

TRANSFORMATION INITIATIVES TO BE CONDUCTED BY SSK

1. DEFINITIONS

In this document, unless expressly stated or the context indicates otherwise, the following words and expressions bear the meanings assigned to them below and cognate expressions bear corresponding meanings –

- 1.1 “**Approval Date**” means 31 March 2024;
- 1.2 “**HDPs**” means historically disadvantaged persons as defined in section 3(2) of the Competition Act, in terms of which section a person is a historically disadvantaged person if that person –
 - 1.2.1 is one of a category of individuals who, before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), came into operation, were disadvantaged by unfair discrimination on the basis of race;
 - 1.2.2 is an association, a majority of whose members are individuals referred to in clause 1.2.1;
 - 1.2.3 is a juristic person other than an association, and individuals referred to in clause 1.2.1 own and control a majority of its issued share capital or members’ interest and are able to control a majority of its votes; or
 - 1.2.4 is a juristic person or association, and persons referred to in clauses 1.2.1, 1.2.2 or 1.2.3 own and control a majority of its issued share capital or members’ interest and are able to control a majority of its votes; and
- 1.3 “**SSK Membership Assistance Fund**” means a fund set up by SSK to assist HDPs with the acquisition of the requisite 4,000 shares in SSK if they qualify for membership in SSK.

2. TRANSFORMATION INITIATIVES

SSK will take the following steps in an attempt to increase the number of HDPs holding membership of SSK –

- 2.1 SSK will take all reasonable steps to identify as many suitable candidates as possible, in the service area of SSK. These steps will be conducted with effect from the Approval Date for a period of 3 (three) years from the Approval Date;
- 2.2 SSK will, at least 3 (three) times per year, conduct membership drives amongst those farmers identified as a result of the efforts described in clause 2.1. These membership drives will be conducted with effect from the Approval Date for a period of 3 (three) years from the Approval Date;
- 2.3 SSK will encourage suitable candidates to apply for membership in SSK and create conducive conditions for them to do so (by, for instance, assistance with completion and delivery of application forms and supporting documents and/or information); and
- 2.4 SSK will provide funding to qualifying candidates by means of the SSK Membership Assistance Fund.

If you qualify as an HDP and have any questions regarding the above, please contact Andre Joubert at andre.joubert@ssk.co.za or 028 514 8600