

COMMITMENT AND UNDERTAKING TO THE INDEPENDENT CODE OF GOVERNANCE FOR NON-PROFIT ORGANISATIONS IN SOUTH AFRICA



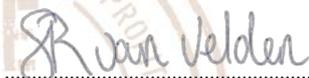
THE NON-PROFIT ORGANISATION KNOWN AS

Thuma Mina Teaching (K2020/187250/08)

HEREBY COMMITS ITSELF TO COMPLY WITH AND GIVE FULL EFFECT TO THE PRINCIPLES, VALUES AND GUIDELINES WHICH CONSTITUTE THE INDEPENDENT CODE OF GOVERNANCE FOR NPOS IN SOUTH AFRICA, IN ACCORDANCE WITH ITS INTENT AND PURPOSE, INCLUDING THE UNDERMENTIONED ISSUES:

1. An NPO exists to promote a public benefit purpose, and shall serve the public interest with fidelity, altruism, goodwill and integrity.
2. The capacity and resources of the organisation shall be applied exclusively for the advancement and implementation of its public benefit purpose.
3. The Board accepts primary responsibility to ensure adherence to the core values and principles of good governance set out in the Code, to exercise effective leadership, and to ensure the organisation's legal and fiscal compliance.
4. The organisation and its office bearers commit themselves to the operational principle of transparency and accountability to donors, beneficiaries and the general public.
5. All Board members and others involved with the organisation undertake to observe utmost good faith, specifically avoiding improper self-benefit or conflicts of interest.
6. The organisation shall at all times conduct its affairs in accordance with the principles of equality and non-discrimination, and shall treat all persons with dignity and respect.
7. The organisation shall deal fairly with its employees and volunteers, including provision for reasonable remuneration or reimbursement of out-of-pocket expenses; and it shall observe best practice principles in its staff policies, and in its overall management of human relations.
8. The organisation shall respect the fundamental rights entrenched in the South African Constitution, including those which relate to equality; non-discrimination; just administrative action; human dignity; and freedom of association.
9. The organisation shall at all times act with fairness, impartiality, and without fear, favour, or prejudice, in the best interests of its beneficiaries, specifically avoiding nepotism and self-benefit.
10. The organisation shall conform to the governance provisions of its constituting documents, and ensure due compliance with all legal, fiscal and other statutory and regulatory duties prescribed by law from time to time.

Signed at Wellington, RSA on this 28 day of October year 2020



On behalf of the Board

The NPO currently does not have any members or employees

On behalf of the Members

On behalf of the Employees

PLEASE NOTE THAT THIS VOLUNTARY CODE IS NOT INTENDED AS LEGAL ADVICE. ORGANISATIONS SHOULD WHERE NECESSARY SEEK PROFESSIONAL LEGAL AND FINANCIAL ADVICE ON MATTERS INVOLVING LEGAL AND FISCAL COMPLIANCE.