support within broader mental health and wellness initiatives, such as Re a Fola.

UPSKILLING OF NURSING SPECIALITY SERVICES IN JOHN TAOLO GAETSEWE AND TSANTSABANE

The *Skills Development for Health Professionals Programme* provides bursaries and practical training opportunities for students pursuing careers in health and clinical sciences, focusing on priority fields such as specialist nursing and midwifery.



Programme Challenges

The Northern Cape's underserved communities, particularly in the John Taolo Gaetsewe and Tsantsabane Municipality areas, are facing a critical shortage of skilled healthcare professionals. The scarcity of specialist nurses has placed immense pressure on healthcare systems, limiting access to quality care and contributing to poorer health outcomes. This shortage has left health facilities understaffed, reducing their capacity to provide timely and effective care. Addressing this gap requires targeted investment in training and capacity building for healthcare professionals to ensure that communities can access comprehensive, skilled healthcare services.

Our Approach to Dealing with the Challenges

The *Skills Development for Health Professionals* initiative, led by SIOC-CDT, focuses on enhancing the healthcare capacity of underserved regions by supporting the upskilling and training of specialist nurses. By providing financial aid and practical training opportunities, the programme seeks to build a strong and sustainable healthcare workforce, capable of addressing critical health needs and improving overall care in their communities.

Key Components of Our Approach:

- **Financial Support and Resources:** Comprehensive bursaries were provided to 20 specialist nurses, covering tuition, accommodation, and study materials, allowing them to concentrate on their studies without the burden of financial constraints.
- **Hands-On Training and Capacity Building:** Nurses received practical, hands-on training in their specialisations, equipping them with the skills and knowledge needed to deliver high-quality healthcare upon completion of their studies.
- **Specialty Training:** Nurses pursued postgraduate diplomas in key areas of healthcare:
 - » Postgraduate Diploma in Primary Health Care
 - » Postgraduate Diploma in Advanced Midwifery
 - » Postgraduate Diploma in Emergency Nursing
 - » Postgraduate Diploma in Peri-Operative Nursing

Impact

The *Skills Development for Health Professionals* initiative has had a transformative impact on healthcare access and quality in the targeted regions. By investing in local talent, SIOC-CDT is building a sustainable and skilled healthcare workforce, directly addressing critical skills shortages and improving health outcomes for underserved communities.

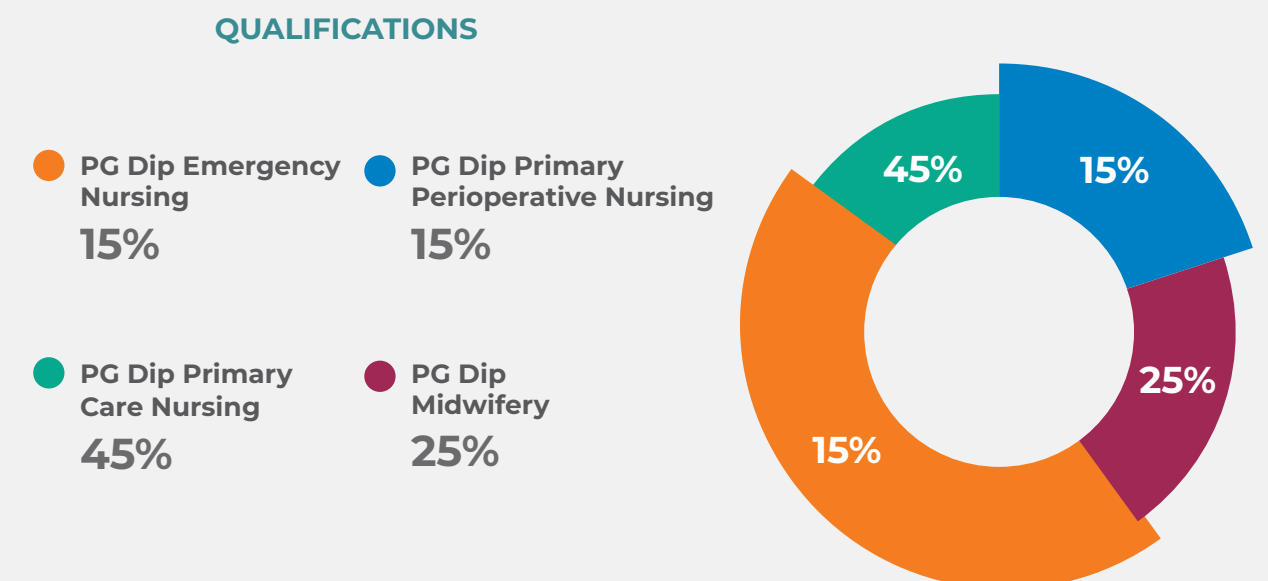
Key Achievements Include:

- **Enhanced Healthcare Capacity:** 20 specialist nurses have been upskilled to address critical healthcare needs, significantly improving access to care in the Northern Cape.
- **Reduced Financial Barriers:** Comprehensive bursaries enabled participants to focus fully on their studies, promoting successful completion and professional readiness.
- **Specialised Training for Improved Care:** Nurses trained in Primary Health Care, Advanced Midwifery, Emergency Nursing, and Peri-Operative Nursing are equipped with the skills necessary to provide specialised and essential services.
- **Sustainable Workforce Development:** By nurturing local talent, the initiative creates a pipeline of skilled professionals dedicated to improving regional health outcomes over the long term.

Immediate Outputs

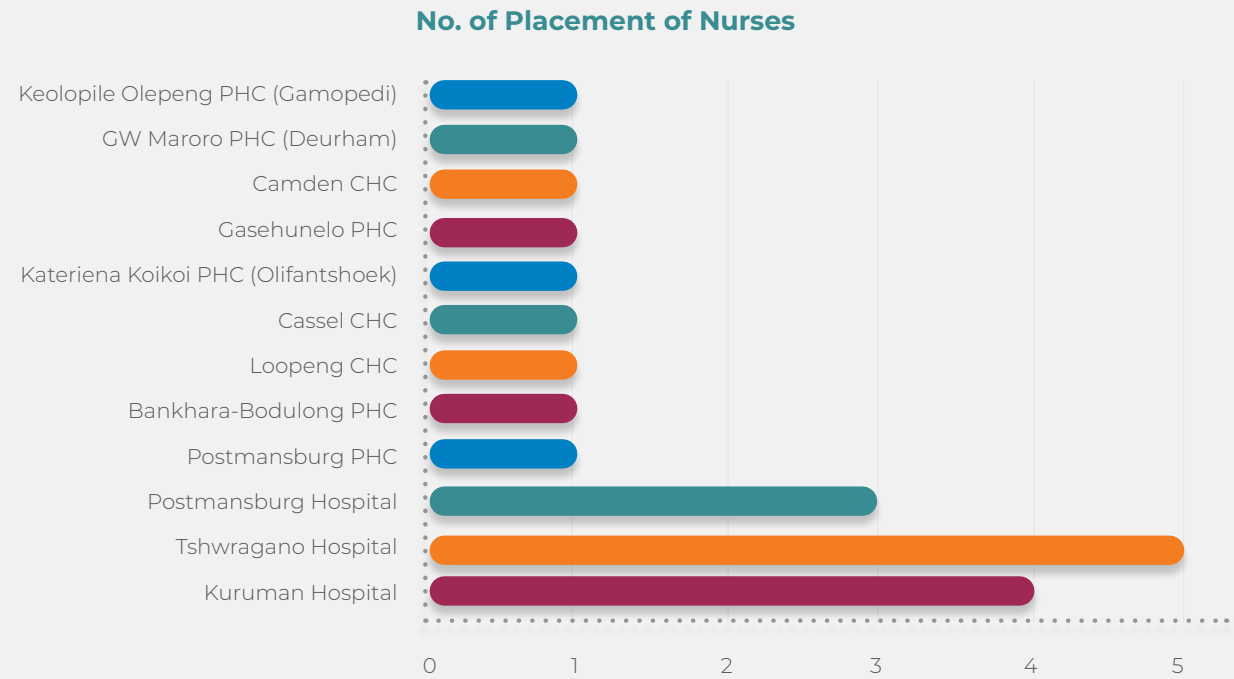
- **Bursary Support:** 20 specialist nurses received full financial support, including tuition, accommodation, and study materials.
- **Practical Training and Capacity Building:** Hands-on training was provided, giving nurses the practical skills necessary to transition into professional roles.
- **Specialised Diplomas Achieved:** Nurses completed postgraduate training in:
 - » Primary Health Care
 - » Advanced Midwifery
 - » Emergency Nursing
 - » Peri-Operative Nursing
- **Workforce Integration:** Nurses who upskilled were strategically replaced within their roles to ensure continuity of care, while newly trained specialists entered healthcare systems to enhance service delivery.

Number of Nurses Per Qualification





Placement of Nurses Per Facility



Clinics Identified as Areas of Operation

Province	Districts	Sub-Districts	Health Clinics
Northern Cape	John Talol Gaetsewe	Joe Morolong	Loopeng CHC
			Tsineng
			Dithakong
			Cassels CHC
			Bothetheletsa
			Bothithong
		Ga-Segonyana	Kagiso CHC
			Tshwaragano Gate way
		Gamagara	Katrina Koi-Koi
		Tsantsabane	Postmasburg
LIMPOPO	Waterberg	Thabazimbi	Regorogile 1
			Regorogile 2
			Town Clinic
			Northam Clinic
			Chromine Clinic

Watch video here: <https://youtu.be/xtFPDeEj5q0>

YOUTH CENTRES PROGRAMME

This initiative, aimed at youth in the SIOC-CDT beneficiary communities, addresses critical needs through a structured approach that includes career training, personal development, and community engagement activities.



Programme Challenges

The youth of the Northern Cape and Limpopo face significant socio-economic challenges, including high unemployment rates, limited educational opportunities, and inadequate access to essential support services. Many young people lack the resources and guidance to transition into productive employment, engage in educational pursuits, or develop critical life skills. These challenges can lead to disillusionment, social exclusion, and reduced opportunities for self-empowerment. The baseline assessment revealed the need for a centralised, accessible hub where youth can access comprehensive services, training, and support to overcome these obstacles.

Our Approach to Dealing with the Challenges

The *Youth Centre Programme* established by SIOC-CDT offers a one-stop solution to address the needs of young people through an integrated approach. By providing education, employment, and empowerment opportunities under one roof, these centres foster holistic development and support. The centres are strategically located in Tsantsabane, Olifantshoek, Deben, and Thabazimbi, ensuring broad community reach.



YOUTH CENTRES PROGRAMME (CONTD.)

Key Components of Our Approach:

- Comprehensive Programmes Offered at Youth Centres:
 - » **Prevention and Awareness Programmes:** Building knowledge on key issues affecting youth.
 - » **Celebration of Commemorative Days:** Promoting social cohesion and community engagement.
 - » **Health and Reproductive Programmes:** Providing health education and services.
 - » **Moral Regeneration Programmes:** Fostering ethical values and character development.
 - » **Participatory Democracy Programmes:** Encouraging civic engagement and leadership.
 - » **Youth Dialogues:** Providing platforms for youth voices and community discussions.
 - » **Information Technology:** Digital literacy and access to technology resources.
 - » **Inter-generational Programmes:** Bridging gaps between different age groups to promote shared learning.
 - » **Life Skills Training:** Equipping youth with essential skills for daily life.
 - » **Skills Development and Entrepreneurial Training:** Promoting self-employment and career readiness.
 - » **Psychosocial Support Services:** Providing emotional and mental health support.
 - » **Active Lifestyle Programmes:** Encouraging physical activity and healthy living.

Impact

The *Youth Centre Programme* has created meaningful pathways to self-sufficiency and success for many young people in the Northern Cape and Limpopo. By offering targeted skills training, employment opportunities, and psycho-social support, the centres have become hubs for personal and professional growth, community cohesion, and youth empowerment.

Number of Youth Accessing the Centres

Youth Centre	Headcount
Thabazimbi Youth Centre	26 241
Tsantsabane Youth Centre	+1 169
Deben Youth Centre	+307
Olifantshoek Youth Centre	+256

Key Achievements Include:

- **Career and Skills Training:** 80 youth trained at Deben Youth Centre in partnership with Agri-SETA, with additional support for driving and learner's licences, enhancing employability.

Youth Centre	Learners Licenses	Driver's License
Thabazimbi Youth Centre	17	00
Tsantsabane Youth Centre	15	07
Deben Youth Centre	15	00
Olifantshoek Youth Centre	15	01

- **Employment and Education:** 37 Nali-bali implementers recruited for 18 months with stipends in Thabazimbi, providing both employment and experiential learning. All centres have engaged GroundBREAKERS, Mphitshis, and volunteers to extend their community impact.
- **Enhanced Confidence and Self-Reliance:** A survey of participants showed an 85% increase in self-confidence, attributed to newly acquired skills, mentoring support, and community engagement through the centres.

Immediate Outputs

- **Skills and Career Training Initiatives:** Delivered training to 80 youth in Deben in partnership with Agri-SETA, including driving and learner's licence support.
- **Employment Opportunities:** Recruited 37 Nali-bali Implementers for an 18-month programme in Thabazimbi, with stipends provided for sustained engagement.
- **Holistic Youth Development Programmes:** Offered a wide range of programmes from life skills training to active lifestyle promotion and participatory democracy initiatives.
- **GroundBREAKERS, Mphitshis, and Volunteers' Engagement:** All youth centres actively engage and recruit young leaders and volunteers to extend support and influence within their communities.

“KE BO TLHOKWA” MENTAL HEALTH PROGRAMME

“Ke Bo Tlhokwa” is a *Mental Health Programme*, which SIOC-CDT has initiated as intervention on mental health challenges through prevention, treatment, and psycho-social support.



Programme Challenges

Mental health challenges, including depression, anxiety, and substance use disorders, are prevalent in the SIOC-CDT’s beneficiary communities. These issues are exacerbated by limited access to mental health services, stigma, and gaps in psycho-social support, contributing to premature mortality and reduced quality of life. Many individuals lack awareness of available support and face barriers to treatment, particularly in remote and underserved areas. The baseline assessment revealed an urgent need for accessible mental health care and community-based interventions to address both the social and health-related aspects of mental illness.

Our Approach to Dealing with the Challenges

“Ke Bo Tlhokwa” *Mental Health Programme* provides comprehensive mental health services that focus on prevention, treatment, and psycho-social support. This integrated approach bridges healthcare facilities and community resources, ensuring that mental health care is accessible, stigma-free, and culturally responsive.

Key Components of Our Approach:

- **Community-Based Support:** Social workers and community health workers (CHWs) conduct home visits to provide early intervention strategies, educate on treatment adherence, and offer support to individuals and families, building local awareness and reducing barriers to care.

- **Training and Capacity Building:** Local healthcare workers receive training to identify mental health challenges, deliver psycho-social support, and integrate patients smoothly between health facilities and community-based services.
- **Identified Mental Health Challenges:** The programme focuses on addressing prevalent issues such as depression, anxiety, and alcohol-related disorders.
- **Advocacy and Awareness:** Collaborations with traditional leaders, local media, and community groups aim to de-stigmatise mental health issues, promote available services, and encourage help-seeking behaviours, thereby enhancing community resilience and support systems.

The programme is delivered by a multi-disciplinary team of professionals, including social workers, social auxiliary workers, professional nurses, a psychologist, a psychiatrist, administrators, and general workers, providing a robust and holistic support system.

Impact

The *Mental Health Programme* has significantly improved the accessibility, quality, and awareness of mental health care in SIOC-CDT beneficiary communities. By offering integrated, community-driven care and reducing stigma, the programme has empowered individuals to seek treatment and engage with psycho-social support systems, thereby enhancing overall community well-being.

Key Achievements Include:

- **Enhanced Community Awareness:** Community outreach initiatives, including home visits and educational sessions, have increased awareness of mental health challenges and encouraged treatment-seeking behaviour.
- **Early Intervention and Support:** By equipping local healthcare workers and engaging CHWs, the programme has improved the early identification and management of mental health issues.
- **Stigma Reduction:** Collaborations with traditional leaders and community groups have helped reduce stigma around mental health, fostering a more supportive environment for those seeking care.
- **Integrated Care Delivery:** The seamless integration of healthcare facilities and community-based services ensures that patients receive comprehensive care tailored to their needs.

Immediate Outputs

- **Community-Based Outreach:** Social workers and CHWs conducted home visits and educational sessions to promote adherence to treatment and provide early intervention strategies.
- **Training and Capacity Building:** Healthcare workers were trained to identify mental health issues and deliver psycho-social support, enhancing integration between health facilities and community resources.
- **Advocacy and Awareness Campaigns:** Collaborations with traditional leaders, local media, and community groups led to increased awareness and destigmatisation of mental health issues.
- **Focus on Key Mental Health Issues:** Specific attention was given to challenges such as depression, anxiety, and alcohol-related disorders, ensuring targeted and effective intervention strategies.



CAPACITY BUILDING (FOR PEOPLE WITH DISABILITIES)

The *Capacity Building Programme* for people with disabilities is designed to address skill gaps and enhance local capacity across sectors. This programme delivers structured training, resources, and support to community members, educators, and local healthcare workers.



Programme Challenges

People with disabilities in the Thabazimbi sub-district and Northern Cape communities face significant challenges, including limited access to employment opportunities, insufficient support systems, and skill gaps that hinder their participation in economic and social activities. Many caregivers and local healthcare workers also lack the necessary training to adequately support individuals with disabilities, further limiting their opportunities and quality of life. Baseline assessments revealed a critical need to build local capacity, enhance skills, and provide inclusive support networks to empower people with disabilities and their caregivers, ultimately fostering a more inclusive society.

Our Approach to Dealing with the Challenges

The *Capacity Building Programme* by SIOC-CDT is designed to empower people with disabilities, their caregivers, and community members by addressing skill gaps and building local capacity across various sectors. As an expansion of a successful project previously implemented in the Northern Cape, the programme focuses on delivering structured training, resources, and support tailored to the needs of each target group.

Key Components of Our Approach:

- **Community Skills Training:** Targeted workshops equip participants with essential skills for employability and sustainable livelihoods, with a focus on sectors such as health, social care, and small business development. This ensures that people with disabilities and their caregivers can participate meaningfully in the economy.

CAPACITY BUILDING (FOR PEOPLE WITH DISABILITIES) (CONTD.)

- **Inclusive Community Development:** Recognising the unique needs of children and adults with disabilities, the programme partners with organisations to provide assistive devices and training for caregivers. The initiative also extends to Early Childhood Development (ECD) practitioners, fostering inclusive educational environments and ensuring that all children receive equal opportunities for development and learning.
- **Collaborative Partnerships:** Working with local organisations and stakeholders ensures a tailored approach that meets the specific needs of the community while building sustainable, inclusive support systems.

Impact

The *Capacity Building Programme* has made a significant impact in the Thabazimbi sub-district and beyond by enhancing skills, creating employment opportunities, and fostering a supportive ecosystem for people with disabilities and their families. Through training, resources, and community engagement, SIOC-CDT has empowered individuals to contribute meaningfully to their own development and the well-being of their communities.

Key Achievements Include:

- **Improved Employability:** Participants gained essential skills for the workforce, leading to increased employment opportunities and economic empowerment.
- **Enhanced Support for People with Disabilities:** Caregivers and local healthcare workers received training and resources to better support individuals with disabilities, improving their quality of life.
- **Inclusive Educational Environments:** Early Childhood Development (ECD) practitioners received training to create inclusive learning environments, ensuring that children with disabilities are supported and empowered to learn.
- **Strengthened Community Networks:** By building local capacity and creating support systems, the programme has fostered a more inclusive and resilient community.

Immediate Outputs

- **Community Skills Training Workshops:** Delivered targeted training sessions focusing on health, social care, and small business development to equip participants with essential skills for employability.
- **Support for People with Disabilities:** Partnered with organisations to provide assistive devices and training for caregivers, improving the care and support available to children and adults with disabilities.
- **Expansion to ECD Practitioners:** Extended training and support to ECD practitioners, building inclusive educational environments for children with disabilities.
- **Local Capacity Building:** Enhanced the skills and competencies of caregivers, community members, and healthcare workers, fostering a supportive ecosystem for people with disabilities.

Project Outcomes:

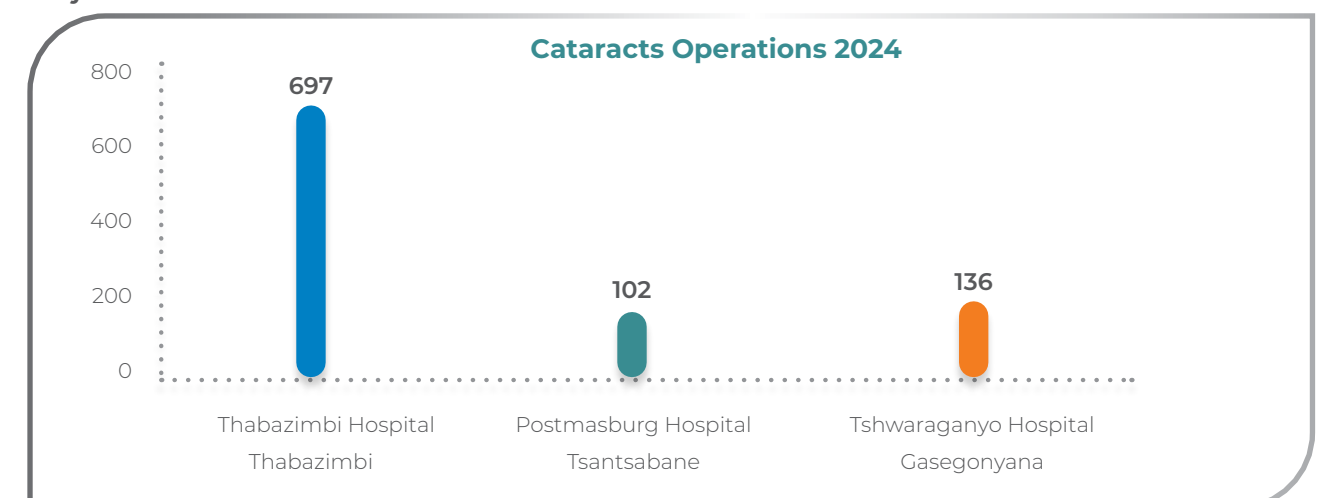
Output Indicators	Actuals
Let's Talk Disability training (disability awareness)	17
Psycho-social support	61
24-hour positioning training	54
New to seating training	9
Wheelchair technicians training and mentoring	6
Supply appropriate devices	95
Mentored Outreach Clinics	3
Ndinogona/Inclusive Play training for ECD/Playgroups	180

COMPREHENSIVE EYE CARE PROJECT

Launched in 2021 in the ZFM District, including the Tsantsabane community, the *Comprehensive Eye Care Project* by SIOC-CDT aims to address the significant backlog of cataract cases impacting community members' quality of life. In its initial phase, 162 patients received screenings and successful cataract surgeries. However, despite these efforts, the demand for cataract care has continued to grow, with over 1,000 patients now requiring intervention across the district, including approximately 235 individuals within the Tsantsabane beneficiary community alone.

This ongoing project underscores SIOC-CDT's commitment to reducing preventable blindness and enhancing the well-being and independence of affected individuals. By focusing on both immediate surgical care and long-term solutions, SIOC-CDT continues to work towards a future where accessible eye care is available to all who need it.

Project Data 2024:





THABAZIMBI COMPREHENSIVE MATERNAL AND CHILD HEALTH PROJECT

In partnership with Dikuno Tsa Sechaba Community Development Trust and the Department of Health, SIOC-CDT has launched the *Thabazimbi Comprehensive Maternal and Child Health Project* to transform and enhance maternal and child health services in the Thabazimbi sub-district. This initiative represents a concerted effort to address key health challenges affecting mothers and children at both primary and secondary levels of care over a three-year period.

Key Focus Areas and Indicators Monitored:

- **Prevention of Infant Mortality:** Targeted interventions to reduce the number of infants who die during the first year of life, ensuring a healthier start.
- **Reduction of Under-Five Mortality Rates:** Efforts to prevent deaths of children under the age of five through improved health services and preventative measures.
- **Prevention of Neonatal Deaths in Facilities:** Strategies and resources aimed at reducing neonatal mortality within healthcare facilities, ensuring effective and timely care for newborns.
- **Reduction of Maternal Morbidity and Mortality:** Focused efforts to prevent illness and deaths among mothers during pregnancy, childbirth, and postpartum periods.
- **Improving Access to Maternal and Child Health Services:** Enhancing the availability and quality of health services to ensure that all mothers and children have access to the care they need.

Through this comprehensive initiative, SIOC-CDT and its partners are working to improve health outcomes for women and children, ultimately building a healthier and more resilient community in the Thabazimbi sub-district. The project is guided by measurable indicators to track progress and drive sustainable improvements in maternal and child health over the duration of the programme and beyond.



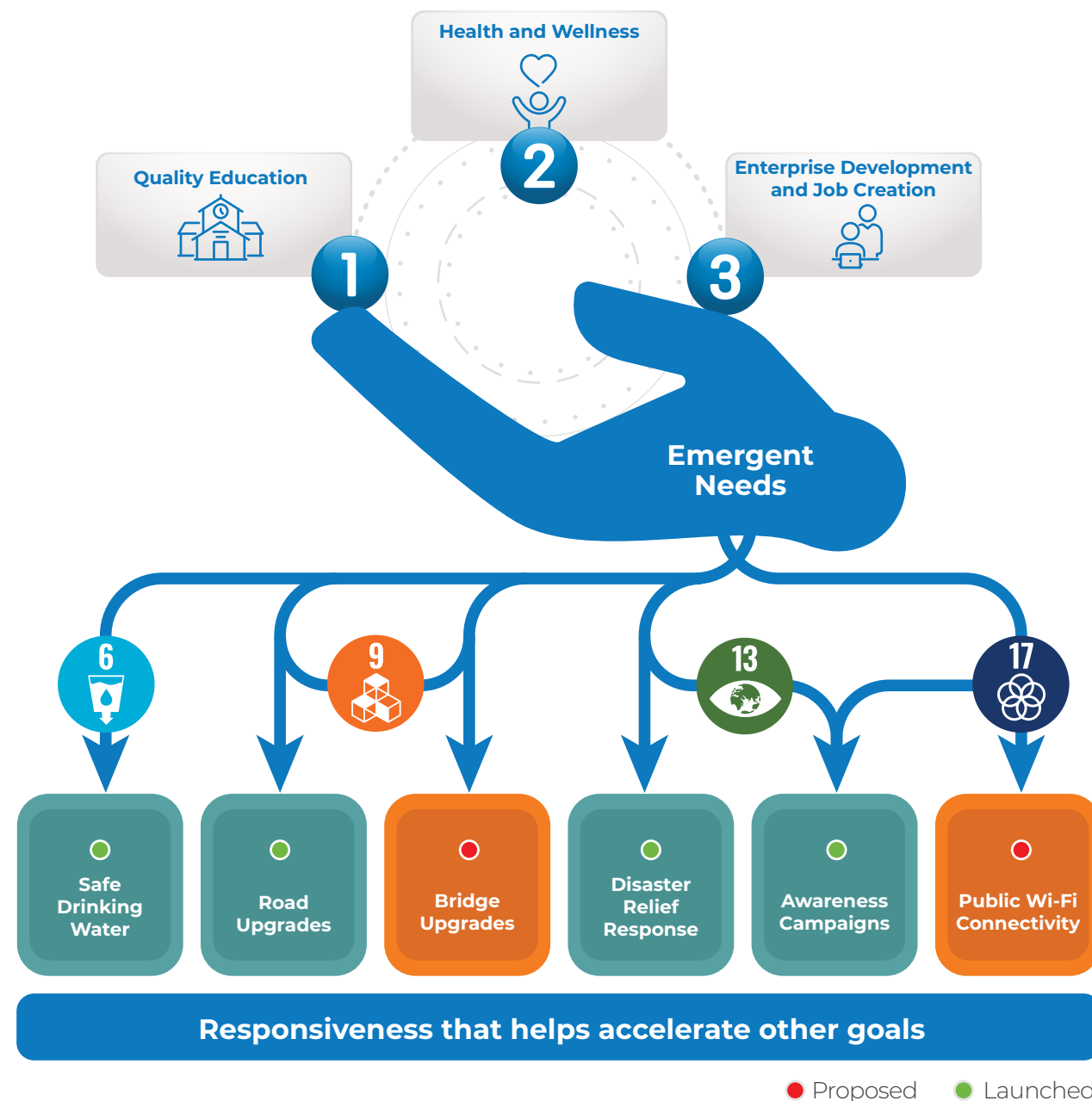
List of Procured Equipment for the Hospital:

Update on Thabazimbi Medical Equipment	Quantity
Letz diathermy 400 oncology machine/colposcopy	01
Mobile suction machine	08
Gynae evacuation pack	06
Delivery packs	10
Cardiac tables	40
CPAP	02
CPAP warranty 3years	02
Compressor for CPAP machine	02
Arterial blood gas machine	01
X-ray machine digital mobile	01
Patient monitor with ECG 5par and temperature	06
Patient monitor trolley	06
Medicine cupboard	06
Mobile examination lamp	07
Footstools	43
Bedside footstep	23
Footstep, one step	20
Patient side chair/couch	45
Theatre mounted fluid warmer	02
Dedicated sets/tubing (box of 100)	02
Wound dressing trolley	08
Linen trolley	08

Update on Thabazimbi Medical Equipment	Quantity
Ward round meds emergency	04
Delivery trolley Neonate crib mattress and built in scale	04
Bilirubin Bed and Check (monitor)	05
Bilirubin monitor for neonates	05
Oxygen gauge	43
Tail piece (Xmas tree plastic) (pk of 100) For Oxygen Gauge	07
Nurses' station chairs	40
KMC lounge, laundry furniture and kitchen, washer and dryer	01
TV-Samsung 215 cm/85 inch smart UHD TV	01
Laundry bin on wheel	01
50L Econo double basket and wringer	01
FRIDGE	01
KMC washer and dryer	01
KMC comfortable recliner 100% leather flexi chairs	04
KMC comfy durable beds	04
KMC bedside locker	04
KMC bed amenities	08

EMERGENT NEEDS

The dynamic and evolving landscape of social and environmental challenges has highlighted the pressing need for targeted, impactful responses. SIOC recognises that the communities we serve face increasingly complex issues, including economic inequality, climate resilience, and access to vital resources. To meet these emerging demands, we have prioritised adaptive strategies that leverage innovation, collaboration, and inclusivity. This year's report reflects our commitment to addressing these urgent needs while fostering sustainable growth and resilience in the face of global uncertainty.



POSTDENE ASBESTOS ROOF REPLACEMENT PROJECT



Programme Challenges

Asbestos is a harmful material. Human exposure to this material mostly results in people suffering from chronic diseases such as asbestosis, a harmful lung disease. SIOC-CDT is embarking on a project that involves replacement of asbestos roofs with IBR sheeting. This is done to eradicate asbestos in our beneficiary communities. Addressing this environmental hazard requires substantial resources and specialised expertise to ensure safe removal and compliance with health and safety regulations.

Our Approach to Dealing with the Challenges

The *Postdene Asbestos Roof Replacement Project*, is a comprehensive initiative to eliminate asbestos-related health risks while fostering local economic development. The project targets the removal and replacement of approximately 22 153 square meters of asbestos roofing in Postmasburg, ensuring health and safety compliance, economic empowerment, and community engagement.

Key Components of Our Approach

- **Health and Safety Compliance:** The project adheres to stringent health standards and protocols to ensure the safe removal and disposal of hazardous asbestos materials, mitigating health risks and preventing exposure for residents and workers.
- **Local Economic Empowerment:** To maximise community impact, 30% of the project's work is subcontracted to local contractors. This initiative promotes job creation and provides training and capacity-building opportunities, helping local businesses acquire technical skills and develop sustainably.
- **Community Engagement and Awareness:** SIOC-CDT collaborates with local forums and stakeholders to engage the community throughout the project. Efforts include educating residents on the health benefits of asbestos removal, project timelines, and opportunities for local businesses to participate in the project.

Impact

The *Postdene Asbestos Roof Replacement Project* has a transformative impact on the health and economic well-being of the Postmasburg community. By removing hazardous asbestos roofing and replacing it with safe, durable materials, SIOC-CDT is creating healthier living conditions for residents and stimulating local economic growth through job creation and skills development.

Key Achievements Include

- **Improved Health and Safety:** The safe removal and replacement of asbestos roofing will eradicate residents' exposure to harmful asbestos fibres, significantly lowering health risks.
- **Economic Empowerment:** On completion, the project is envisaged to have generated local employment opportunities by sub-contracting 30% of work to local contractors, and will have equipped the identified community members with new skills through training and workshops.
- **Community Engagement:** Extensive consultations with community forums and stakeholders have ensured community buy-in, transparent communication, and active participation throughout the project, building trust and strengthening relationships.

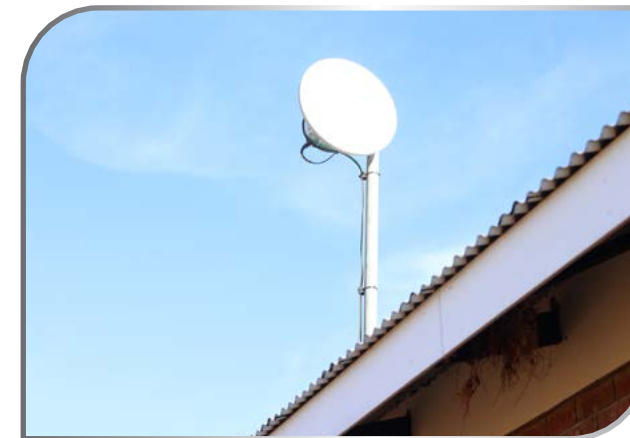
Immediate Outputs

- **Asbestos Removal and Replacement:** Successfully removed and replaced 21,000 square meters of asbestos roofing in compliance with health and safety regulations.
- **Local Contractor Engagement:** Sub-contracted 30% of the work to local contractors, providing employment and building local capacity.
- **Training and Capacity Building:** Delivered workshops and training sessions for local businesses, fostering skills development and long-term economic growth.
- **Community Awareness Campaigns:** Conducted stakeholder consultations and public engagement sessions to educate residents on health benefits, project timelines, and business opportunities.

Watch video here: <https://youtu.be/bDf5293O804>

SCHOOL WIFI ROLLOUT

The *Schools Connectivity Pilot*, led by SIOC-CDT as part of its *Schools of Excellence Programme*, aims to improve digital access in 10 selected schools across its beneficiary areas. This initiative is rooted in a principal-led approach that places school leaders at the forefront of fostering a culture of teaching and learning through enhanced resources and infrastructure.



Programme Challenges

Many rural schools in SIOC-CDT's beneficiary communities, particularly in Ga-Segonyana, Gamagara, and Thabazimbi, face limited or non-existent internet connectivity. This lack of reliable internet access prevents students and teachers from fully benefiting from modern digital learning tools, online educational resources, and interactive curricula. The absence of connectivity limits the integration of critical future-oriented skills such as coding and robotics and widens the digital divide between rural and urban learners. Bridging this gap is essential to provide equitable education opportunities, prepare students for the digital economy, and foster a culture of innovation.

Our Approach to Dealing with the Challenges

The *Schools Connectivity Pilot* led by SIOC-CDT aims to transform the educational experience for rural learners by providing high-speed internet access and building essential digital infrastructure. This initiative establishes a network of connected schools, enabling students and teachers to access digital learning tools, online resources, and modern curricula that foster innovation and digital literacy.

Key Components of Our Approach:

- **Enhanced Educational Resources:** By providing high-speed internet access, students and teachers can leverage digital learning tools, conduct online research, and engage with interactive e-learning platforms. The integration of coding and robotics curricula further prepares students with critical future-oriented skills.



SCHOOL WIFI ROLLOUT (CONTD.)

- **Infrastructure and Support:** The project establishes a robust regional network within participating schools, including essential connectivity infrastructure, data centres, maintenance support, and system management, ensuring three years of uninterrupted and reliable internet access.
- **Inclusive Digital Learning:** Six high schools in Ga-Segonyana and Gamagara, along with their 13 feeder primary schools, are included in the pilot programme, providing foundational digital skills and resources to younger learners. Additional schools in Thabazimbi have been connected through the *Whole School Development Programme*, with plans to extend connectivity to further underserved schools.

Impact

The *Schools Connectivity Pilot* has already begun to reshape the educational landscape in rural schools within Ga-Segonyana, Gamagara, and Thabazimbi. By providing reliable internet access, SIOC-CDT is enabling equitable digital learning opportunities, fostering innovation, and aligning with the Sustainable Development Goals 2030 to enhance education for all.

Key Achievements Include:

- **Enhanced Digital Learning Opportunities:** Students and teachers now have access to online resources, interactive digital platforms, and modern curricula such as coding and robotics, preparing learners for a digitally-driven world.
- **Sustainable Connectivity Infrastructure:** The establishment of a regional network with data centres and maintenance support ensures three years of uninterrupted, high-speed internet access, providing a strong foundation for long-term educational improvements.
- **Foundational Digital Skills for Younger Learners:** 13 feeder primary schools connected through the pilot programme ensure that younger learners can develop essential digital skills early on.

Broader Reach through Whole School Development: Additional schools in Thabazimbi have benefitted from connectivity as part of a wider effort to bridge the digital divide, with plans to expand access to more underserved schools.

Immediate Outputs

- **Initial Pilot Rollout:** Nine schools in Ga-Segonyana and Gamagara have been successfully connected to high-speed internet, laying the groundwork for enhanced digital learning.
- **Expanded Connectivity Plans:** SIOC-CDT aims to extend connectivity to an additional 10 schools, further promoting equitable access to digital resources across beneficiary communities.
- **Infrastructure Support and Maintenance:** Established data centres, maintenance protocols, and system management to ensure sustainable, reliable connectivity.
- **Integration of Modern Curricula:** Enabled the adoption of coding and robotics curricula, empowering students with critical skills for the future.

Community	SITE	Approximate Enrolment
Gamagara	Langeberg High School	880
	Maikaelelo Combined School	538
	Noord-kaap Primêre Skool	1 477
Ga-Segonyana	Galaletsang Science High School	1 084
	Mapoteng Primary School	808
	New Wrenchville Primary	1 061
	Baiteredi Technical and Commercial High School	1 103
	Isagontle Primary School	1 303
	Segonyana Primary School	1 495
	Iketleletso Middle School	735
	TOTAL ENROLMENT	10 484



BABATAS WATER OPERATIONS AND MAINTENANCE

After the completion and commissioning of the *Babatas Bulk Water Infrastructure and Reticulation Project* in 2023, SIOC-CDT continues to provide operations and maintenance of the water infrastructure. The project saw each of the approximately 300 households connected to a dedicated stand-pipe. According to the recent CSIR report, this infrastructure investment has successfully brought sufficient clean and safe drinking water to the members and beneficiaries of Babatas Communal Property Association (CPA) and stands as an example of how water projects should be maintained. According to the CSIR, the project has created other synergistic benefits that saw Eskom electrifying the entire village and placing it in line for other basic services that did not exist before SIOC-CDT’s involvement.

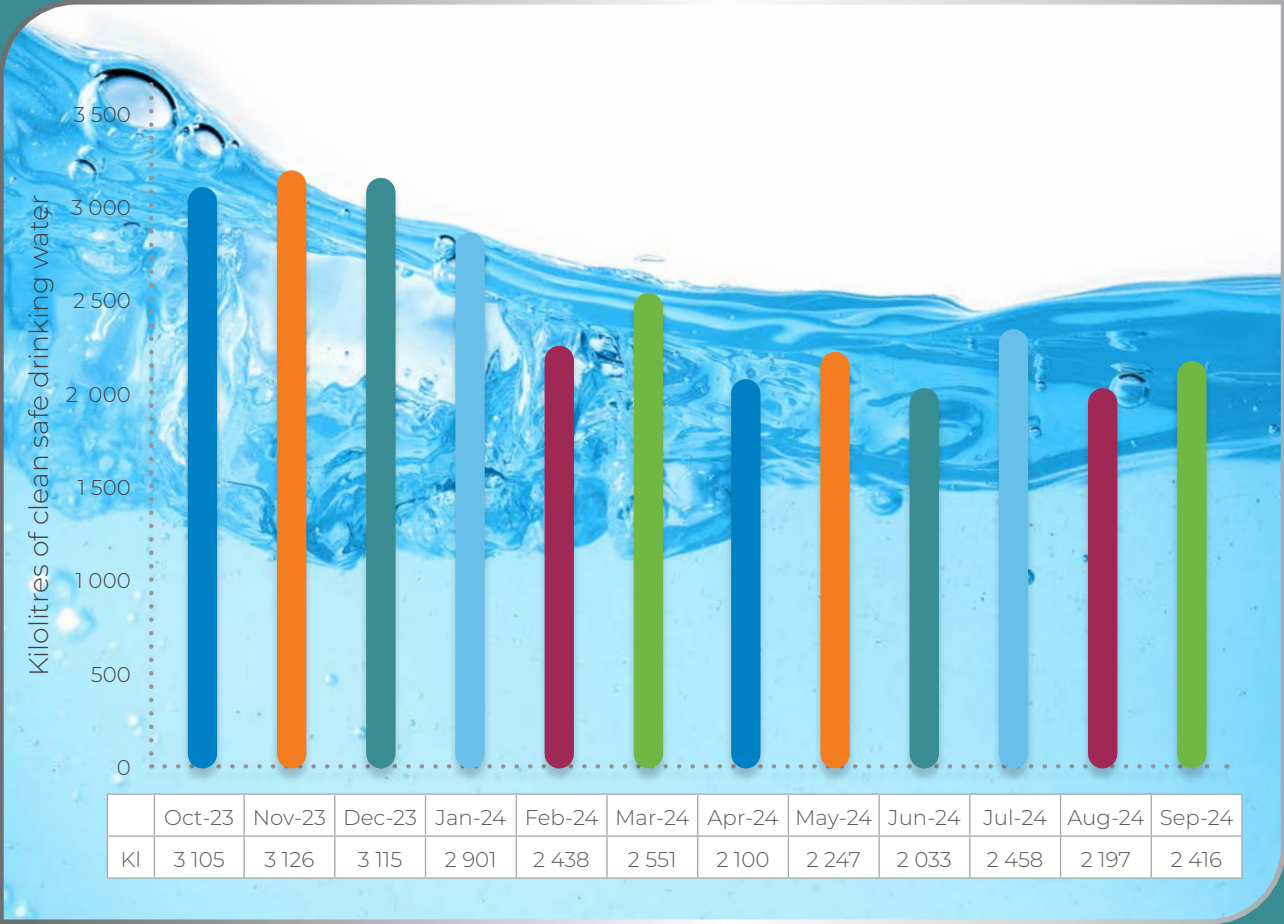
Reality

When members and beneficiaries of Babatas successfully reclaimed their land and began to settle on a farm with no basic services, with the majority of families being indigent, and having previously settled in parts of the Joe Morolong Local Municipality, they could not afford to build infrastructure. The farm on which they were settled on, being a privately owned land, did not make it easier for Gamagara Local Municipality to be involved. The COVID-19 emergence in 2020 presented the biggest trigger to the community’s need for more reliable water supply.

Approach

Following the handover of infrastructure to the Babatas CPA and the challenges in establishing a stable relationship between the CPA and the municipality, the SIOC-CDT Board decided to provide support for maintenance and operations for an initial period of four (4) years. This arrangement aims to facilitate the transfer of knowledge, ensure compliance, and prepare for the eventual full handover to the municipality. SIOC-CDT is achieving this with the assistance of a qualified water services operator, supported by a SANAS-accredited laboratory and the CSIR. As a result, a total of 30,687 kilolitres of clean drinking water were pumped and supplied to the village during the reporting period.

30 687 Kilolitres of water distributed in Babatas CPA Oct 2023 - Sept 2024



KANAKO SOCIAL RESPONSIBILITY PROGRAMME (KSP)

The *Kanako Social Responsibility Programme* by the SIOC Community Development Trust (SIOC-CDT) continued its impactful community support initiatives throughout 2023, focusing particularly on providing resources for schoolchildren in the Northern Cape and Limpopo. Key efforts included the distribution of school uniforms and essentials intended to reduce absenteeism and boost learner morale and engagement.



MATRIC EXAM PACKS



Programme Challenges

The SIOC-CDT Learner Readiness initiative provides supplementary education support for learners preparing for their National Senior Certificate (NSC) exams and offers a bursary scheme to assist successful matriculants in pursuing further education. However, a gap was identified in the provision of specific resources for matric students. Unlike primary and middle school learners, who benefit from our uniform and stationery programme, matric students had no dedicated support to help them prepare for and complete their final exams effectively. This lack of targeted assistance was a barrier to maximising learner performance and success in the NSC exams.

Our Approach to Dealing with the Challenges

In response to a request from the Tsantsabane Local Municipality to provide stationery for the three high schools in their region, SIOC-CDT, in collaboration with its Education, Training, and Skills Development Department, designed a pilot project to address this need. The initiative was expanded to include high schools in Gamagara and Thabazimbi municipalities, ensuring a wider impact. Stationery exam packs were developed and distributed to matric learners to equip them with the necessary tools to prepare for and write their final exams. This initiative was implemented in July and August 2024 to ensure students had ample time to use the resources effectively.

Impact

By addressing the resource gap for matric learners, this initiative supports improved performance in the NSC exams and aligns with SIOC-CDT's broader commitment to enhancing educational outcomes in our beneficiary communities. The provision of exam packs is expected to alleviate the financial burden on families and empower learners to approach their final examinations with greater confidence and preparation. This programme reinforces our mission to provide holistic educational support across all levels of schooling and create pathways for learners to access further opportunities, including our bursary scheme.

Immediate Outputs

The matric exam pack pilot project successfully reached high schools in Tsantsabane, Gamagara, and Thabazimbi municipalities in 2024. Exam packs, containing essential stationery and materials, were distributed to matric learners in July and August. The successful roll-out of this initiative has set the stage for potential expansion to additional regions and demonstrates SIOC-CDT's proactive approach to meeting the evolving educational needs of its communities.

GAMAGARA SCHOOLS

Hoerskool Kathu 141
Gamagara High School 135
Postmasburg High School 93

TSANTSABANE SCHOOLS

Langberg High School – 110
Ratang Thuto High School – 125
Blinkklip High School – 160

THABAZIMBI SCHOOLS

Itumeleng Secondary 29
Naletsana Combined School 31
Northam Comprehensive School 50
Mabogopedi High School 145
Groenvlei High School 39
Hoerskool Frikkie Meyer 133
Thegkganang Technical High School 85

Kanako Social Responsibility Programme Testimonials:

<https://youtu.be/Aw1JNgCgMdl>

ANNUAL SCHOOL UNIFORM DRIVE



Programme Challenges

The *Annual School Uniform Drive Programme* is an extension of the School Shoes Programme. For many children, it has become evident that those who can't afford school shoes, can't afford school uniforms and stationery either, which results in learners missing school. The primary aim of this programme is to provide school uniforms annually to selected schools for the benefit of learners from disadvantaged backgrounds.

Our Approach to Dealing with the Challenges

The *Annual School Uniform Drive Programme* goes beyond the School Shoes Programme. By providing learners with not only shoes, but stationery and uniforms as well, we have enabled more children to attend class. Having access to these items encourages and motivates learners from impoverished backgrounds. We are continuing with schools that have been supported in the past and, in partnership with the Department of Education, have identified new schools that will benefit from this project.

Impact

- Improved school attendance and participation.
- Shows the SIOC-CDT understands and responds to community challenges by being frequently involved in projects that really matter to the community

Immediate Outputs

- Thirty-five schools have been identified to benefit in 2024. Deliveries have been concluded for 2024 for the schools below:

Joe Morolong		Gamagara	
Schools	Learners	Schools	Learners
Marataditse Primary School (Kleineira Village)	39	Noord-kaap Primêre Skool (Olifantshoek)	40
March Primary school (March)	41	Maikaelelo Primary School (Olifantshoek)	40
Tsoe Primary School (Heinengvlei)	40	Deben Primary School (Deben)	40
Gatlhose Primary School (Bendel)	30	Sishen Intermediate Mine School (Seshen)	40
Good Hope Primary School (GoodHope)	41	Sishen Primary School (Kathu)	40
Itekeleng Primary School (Maphinick)	40	Ga-Segonayana	
Tsineng Primary School (Tsineng)	40	Schools	Learners
Bojelakgomo Primary School (Laxey)	40	Relekile Primary School (Ditshotswaneng)	30
Glenred Primary School (Glenred)	40	Rekgaratlhile High School (Seoding)	39
Maduo Primary (Ganap)	30	Mmitsatshipi Primary School (Garuele)	40
Tsaelengwe Primary (Tsaelwngwe)	20	Khiba Middle School (Gamopedi)	40
Thabazimbi		Maikaelelo Primary School (Magojaneng)	40
Schools	Learners	Vlakfontein Primary school (Kagung)	40
Dwaalboom Primary (Dwaalboom)	40	Bankhara Bodulong Primary School (Bankhara)	24
Sekgweng Combined School (Rooibrokraal)	36	Boitshireletso Primary (Washington)	40
Reenpan Primary School (Sentrum Thabazimbi)	39	Reitemogetse Primary School (Gasehubane)	30
Dio Gloria (Regorogile)	40	Tsantsabane	
Chrome Mine Primary School (Smashblock)	31	Schools	Learners
Rabugale Primary (Makopa)	29	Agang Thuto Primary School (Skeyfontein)	40
		Refentse Primary School (Groenwater)	40
		Khosis Primary School (Jenn Haven)	40
		Assmang Primary School (Newton)	40
		Asmandia Primary School (Postdene)	40



SANITARY TOWEL PROJECT

Programme Challenges

Many young women in rural areas of the Joe Morolong, Tsantsabane, and Thabazimbi municipalities face barriers to consistent school attendance due to limited access to sanitary pads during their menstrual cycles. This issue often leads to absenteeism, negatively impacting their educational performance and participation. The stigma surrounding menstruation further compounds the psycho-social challenges these young women face, affecting their confidence, well-being, and ability to engage fully in their communities.



Our Approach to Dealing with the Challenges

The Quarterly Sanitary Towels Drive, initiated by SIOC-CDT, aims to address these challenges through a comprehensive support programme:

- **Regular Distribution of Sanitary Towels:** The programme distributes sanitary towels quarterly to young women in identified schools, reducing absenteeism and ensuring consistent school attendance.
- **Community Collaboration and School Engagement:** The initiative works closely with the Department of Education to identify and support schools in rural areas, focusing on middle-school girls to address challenges from the onset of puberty.
- **Empowering Young Women:** Beyond distribution, the programme seeks to challenge stigmas surrounding menstruation and foster a supportive community culture. By empowering young women, it enhances their ability to participate fully in educational and daily activities.
- **Localised Supply Chain Support:** Blossom Care Solutions has been appointed as the supplier for the Northern Cape, with a local SME managing supplies in Thabazimbi, ensuring that the initiative remains rooted in community development.

Impact

- **Reduced Absenteeism:** By providing consistent access to sanitary towels, the programme reduces the number of school days missed by young women, enabling them to maintain consistent academic performance.
- **Challenging Menstrual Stigmas:** The initiative works to dispel the taboos surrounding menstruation, fostering a more inclusive and supportive community culture.
- **Empowered Young Women:** Participants are better able to engage in daily activities and contribute meaningfully to their communities, building confidence and resilience.
- **Community Collaboration and Growth:** The collaboration with local suppliers and community members helps ensure sustained support and strengthens local economic and social bonds.

Immediate Outputs

- **Support for Middle-School Girls:** The programme specifically targets young women at the onset of puberty, providing sustained support throughout their school years.
- **Quarterly Deliveries Across 34 Schools:** Sanitary towels are distributed quarterly to ensure a wide-reaching impact, with deliveries made to 34 identified schools in target areas.
- **Local Supplier Engagement:** Blossom Care Solutions and local SMEs are engaged as suppliers, contributing to local job creation and community involvement.
- **Operational Adaptation:** Interim solutions, such as exploring direct purchases from wholesalers, are being implemented to address operational challenges related to supply changes, ensuring uninterrupted support for beneficiaries.

Delivery Completed

Schools	Packs
GASEGONYANA	
Gamohana Middle School (Maruping)	300
Mmamoratwa Middle School (Seven Miles)	100
Learamele Special School (Mothibistad)	50
Makgolokwe Middle School (Batlharos)	150
GANTATELANG	
Gantatelang Middle School	180
Bankhara Bodulong Primary School (Bankhara)	203

DIGNITY PACKS PROJECT

The *Dignity Packs Programme* was developed to address a critical gap in support for underprivileged learners in schools who lack access to essential hygiene products.



Programme Challenges

For many children, this lack creates barriers to attending school, participating fully in educational activities, and maintaining a sense of self-worth and well-being. Previous initiatives often focused solely on providing sanitary towels for female learners, leaving male learners without similar support. By expanding the scope of hygiene assistance to all learners, we aim to promote dignity, health, and gender equality in school environments.

Our Approach to Dealing with the Challenges

The *Dignity Packs Programme* expands beyond traditional sanitary support to provide comprehensive hygiene care for underprivileged learners, regardless of gender. Our approach focuses on delivering dignity packs that contain essential hygiene products, such as bath soap, roll-on deodorant, body spray, body cream, a face cloth, toothbrush, and toothpaste. This initiative supports both male and female learners, ensuring equitable hygiene care.

Programme roll-out is managed collaboratively with the Department of Education and Social Development to identify schools with the highest need. Piloted in 2023, our roll-out strategy involves distributing hygiene packs either on a once-off basis or quarterly, targeting an eventual reach of 29 schools by 2025. This targeted approach ensures maximum impact, concentrating efforts on six schools per designated region.

Impact

The pilot phase of the *Dignity Packs Programme* in 2023 has already demonstrated a positive impact on learners' well-being, self-confidence, and school attendance. By providing essential hygiene products to learners, we have removed a barrier to participation in school life, enabling more children to attend classes consistently with dignity and self-respect.

Key outcomes include:

- Improved school attendance and participation among learners who received dignity packs.
- Enhanced self-esteem and hygiene awareness, contributing to a healthier learning environment.
- Equal support for both male and female learners, promoting gender equality and breaking stereotypes about hygiene needs.

Immediate Outputs

- **Piloting Phase (2023):** Distributed dignity packs to a selection of schools, with varying frequencies of once-off or quarterly distributions.
- **Distribution Milestones:** In 2023, two key distributions were conducted, including a significant delivery in July that extended the programme's reach to Gamagara schools, setting a precedent for future expansion.
- **Target Expansion:** A clear plan to expand to 29 schools by 2025, ensuring adequate and consistent supply to all identified needy learners.





SECTION 05

INVESTMENTS, FINANCIALS AND EXPENDITURE

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INVESTING IN OUR FUTURE

Since its establishment in 2011, SIOC-CDT InvestCo, the investment subsidiary of the SIOC Community Development Trust, has played an essential role in ensuring sustainable income to support the socioeconomic development of communities near Kumba Iron Ore's operations in South Africa's Northern Cape and Limpopo provinces.

Investment Strategy and Goals

InvestCo's mission is to create and manage a diversified portfolio that achieves inflation-adjusted returns over a rolling period, safeguarding the Trust's ability to provide resources beyond the expected operational lifespan of the Sishen Iron Ore Company, projected until 2038–2040. In line with this mission, InvestCo has strategically allocated up to 30% of the Trust's income towards long-term investments, guided by a carefully diversified asset mix. This approach includes listed equities, bonds, private equity, and offshore equities, undertaken in partnership with leading South African asset managers whose mandates align with SIOC-CDT's commitment to development-focused, impactful returns.

Portfolio and Strategic Investments

To create a resilient investment portfolio, InvestCo has prioritised assets across multiple sectors, including aviation, mining, and renewable energy. Key holdings include a 25.13% stake in SA Airlink, which supports regional connectivity, and full ownership of Urban Hotel Kathu, a strategic hospitality asset serving the Northern Cape's tourism sector. Additionally, InvestCo's involvement in the Kathu Solar Park, a 100 MW renewable energy project, reflects a commitment to sustainable energy and social impact.

Through prudent investment and rigorous portfolio management, SIOC-CDT InvestCo has demonstrated its commitment to fostering a sustainable, stable future for its communities, aligning financial stewardship with long-term social impact.

What safeguards SIOC-CDT funds from fraud or corruption?

SIOC-CDT employs several key safeguards to protect its funds from fraud and corruption, ensuring that resources are used as intended for community development and public benefit.

Governance and Oversight: The SIOC-CDT Board of Trustees plays a central role in safeguarding assets, with community representatives and independent trustees providing oversight. The trustees are tasked with approving strategic decisions and ensuring funds are used according to the Trust's objectives. This structure is designed to minimise conflicts of interest and increase transparency in decision-making.

Independent Audits and Financial Reporting: The Trust's finances undergo regular independent audits, which are essential for detecting and preventing any financial irregularities. Annual financial statements are prepared and reviewed, with auditing conducted by reputable firms to confirm adherence to legal and financial standards. This process provides accountability and helps identify any discrepancies.

Spending and Investment Policy: SIOC-CDT has clear policies dictating how funds are allocated. The Trust Deed specifies that up to 30% of income can be invested, with the remainder dedicated to public benefit activities. Trustees must review and approve all investments, with a focus on ethical and development-oriented returns.

Risk Management and Compliance Standards: Partnering only with vetted asset managers and requiring compliance with environmental, social, and governance (ESG) principles, SIOC-CDT ensures that investments align with its social objectives and ethical standards. Asset managers undergo an annual review to ensure their practices remain aligned with the Trust's values, reducing the risk of financial mismanagement or corruption.

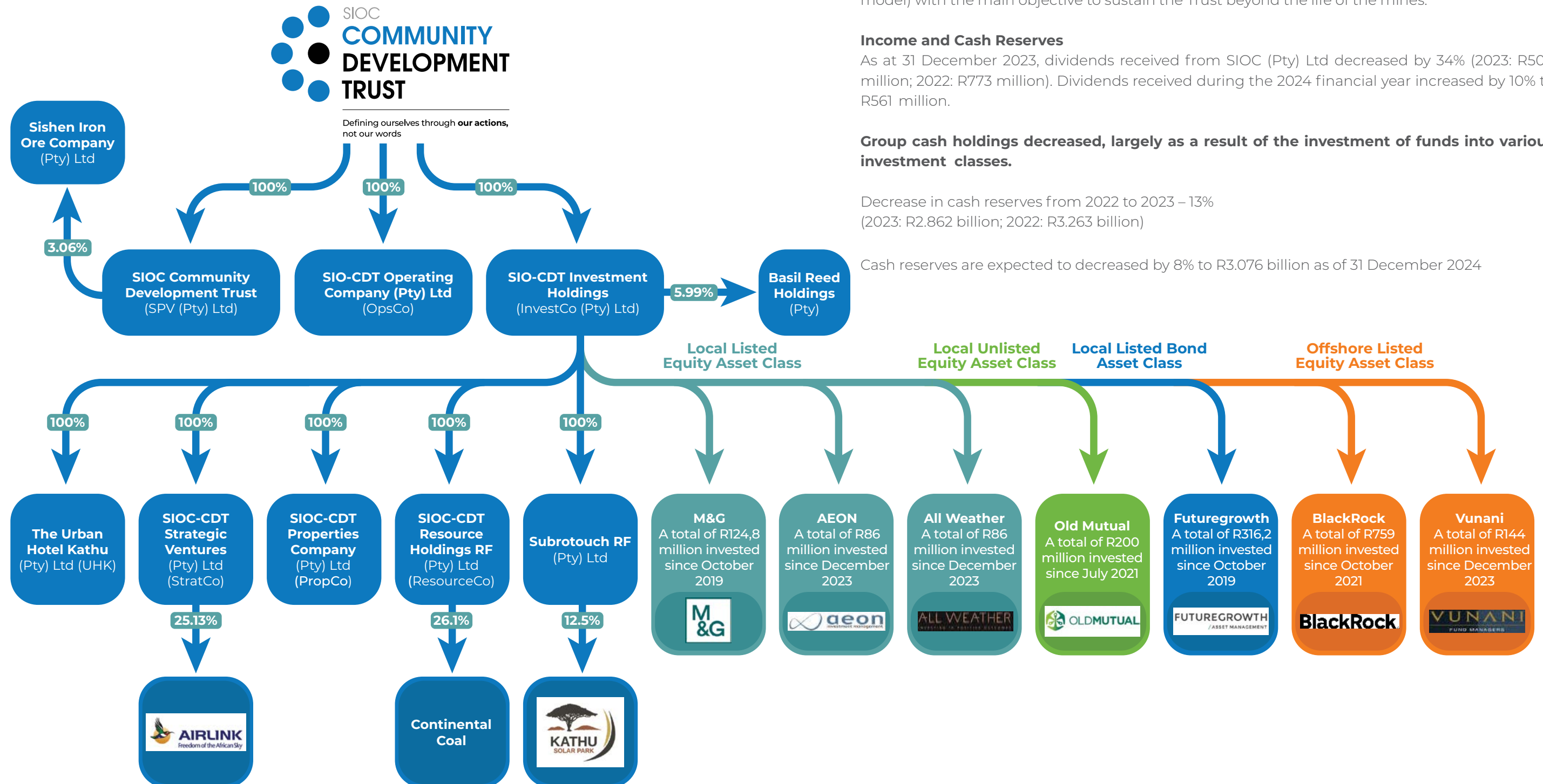
Internal Controls and Anti-Fraud Measures: SIOC-CDT has instituted internal controls to mitigate risks associated with fraud. These include strict procurement processes, internal financial controls, and ongoing risk assessments that support transparency and accountability within the organisation SIOC-CDT.

Through these safeguards, SIOC-CDT aims to protect its resources effectively, ensuring that funds are directed towards sustainable social impact rather than lost to fraud or corruption.

INVESTMENT OVERVIEW

In terms of its Trust Deed, SIOC-CDT can allocate 30% of its total income (which includes dividends received from its share in Sishen Iron Ore Company (Pty) Ltd) to InvestCo to keep the Trust sustainable beyond the life of mine.

InvestCo's mission is to ensure SIOC-CDT can operate indefinitely from investment income, for the ongoing benefit of its communities.



FINANCIAL MANAGEMENT

This same fair value of the investment in SIOC (Pty) Ltd decreased by 36.9% to R3.507 billion as of 30 September 2024 from the R5.558 million as of 31 December 2023.

Other investments increased by 101% to R2.813 billion (2022: R1.398 billion), mainly attributable to additional investments made into various asset classes to the approximate value of R1 billion. These investments are made following a diversification approach (according to a strategic asset allocation model) with the main objective to sustain the Trust beyond the life of the mines.

Income and Cash Reserves

As at 31 December 2023, dividends received from SIOC (Pty) Ltd decreased by 34% (2023: R508 million; 2022: R773 million). Dividends received during the 2024 financial year increased by 10% to R561 million.

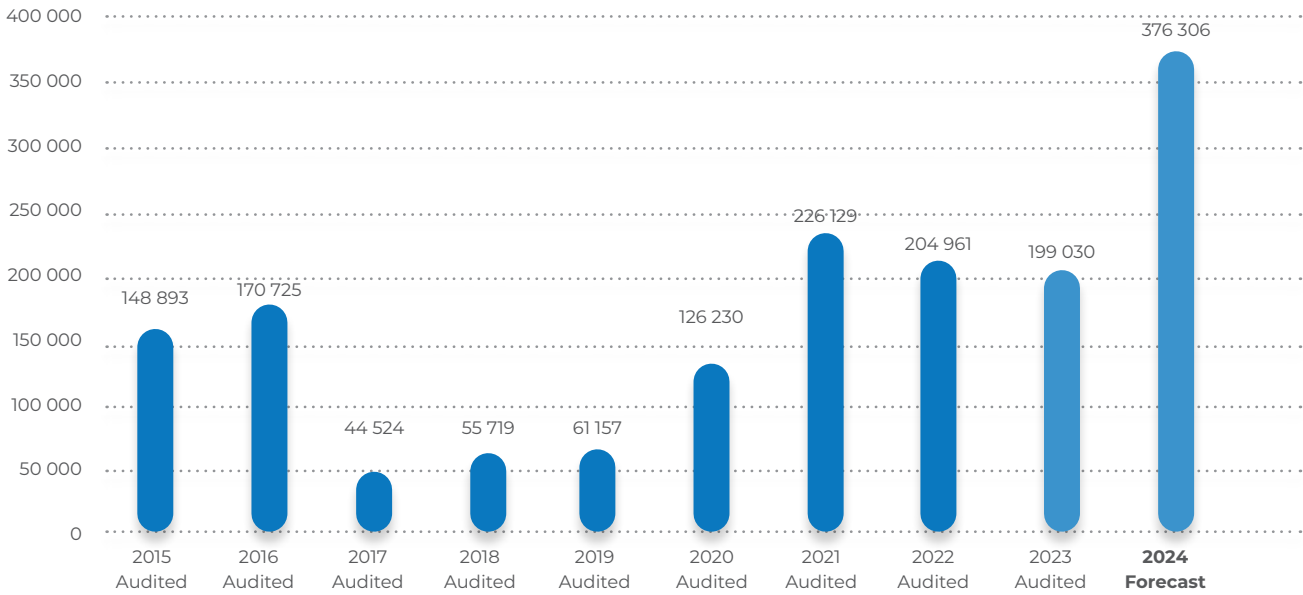
Group cash holdings decreased, largely as a result of the investment of funds into various investment classes.

Decrease in cash reserves from 2022 to 2023 – 13%
(2023: R2.862 billion; 2022: R3.263 billion)

Cash reserves are expected to decreased by 8% to R3.076 billion as of 31 December 2024



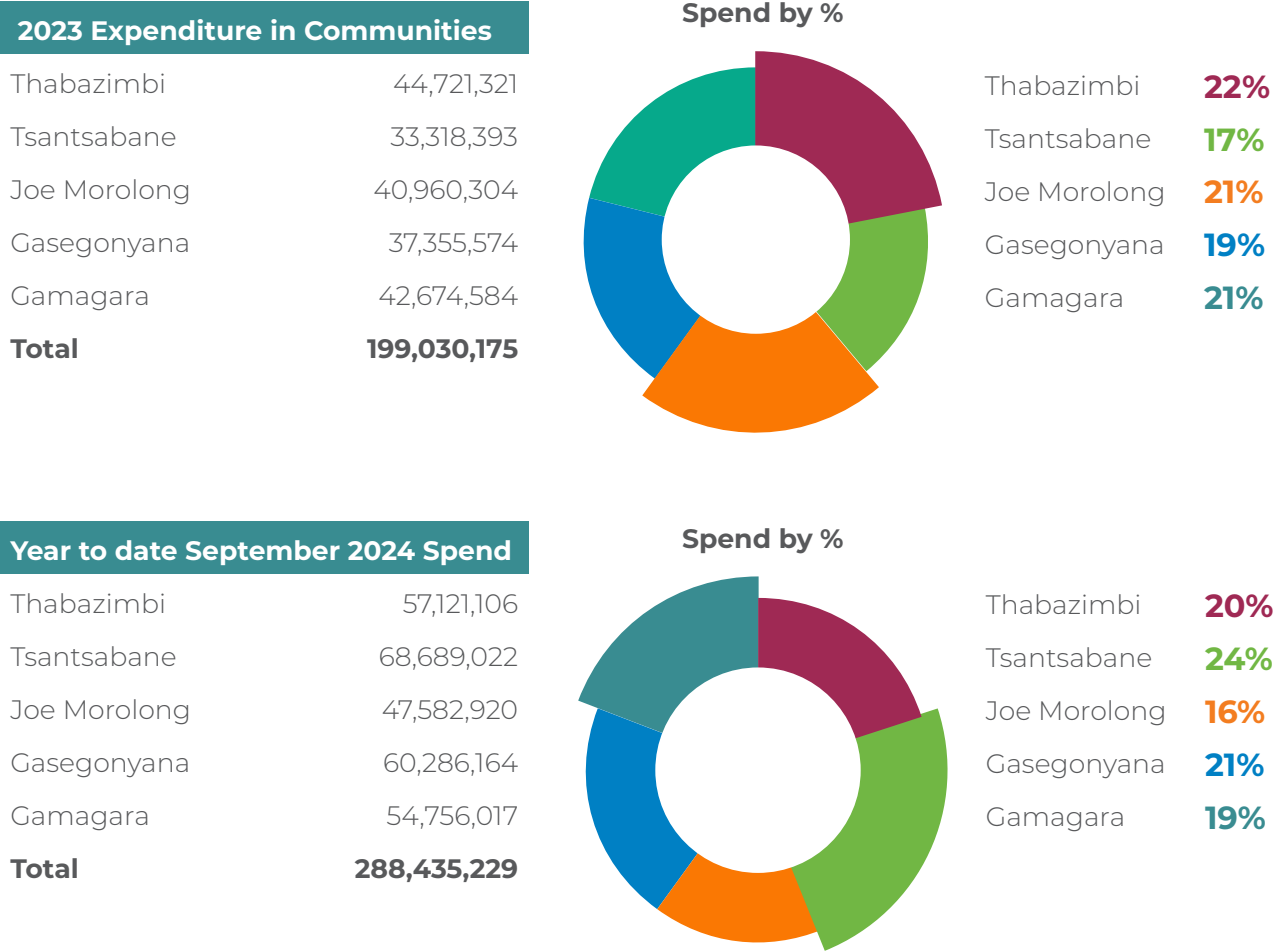
PBA SPENDING YEAR-ON-YEAR (R'000)



FORECASTED PBA SPENT FOR 2023

	PBA Spent 2023	Forecast PBA Spend for 2024
Education	99,830,611	167,125,526
Enterprise Development	15,553,100	44,602,278
Health & Wellness	23,960,775	121,040,423
Emerging Needs	59,685,690	43,537,641
Total	199,030,176	376,305,867

PBA SPENT PER BENEFICIARY AREA



SUPPLY-CHAIN MANAGEMENT TRANSFORMATION

The table below outlines procurement performance during the 2023 financial year.

Strategic Objective	Actual Performance: FY2023
Local procurement	30%
B-BBEE Spend	90%

GLOSSARY

Advocacy: The act of pleading or arguing in favour of something, such as a cause, idea or policy; active support

Assurance: A statement or indication that inspires confidence; a guarantee or pledge. Baseline outcomes data that forms the basis for comparison of results in future

Beneficiary: A person who gains or benefits in some way from something

Capacity: The ability to do, make or accomplish something

Catalyst: A person or thing that causes a change

COVID-19: A contagious viral disease causing severe acute respiratory syndrome

Custodian: A guardian or keeper

Diversified: To distribute (investments) among different companies or securities in order to limit losses in the event of a fall in a particular market or industry

E-learning: Education – an internet-based teaching system

Entrepreneur: One who organises and manages an enterprise; one who owns and runs his own business

Equities: Ownership interest in a corporation, property or other holding

Exhibition: A large-scale public showing of objects

Expenditure: Something that is paid for – an expense

Feasible: Capable of being accomplished or brought about; possible

Franchise: The right or licence granted to an individual or group to market a company's goods or services in a particular territory

Incubator: A programme that helps startups to scale and grow their business by programme stimulating innovation

Infrastructure: The basic facilities, services and installations needed for the functioning of a community or society, such as transportation and communications systems, water and power lines and public institutions

Intervention: The systematic process of assessment and planning employed to remediate or prevent a problem

InvestCo: A private company founded by SIOC-CDT, with the purpose of finding and managing suitable investments for the Trust

Impact: To have a strong effect (on)

King IV™: The King Code™ contains both principles and recommended practices aimed at achieving good corporate governance outcomes

Lifestyle diseases: Lifestyle diseases are commonly caused by lack of physical activity, unhealthy eating, alcohol, drugs and smoking, which lead to heart disease, stroke, obesity, type II diabetes and lung cancer

loveLife: A non-profit organisation promoting social activism for healthy living, active lifestyles and HIV consciousness among young people

Net assets: In accounting, the value of a company's total assets less its total liabilities and intangible assets. Put another way, the book value is the shareholders' equity, or how much the company would be worth if it paid of all its debts and liquidated immediately

Ophthalmology: The branch of medicine that deals with the diagnosis and treatment of diseases and disorders of the eye

Optometrist: One who examines eyes and measures vision

Pedagogy: The art or profession of teaching/preparatory training or instruction

Procurement: The act of buying

Re a Fola: Mobile bus clinics rendering primary healthcare services to communities in the JTG District and the Tsantsabane Local Municipality

Revenue: The gross income from a business enterprise, investment, property or similar

Roadshow: Any occasion when an organisation attracts publicity while touring or visiting

Sanitary towel: An absorbent pad worn externally by women during menstruation to absorb the menstrual flow

SciMathUS programme: Programme offering learners who have already passed Grade 12 – but who do not qualify for higher education – a second opportunity to improve their National Senior Certificate (NSC) results in specific subjects to enable them to reapply for university programmes

Spaza shop: An informal convenience shop, or 'tuck shop' business in South Africa, usually run from home

Testimonial: A statement in support of a particular truth, fact or claim

Theory of Change: Theory of Change is a specific type of methodology for planning, participation and evaluation that is used in companies, in philanthropy and in not-for-profit and government sectors to promote social change

Trust: An institution or organisation directed by trustees

Trustee: A member of a board elected or appointed to direct the funds and policy of a Trust



ACRONYMS

A4S	Access 4 Success
ADE	Advanced Diploma in Education
AEL	Academy for Environmental Learning
CBO	Community-Based Organisation
CDS	Community Development Strategy
CHW	Community Health Worker
CPA	Communal Property Association
CPUT	Cape Peninsula University of Technology
CRD	Chronic Respiratory Disease
CVD	Cardio-Vascular Disease
GARC	Group Audit and Risk Committee
GDP	Gross Domestic Product
ECD	Early Childhood Development
ED	Early Development
ESG	Environmental, Social and Governance
FGDs	Focus Group Discussions
HEI	Higher Education Institution
IDIs	In-Depth Interviews
IRC	Investments Review Committee
JTG	John Taolo Gaetsewe
KIIs	Key Informant Interviews
NCD	Non-Communicable Disease
NOMCOM	Nominations Committee
NPO	Non-Profit Organisation
NPS	Net Promoter Score
NSC	National Senior Certificate
NWU	North-West University
NYDA	National Youth Development Agency
PRC	Projects Review Committee
PWD	People with Disabilities
REMCO	Remunerations Committee
SAA	Strategic Asset Allocation
SDG	Sustainable Development Goals

SEDA	Small Enterprise Development Agency
SETCO	Social, Ethics and Transformation Committee
SciMathUS	Science and Mathematics Programme – Stellenbosch University
SIOC-CDT	SIOC Community Development Trust
SME	Small- to Medium-Sized Enterprise
SPU	Sol Plaatje University
STEM	Science, Technology, Engineering and Mathematics
SUDI	Substance Use Disorder Intervention
SUN	Stellenbosch University
TADS	Tsantsabane Alcohol and Drug or Substance Abuse
TPL	Teacher Professional Learning
UP	University of Pretoria
WTD	World Teachers’ Day
YTD	Year-to-Date