



Registration no. 2001/010708/08

TRANSFORMATION PLAN POLICY

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A handwritten signature in black ink, appearing to read "F. Mellet", written over a horizontal line.

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A handwritten signature in black ink, appearing to read "J. Coetzee", written over a horizontal line.

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SAAMA Council President

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1 INTRODUCTION

SAAMA is a South African registered entity and as such supports the intent of the Employment Equity Act.

2 PURPOSE

The purpose of this plan is to detail the actions that will be implemented in order to align our elected Council and Member base demographics with the South African demographic profile.

3 KEY PRINCIPLES SUPPORTED

The following Equity Principles will be upheld by SAAMA:

- SAAMA has since 2017 decided to appoint VdW as Secretariat for the Association, based on a Service Level Agreement. Therefore SAAMA has no direct Employees as from 2017 onwards.
- SAAMA strives for an organisational culture that supports and encourages Members to respect diversity, while focusing on shared values.
- SAAMA does not tolerate any unfair discrimination in any Association practice, service to its members or policy.

4 PLANNING HORIZON

The planning horizon will be set at 5 years.

5 KEY STRATEGIC OBJECTIVES, CHALLENGES & ACTIONS

SAAMA has identified the following key objectives and potential challenges:

Key Objective	Potential Challenge	Affirmative Actions	Target Year
1) Representative Council	The council is elected by, and selected from its member base. This leads to a potential situation that if the member base is not transformed, the council will not match the demographical profile of	Place a limit on the number of white male positions available on the council	2017
		Identify potential council members of the correct demographical group that can be coached into taking a	2018

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	Southern Africa	position onto the council	
2) Representative Member Base	There is no barrier to entry to members. The member base in theory should be representative of the Asset Management fraternity found in industry. Thus it is dependent on how far the industry has transformed.	Engage with industry to promote membership specifically from the identified demographical groups.	2015 to 2019
	Because SAAMA places no restriction on membership, the needed demographical information is not gathered, nor available per member.	The membership database must be upgraded to include the needed demographical data (race, sex, disability, location)	2019

6 MONITORING & KEY PERFORMANCE INDICATORS

The following Key Performance Indicators will be monitored at the specified intervention:

Key Performance Indicator	Intervention
Total Member Count	Monthly Council Meeting
% Members from previously disadvantaged demographical grouping (split into race and sex)	Monthly Council Meeting
% Council members from previously disadvantaged demographical grouping (split into race, sex and disability)	Annual General Meeting