

TRANSFORMATION DECLARATION

Members of the **South African Forum of Civil Engineering Contractors (SAFCEC)** agree that they have a critical role to play in the pursuance and attainment of the country's developmental agenda and acknowledge and accept the obligations and responsibilities with this endeavour.

Against this contextual background, SAFCEC hereby declares its support and commitment to sustainable and meaningful socio-economic transformation of the sector in particular and the country in general; to broaden economic participation, drive growth, job creation, skills development and transfers, poverty alleviation and capacity building for social cohesion and nation building.

We believe that transformation must be driven by a genuine desire for the creation of a more demographically representative, just, fair, equitable, ethical and inclusive sector and society. As our point of departure, we therefore commit ourselves: -

- ◆ To adhere to and respect the letter and spirit of all applicable laws and the Constitution of the Republic of South Africa and its associated preamble and all other values espoused therein;
- ◆ To further adhere to and respect our own organisational constitution and values (HUMANITY, HARMONY, DEMOCRACY), including all codes of conduct and good practice applicable to our industry;
- ◆ To prioritise the adoption, adherence and institutionalisation of this Transformation Declaration and aspirations contained herein for the fulfillment of this vision;
- ◆ To the development of transparent, specific, realistic and measurable transformation strategies;
- ◆ To support, promote and align to the sector and country's transformation imperatives;
- ◆ To encourage and promote principles of equality, non-discrimination and diversity;
- ◆ To further endeavor to actively eradicate all forms of corporate racism and sexism and uphold the dignity of each person;
- ◆ To actively promote our industry as accessible and inclusive of all South Africans who historically had restricted access to opportunities in the Construction Industry trades, occupations and/or professions;
- ◆ To introduce measures aimed at identifying and ensuring the elimination of barriers to entry or assimilation and integration of emerging contractors into the mainstream of the country's construction economy value chain through the introduction of SMME development and incubation programmes;
- ◆ To introduce programmes that support sustainable and ethical business practices to build the necessary skills within our sector in such a way that we reflect the country's diversity and demographics in terms of race, gender, youth and social status;
- ◆ To partner, form alliances and collaborative with like-minded industry stakeholders for the progressive realisation of this Declaration;
- ◆ To be sensitive to the broader socio-economic and environmental context within the sector and strive to make meaningful contributions to South Africa's developmental challenges;
- ◆ To strive to create a climate of mutual respect, trust, commitment and co-operation within SAFCEC for the achievement of the foregoing.

**THUS ADOPTED BY SAFCEC COUNCIL AND SIGNED ON BEHALF OF
MEMBERS AT JOHANNESBURG ON THIS THE 26TH DAY OF JUNE 2018**



WEBSTER MFEBE
CHIEF EXECUTIVE OFFICER

ISABELLA MAKUTA
PRESIDENT