



**COMMUNITY DEVELOPMENT
PROGRAMME**

ANNUAL REPORT FY 2016

CONTENTS

EXECUTIVE SUMMARY

04 MURRAY & ROBERTS COMMUNITY DEVELOPMENT PROGRAMME ('CDP')

The Murray & Roberts CDP represents the Group's tangible contribution towards redressing inequalities.

GROUP CDP OVERVIEW

05 PARTNERSHIPS FOR CHANGE

Murray & Roberts has a vested interest in the well-being of our employees, host communities and the local economies in which we operate.

SOUTH AFRICAN PERSPECTIVES

06 INVESTING IN THE FUTURE

Murray & Roberts disbursed R23,1 million towards implementation and achievement of the Group's CDP mandate within South Africa.

PARTNERING FOR IMPACT

08 EARLY CHILDHOOD SUPPORT

Making a difference to vulnerable and orphaned children in South Africa.

09 PRIMARY & SECONDARY SCHOOL SUPPORT

Investing in primary and secondary school education for quality learning outcomes.

REFLECTIONS FROM OUR PARTNERS

10 MATHEMATICS, SCIENCE & TECHNOLOGY

Feedback from our beneficiaries, TRAC South Africa, Tomorrow Trust, Student Sponsorship Programme.

SUPPORTING LOCAL COMMUNITY PROJECTS

12 MATHIPA MAKGATO SECONDARY SCHOOL PARTNERSHIP PROJECT

During FY16 Murray & Roberts embarked on a small-scale refurbishment project at Mathipa Makgato Secondary School in the Limpopo province.

TERTIARY EDUCATION & TRAINING SUPPORT

14 LETSEMA TERTIARY BURSARIES AND UNIVERSITY CHAIRS

The Tertiary Education & Training Support Programme embodies our commitment to building a steady stream of qualified professionals.

COMMUNITY SKILLS DEVELOPMENT

16 MEDUPI LEADERSHIP INITIATIVE

Financial Literacy Training, Drive Your Life Training and Smallholder Farmers Project are the areas that Murray & Roberts support within the MLI.

18 2015 JACK CHEETHAM AWARDS

Waves for Change and Wheelchair Tennis South Africa

19 MURRAY & ROBERTS CHAIR OF ENVIRONMENTAL EDUCATION AND SUSTAINABILITY

FY16 marked the 25th anniversary of the establishment of the Murray & Roberts Chair of Environmental Education at Rhodes University.

EMPLOYEE COMMUNITY INVOLVEMENT PROJECTS

20 MURRAY & ROBERTS EMPLOYEE COMMITMENT

FY16 was characterised by an increase in employee community involvement.



IMPACT BEYOND SOUTH AFRICAN BORDERS

22 **MURRAY & ROBERTS CEMENTATION ZAMBIA**
Continued support for their flagship project, Zambia Deaf Youth and Women (“ZDYW”) Organisation.

23 **MURRAY & ROBERTS CEMENTATION CANADA & USA**
Employees are encouraged to support local charitable and community organisations.

23 **CLOUGH AUSTRALIA AND PAPUA NEW GUINEA**
Clough continued support for their legacy projects during FY16, prioritising funding to 6 focus areas.

MURRAY & ROBERTS
Physical Address
Douglas Roberts Centre, 22 Skeen Boulevard,
Bedfordview, 2007, Republic of South Africa

Postal Address
PO Box 1000, Bedfordview, 2008, Republic of South Africa
Tel: +27 11 456 6200
Fax: +27 11 455 2222
E-mail: info@murrob.com

DISCLAIMER

Reproduction of the CDP Report in whole or in part without express written permission from Murray & Roberts or the publishers is prohibited.

Great care has been taken in the preparation of the articles. The editor and publishers cannot accept responsibility for any errors which may inadvertently have occurred.

The opinions expressed in this report are those of the authors and/or persons interviewed, and do not necessarily reflect the views of the editor, publishers or Murray & Roberts.



EXECUTIVE SUMMARY

The Murray & Roberts Community Development Programme (“CDP”) represents the Group’s tangible contribution towards redressing inequalities of the past in South and sub-Saharan Africa, while simultaneously facilitating opportunities for growth and socio-economic development within communities associated with our global operations. Central to the CDP is a considered focus on education and skills development, aimed at facilitating access and throughput across the education, skills development and employment pipeline.

Pursuant to the achievement of the aforementioned objectives, Murray & Roberts has operationalised an integrated CDP strategy, which is geared towards leveraging knowledge, resources and partnerships in order to deliver meaningful and sustainable value for partners and stakeholders. Implementation of the integrated CDP gained traction during FY16, evidenced through strengthened integration between the CDP and business unit objectives in communities where we operate; concentrated pooling of funds; an expanded development footprint; successful partnerships with key stakeholders and enhanced brand awareness.

Through this report, Murray & Roberts presents salient features of the CDP activities that were implemented across the Group and in several communities across the world. The report provides insights into partnerships with beneficiaries and stakeholders, as well as the resultant outcome and impact of these partnerships.

GROUP CDP OVERVIEW

Partnerships for Change

Murray & Roberts has a vested interest in the well-being of our employees, host communities and the local economies in which we operate.

We remain committed to adherence with legislation, codes of good practice and embedding business practices that promote socio-economic growth and development in a sustainable way.

Within South and sub-Saharan Africa, the integrated CDP framework forms the basis of all engagement with and support for local communities and stakeholders.

Implementation of the CDP is operationalised and financed through four programmes, namely the Murray & Roberts Child Welfare Fund ("MRCWF"), Corporate Social Investment ("CSI"), the Letsema Khanyisa Black Employee Benefits Trust ("Letsema Khanyisa") and the Letsema Sizwe Broad-Based Community Trust ("Letsema Sizwe").

Collectively, these programmes serve as the conduit through which Murray & Roberts contributes towards building communities that are socially and economically sustainable.

Murray & Roberts companies operating outside African borders have also invested significant resources into community development. These investments have been responsive to local contexts, supportive of national imperatives and promote employee involvement.



SOUTH AFRICAN PERSPECTIVES

Investing in the future

Murray & Roberts has a rich tradition of advancing socio-economic development (“SED”) and invests significant financial and non-financial resources in supporting concomitant activities.

For the period under review, Murray & Roberts disbursed R23,1 million towards implementation and achievement of the Group’s CDP mandate within South Africa.

Each of the programme budgets has been designed to support activities across four sectors, namely: Early Childhood Development; Primary & Secondary School Education; Tertiary Education & Training; and Community Skills Development.

During the FY16 reporting period, programmes within the Primary & Secondary and Tertiary Education sectors benefitted from the larger share of the overall CDP budget, with expenditure recorded at R7,8 million and R6,4 million respectively. A total of R5,1 million was disbursed in support of programmes focused on Community Skills Development, while Early Childhood Support programmes received R1,1 million.

Smaller discretionary donations (R500,000) were made to projects within labour-sending communities where we operate, as well as Employee Community Involvement (“ECI”) initiatives. The remaining funds were expended on overhead or professional costs associated with implementation of these programmes.

Project implementation highlights for each of the four strategic focus areas are provided throughout the report.

Funding for the CDP was derived from the integrated strategy adopted by the Murray & Roberts Limited Board as follows:

Early Childhood
Development Support



Primary & Secondary
School Education



Tertiary Education &
Training



Community Skills
Development



General
Donations

Overhead
Costs



The partnership with Murray & Roberts has facilitated the academic support and achievement of 150 learners who have progressed to grades 9, 10 and 11 since the start of the programme.

Taryn Courthino, Programme Coordinator, Tomorrow Trust



Financial Summary

MRCWF

TOTAL: R0,4 million

Early Childhood Development Support	R0,4m
-------------------------------------	-------

LETSEMA KHANYISA

TOTAL: R7,4 million

Primary & Secondary School Education	R2,8m
Tertiary Education & Training	R3,7m
Overhead Costs	R0,9m

LETSEMA SIZWE

TOTAL: R6,3 million

Early Childhood Development Support	R0,7m
Tertiary Education & Training	R0,1m
Community Skills Development	R4,8m
General Donations	R0,2m
Overhead Costs	R0,5m

CSI

TOTAL: R9 million

Primary & Secondary School Education	R5,1m
Tertiary Education & Training	R2,6m
Community Skills Development	R0,3m
General Donations	R0,3m
Overhead Costs	R0,7m

PARTNERING FOR IMPACT



Global institutions such as the United Nations and the World Bank advocate for ECD as a significant tool to address poverty alleviation and development.

EARLY CHILDHOOD DEVELOPMENT SUPPORT

Early Childhood Development (“ECD”) has come to be regarded as critical for establishing the foundation for academic, psycho-social and economic success for children from disadvantaged backgrounds. Global institutions such as the United Nations and the World Bank advocate for ECD as a significant tool to address poverty alleviation and development.

Murray & Roberts has supported ECD for over a decade, prioritising the development of numeracy and literacy skills within early childhood. In recent years however, we developed a greater appreciation for the interrelated needs of young children which include amongst others, food security; housing and shelter; health care and psycho-social support. As such, ECD programme implementation has been expanded to cover both education and general welfare support.

The primary ECD programmes supported during FY16 include:

R400,000

Distributed to **20 beneficiaries of the Murray & Roberts Child Welfare Fund**. These organisations provide shelter, food security, clothing, therapy, resources and equipment for vulnerable children, children with disabilities and those living with terminal illnesses.

**R300,000 funded by Letsema Sizwe has been allocated to MRCWF for future donations.*

R400,000

Distributed to **Khululeka Community Education** in support of the **SmartStart Social Franchising for ECD** programme.

Allocated towards training 27 Early Learning Facilitators and the establishment of 27 playgroups that are currently providing quality numeracy and literacy programmes to 270 children within rural villages of the Eastern Cape.



PRIMARY & SECONDARY SCHOOL SUPPORT

Investment in primary and secondary school education assists in promoting the throughput of talent into the tertiary education sector. It also enables Murray & Roberts to partner with key stakeholders in education, aimed at identifying and addressing bottlenecks within the education system that stifle the achievement of quality learning outcomes.

For the period under review, Murray & Roberts invested R7,9 million focusing specifically on curriculum-based support in the core subjects of mathematics, science and technology and the provision of secondary school bursaries for dependents of qualifying Murray & Roberts employees. Funding was also allocated to curriculum development, educator training, academic resources and in limited instances, infrastructure projects.

The Letsema Khanyisa Trust was established in 2005 as a broad-based black economic empowerment shareholder in Murray & Roberts and seeks to enable broad-based black economic empowerment by facilitating the upliftment of black employees and their immediate families, through the provision of appropriate benefits.

Benefits from Letsema Khanyisa focus exclusively on education and skills development. The Letsema Khanyisa Bursary Support Scheme was initiated in 2007 and is aimed at improving access to higher quality secondary schools and tertiary institutions. To date, some 300 youth have benefited from the programme. The bursary programme is not limited to financial support but includes telephonic and face-to-face support, vocational and career guidance, academic targeting, study-skills and lifeskills workshops.

Funding for this strategic focus area was derived from the CSI budget and the Letsema Khanyisa Trust:

Corporate Social Investment	Letsema Khanyisa
Mathematics, science and technology education	Secondary school bursaries for dependents of qualifying Murray & Roberts employees
R5,1 million	*R2,8 million
5 000 beneficiaries	60 bursars
8 Partner Organisations	47 Partner Schools
6 Provinces	9 Provinces

** R2,8 million allocated for calendar year 2016 and by the end of June 2016, Murray & Roberts had disbursed R1,4 million of the projected bursary cost in support of the 60 secondary school learners.*

REFLECTIONS FROM OUR PARTNERS

Mathematics, Science & Technology Support

TRAC SOUTH AFRICA:
PHYSICAL SCIENCE & APPLIED MATHEMATICS

30 SCHOOLS – 4 000 LEARNERS

“ 472 of the grade 12 learners of 2015 have enrolled for tertiary studies in 2016. Within this number, 179 learners received bursaries for their planned tertiary studies. These statistics are indicative of the fact that learners no longer regard grade 12 as the end of their career development. By investing in TRAC SA, Murray & Roberts have secured the future of many TRAC learners through their long-term commitment and support. ”

– DEBBEY OLIVIER, CHIEF EXECUTIVE OFFICER

TOMORROW TRUST:
SATURDAY & HOLIDAY SCHOOL

150 GRADE 9, 10 & 11 STUDENTS

“ The Tomorrow Trust has partnered with Murray & Roberts for 4 years. The partnership with Murray & Roberts has facilitated the academic support and achievement of 150 learners who have progressed to grades 9, 10 and 11 since the start of the programme. ”

– TARYN COURTHINO, PROGRAMME COORDINATOR





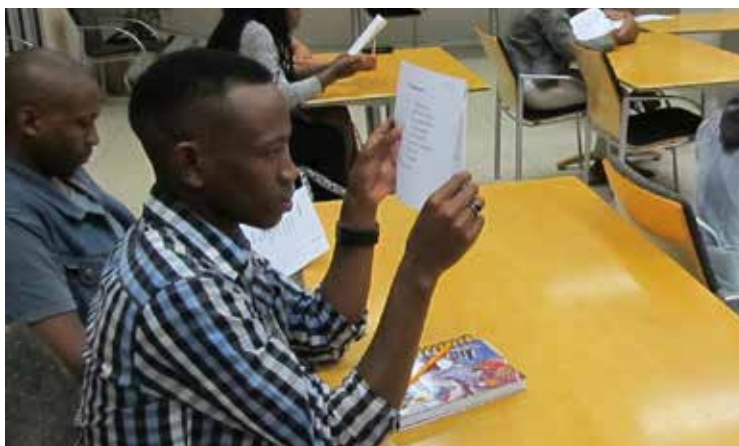
STUDENT SPONSORSHIP PROGRAMME (“SSP”):
BURSARY MANAGEMENT SERVICE PROVIDER

60 SECONDARY SCHOOL BURSARS

“ SSP has had the privilege of managing the Letsema Bursary programme since 2013. Apart from providing funding towards academic tuition, transport, stationery and uniforms, the programme also facilitates additional support for learners and their parents. This empowers learners and encourages them to deliver their personal best.

Thoriso Thubisi was awarded a secondary school bursary in 2015. Shortly after enrolling at the Curro Academy, he was awarded a Certificate of Excellence for achieving the overall 2nd position in term one of grade 11. During our interactions with Thoriso he always expresses his desire to make Murray & Roberts proud of their decision to invest in his future. ”

– KATE HAMPTON, PROGRAMME MANAGER



SUPPORTING LOCAL COMMUNITY PROJECTS

Mathipa Makgato Secondary School Partnership Project



During FY16 Murray & Roberts embarked on a small-scale refurbishment project at Mathipa Makgato Secondary School in the Limpopo province.

The project was implemented as a partnership between Murray & Roberts Cementation and Murray & Roberts Group CDP, as part of Murray & Roberts Cementation's CDP commitments associated with the Venetia Underground Project.

Mathipa Makgato is located within the Makgato Village of the Blouberg Municipality, which is a labour-sending community to the Venetia mine.

The school approached Murray & Roberts Cementation, requesting a donation of classroom furniture. Following a site visit to the school and upon further assessment, it was evident that the infrastructure was in disrepair and the school lacked basic resources needed to facilitate effective learning.

Murray & Roberts Cementation adopted the school and committed to a two-phased refurbishment project that sought to address security issues within the school; refurbishment of classrooms; electrical hazards and learner safety; and the supply of desks and chairs.

Murray & Roberts Cementation successfully completed the project within a six month period and attributed this success to several factors.



A total of R1,1 million was raised for this project, enabling the delivery of a safer, cleaner and better resourced learning environment for the 760 learners at the school.

The role of partnerships was noted as a critical success factor and the availability of funding undoubtedly aided the achievement of the desired outcomes.

Murray & Roberts Cementation established a project steering committee constituted by representatives from the school management team, the school governing body and the Limpopo Provincial Education Department.

Participation was also extended to Murray & Roberts Cementation suppliers who generously contributed financial and in-kind donations in support of the project. Engineers and other technical staff from Murray & Roberts Cementation also committed time to oversee work being done by the locally-appointed contractor and to undertake quality inspections upon completion.

A total of R1,1 million was raised for this project, enabling the delivery of a safer, cleaner and better resourced learning environment for the 760 learners at the school.



TERTIARY EDUCATION & TRAINING SUPPORT



The Tertiary Education & Training Support Programme embodies our commitment to building a steady stream of qualified professionals that will serve the engineering and construction industry and the South African economy as a whole.

During FY16, we invested in two targeted programmes geared towards academic qualification; skills development and training; and the general transformation of the future talent pool.

Total funding allocated to this focus area amounted to R6,4 million, with R3,7 million allocated towards tertiary education bursaries and R2,6 million providing support for academic Chairs (focused on engineering and the built environment) at two South African Universities.

The remaining funds were allocated to support beneficiaries of the Thuthuka Bursary Fund as part of our partnership with the South African Institute for Chartered Accountants.

IBRAHIM AMOD

**3RD YEAR QUANTITY
SURVEYING STUDENT AT
DURBAN UNIVERSITY OF
TECHNOLOGY**

During FY16, we invested in two targeted programmes geared towards academic qualification; skills development and training; and the general transformation of the future talent pool.

LETSEMA TERTIARY BURSARIES

By the end of June 2016, R1,7 million of the projected tertiary bursary cost was disbursed in support of 49 tertiary students. The current pool of bursars are enrolled across 15 tertiary institutions, completing a variety of qualifications in Business Management & Financial Accounting, Biomedical Sciences, Human Resources, ICT Management, Engineering and Artisan Training, to name a few. Students each receive an annual bursary allocation with the highest recorded bursary cost being R80,000 and the lowest being R18,000 per annum. The annual allocation covers tuition fees, textbooks and stationery, student allowances and in some instances accommodation on campus.

Despite the challenges faced by tertiary institutions as a result of widespread protests during FY16, Murray & Roberts bursars persevered and achieved outstanding academic results. Bursars often shared their frustrations around the disruptions experienced on campus and also expressed concern about the impact on their academic performances. Students also empathised with their peers and the sobering impact of the Fees Must Fall campaign, but consistently expressed gratitude to Murray & Roberts for their financial commitment during challenging economic times.

- Ibrahim was awarded a secondary education bursary in 2012 and has progressed to tertiary studies.
- During interactions with Ibrahim, we are always struck by his humility, despite the fact that he achieves academic excellence every year.
- Ibrahim has a quiet confidence, is honest and always seeks to help others.
- He tutors others in order to supplement his student allowance and always manages funds received from Murray & Roberts with care.

UNIVERSITY CHAIRS

R2,6 million was paid to the University of the Witwatersrand and the University of Stellenbosch in support of academic and industry research, bursar mentorship programmes, Masters' research and subventions (subsidies) to cover the salaries of selected academic staff.

Through funding provided by Murray & Roberts, the engineering faculties within these Universities are able to attract and retain top teaching and research talent, which is critical in a persistent climate of uncertainty in higher education. Most notably, our partnership with these Universities has resulted in transformation of engineering faculties and the delivery of previously disadvantaged graduate engineers into the South African market.

The Chairs have also assisted Murray & Roberts business units with impressive research and project work, resulting in leaner and more efficient business operations and increased opportunities for innovation.

- Ibrahim was appointed to a panel of students and staff as part of the Association of South African Quantity Surveyors. This association was part of the structure at the university to motivate the renewal and accreditation of the Department of Engineering and the Built Environment.
- Ibrahim is also part of a student-lecturer committee focusing on the overall development and improvement of the Department.

COMMUNITY SKILLS DEVELOPMENT

The Community Skills Development focus area centres around broad-based interventions related to lifeskills and leadership development, technical and community skills training and sports development.

The underlying objectives of this focus area is to ensure that individuals, groups and communities have the requisite skills needed to advance employment and/or enterprise development opportunities. Beneficiaries within this sector are varied and implementation of activities are widespread.

During FY16, R5,1 million was disbursed in support of the Medupi Leadership Initiative (“MLI”), the Jack Cheetham & Letsema Awards and employee engagement activities.

MEDUPI LEADERSHIP INITIATIVE

Murray & Roberts’ engagement in, and support for, the MLI continued during FY16. The objective of the MLI is to create a bridge to future employment in the Waterberg region post the Medupi Power Station project. The project comprises several programmes which were initiated to mitigate the impact of demobilisation, facilitate ongoing skills development and to create job opportunities for demobilised workers.

During FY16, Murray & Roberts disbursed R3,5 million in support of the Financial Literacy Training and the Drylands Project. Although FY16 marked the final year of funding towards the Financial Literacy Training component of the MLI, Murray & Roberts is pleased to report on the outcomes of this multi-stakeholder partnership and our contribution within the greater Lephalale region.



The Financial Literacy (“FL”) Training is aimed at people within lower-income earning households, who have traditionally been excluded from mainstream banking and insurance. The course is designed to support adult learning and is language-neutral. Trainers use visual aids and interactive engagement to present discussions around money management, banking and savings, credit risks and insurance products.

Financial Literacy Training:

REACH

- Total of 15 960 people benefitted.
- 6 097 Medupi employees trained since the start of the programme.
- 9 863 community members trained.

IMPACT

- 94% of beneficiaries reported that the FL training was useful.
- 86% of beneficiaries reported that the training assisted in changing their thoughts about long-term goals.

By the end of FY16 a total of 604 people were successfully placed in jobs or job-enabling environments across 3 work streams.

Working on Fire



Working for Ecosystems



Smallholder Farmers Project



Additional opportunities were also presented to a smaller cohort of demobilised employees through the **Drive Your Life (“DYL”) Training** programme. Drive Your Life is a two day programme which is more intensive and focuses on developing skills needed to manage change or to craft new opportunities. Content for these courses includes personal goal setting and planning for the future.

Drive Your Life Training:

REACH

- Total of 2 090 people trained.
- 1 525 employees.
- 565 off-site participants.
- 2 000 people have developed their ‘life plans’ following the training.

IMPACT

“I want to leave a legacy for my family. I have learned how to discover assets around my community!”

– Eric Ravale

“This course has made me realised there is life after the Medupi project. I can design my future.”

– Sewela Makgwahlela

This training is implemented with individuals who are going through significant life changes such as demobilisation or starting a small business, and was thus well suited for the MLI.

The MLI Drylands Project activities also yielded positive results during the reporting period. The project aims to provide jobs for employees and community members in projects that are focused on improving the natural environment, promoting sustainable land management and developing a bio-diverse rich, rural green economy.

By the end of FY16 a total of 604 people were successfully placed in jobs or job-enabling environments across 3 work streams, namely **Working for Ecosystems (“WfE”)**, **Working on Fire (“WoF”)** and **Working for Wildlife (“WfW”)**. Within this number 570 people were employed within WfE and contributed to the restoration of 8 500 hectares of land.

An additional work stream was also introduced during the reporting period. Through the **Smallholder Farmers Project (“SFP”)**, the MLI aims to create 450 sustainable jobs over 4 years, which in turn will support 800 famers around the Waterberg area. The project has garnered significant interest and traction within a short period and 190 farmers have already been registered. A demonstration farm and a poultry production group have been established in the local villages and these sites will serve as the base for ‘practical’ training of the new farmers. In keeping with the Financial Literacy and Drylands projects, opportunities within the SFP will be extended to both demobilised employees and the community at large.



W4C taught me to be independent and I have hope for tomorrow. If I fall, I know that I can rise again. Life is full of challenges but I should not give up. **Noncedo Mabhuna, W4C Coach**

2015 JACK CHEETHAM & LETSEMA AWARDS

Murray & Roberts hosted yet another successful Jack Cheetham & Letsema Awards event in November 2015.

Following several months of reviewing inspirational projects, undertaking site visits, engaging with shortlisted nominees and the final selection process, Waves for Change (“W4C”) and Wheelchair Tennis South Africa (“WTSA”) were awarded the first prize in their respective categories.

The second and third prizes in the Jack Cheetham category were awarded to uMzinyathi Canoe Club and No Limits Trampoline Club, while Fulton School for the Deaf and National Association for Blind Bowlers (Ekurhuleni Region) were runners-up and second runners-up in the Letsema Award category.

The six winners and runners-up from the 2015 awards are among a total of 22 Jack Cheetham & Letsema Award beneficiaries supported during FY16. Murray & Roberts disbursed a total of R1,475,000 to these partners, impacting in excess of 500 aspirant sports stars.

“We’re so proud of young Luke, who made the finals in the Tiger Milk Classic at Muizenberg today.” Tim Conibear, Founder

Waves for Change	Wheelchair Tennis South Africa
Surf Therapy Programme	Player Development Programme
R500,000 – Payable over 5 years	R500,000 – Payable over 5 years
Western Cape	Gauteng
250 development surfers, coaches and parents from Khayelitsha & Masiphumelele Townships	Development players across 50 centres for learners with special needs across 9 provinces
The Khayelitsha chapter has become the largest surf therapy programme in a South Africa township since the establishment of W4C	Four players from WCTSA have qualified for the Rio 2016 Paralympic Tennis Event. They are two-time Grand Slam champion Lucas Sithole, Kgothatso Montjane, the world number nineteen Evans Maripa and first time qualifier Leon Els



Additional highlights

South African wheelchair tennis junior Nokwanda Hlongwane named the LSEN School Female Athlete of the year during 2015/16.

FULTON SCHOOL FOR THE DEAF (TRIATHLON CLUB)

Three learners, Fezeka Zeka, Wongi Mlambo and Latifah Jooma were selected as part of the SA team that will participate in the 2017 Deaf Sports Federation Games.

NATIONAL ASSOCIATION OF BLIND BOWLERS (EKURHULENI)

2 bowlers and 2 directors were included in an invitational team to Israel in May 2016, achieving podium positions (Gold & Silver medals).

MURRAY & ROBERTS CHAIR OF ENVIRONMENTAL EDUCATION AND SUSTAINABILITY

FY16 marked the 25th anniversary of the establishment of the Murray & Roberts Chair of Environmental Education at Rhodes University.

Founded in 1990, the Chair was established with the aim of creating a leading international research centre and providing high level leadership in environmental education and the environmental sector at large.

Since inception of the programme, the Chair has produced over 200 Masters and 30 PhD graduates in environmental education, making this one of the largest post-graduate programmes of its kind in Africa.

The Chair has also made a number of substantive policy contributions over the years at national, international and global levels. Among others, the Chair has contributed to ensuring that environment and sustainable development is included in the South African National Curriculum – leading to 12 million learners being exposed to environmental issues and content every year.

The Chair also contributed to the development of the first ever Environmental Sector Skills Plan for South Africa, leading to major shifts in skills planning in the country, the development of a Green Organising Framework for Occupations and Green Skills reporting in the National Skills Development Strategy and a national programme on Green Skills System building.

EMPLOYEE COMMUNITY INVOLVEMENT (ECI) PROJECTS

FY16 was characterised by an increase in employee community involvement.

Participation in projects ranged from monthly, voluntary payroll-giving contributions to the Murray & Roberts Child Welfare Fund; participation in the first ever CEO Sleep-Out in support of Boys & Girls Town South Africa, supporting the 2015 Stop Hunger Now Mandela Day Million Meals Challenge and the Murray & Roberts Women's Forum SmartGirls Programme.

Murray & Roberts Limited Board members and non-executive directors also demonstrated Visible Felt Leadership and commitment by visiting community development projects throughout the year.

Executive Director Ian Henstock braved the cold in support of the 2015 CEO Sleep Out





Members of the Women's Forum listen to final presentations from the SmartGirls.

"Thank you Murray & Roberts and Boys & Girls Club South Africa for organising this for us. I learnt so much from you. You have taught me things that my mother has been unable to teach me. You taught me that the way to get started is to quit talking and begin doing. I realize that taking the first step is the beginning of my journey. We meet people for a purpose and meeting all of you has changed my life. Thank you for this opportunity, your support and your time."

– KHANYISILE KEKANA, 15 YEARS OLD

"Choosing a career as an individual is sometimes a challenge in life, especially at high school level, but because of your help, you boosted us with career prospects. The information that you gave us was more complex to what we learn at school and the session with Brainwave was awesome."

– NEO TLHOTLHOLE, 14 YEARS OLD

"After meeting the Women's Forum I believe that confident women can change the world and that changes begins with me."

– LINDIWE MABESA, 17 YEARS OLD

SMARTGIRLS PROJECT

The SmartGirls Project kicked off in July 2015 as a partnership between Murray & Roberts and Boys & Girls Club located in Pimville, Soweto. The objective of this project was to support and empower young women at risk, through a series of information sessions, basic skills training and job shadowing opportunities. Forum members, supported by several business units, hosted 10 Smart Girls for two days per school holiday, for a period of one year. Through the programme these young women were exposed to vocational guidance, diverse professions within the Group, job shadowing and mentorship.

Team Murray & Roberts packed a total of 75 boxes (900 meals) in support of Mandela Day 2015



Leadership in Action, non-executive Directors interact with learners from Tomorrow Trust



IMPACT BEYOND SOUTH AFRICAN BORDERS

Murray & Roberts companies operating beyond South African borders endorse the Group's commitment to community upliftment and have adopted the Group SED policy as a guideline for programme implementation.

These businesses have an established presence within their respective countries and have maintained a strong legacy of community support. Being cognisant of the unique needs, resources, opportunities and stakeholders present with their localities, businesses have partnered with local organisations to leverage resources, manage implementation and sustain the investment impact.

ZAMBIA

During FY16, Murray & Roberts Cementation Zambia continued support for their flagship project, Zambia Deaf Youth and Women ("ZDYW") Organisation. The organisation advocates for the rights of deaf people, promotes equal participation in society and facilitates opportunities for skills development and training.

For the period under review, Cementation Zambia provided ZMW 517 398 (R900,000) to the organisation, through a combination of cash and in-kind donations. The funding was allocated towards the official launch of the Deaf Multipurpose Training Centre which was built in FY15; computer training; the production of sign-language dictionaries and towards hosting the "International week of the Deaf" events. Employees from Cementation Zambia actively support ZDYW and participate in all related events where possible.



“As a result of Murray & Roberts' undivided support for Deaf children, the 15 pupils at our centre and many more to come have been able to make that all-too important first step to a better future as informed and educated equal players in society's development.

Your commitment to excellence has inspired others and improved quality of life for the Deaf community.

We have collectively built a good legacy we shall be proud of and our generation to come. ”

– Mr Frankson Musukwa, Executive Director, Zambia Deaf Youth and Women



CEMENTATION CANADA:

"Mudmoiselle" Canadian Cancer Society

FUNDS RAISED:
CAD 500
(R5,000)

North Bay Santa Fund

FUNDS RAISED:
CAD 2 600
(R27,000)

Movember

FUNDS RAISED:
CAD 2 328
(R24,000)

Four Elms Crisis Centre

FUNDS RAISED:
CAD 1 600
(R17,000)

CANADA & USA

Employee involvement is central to the success of the Cementation Canada and Cementation USA Community Involvement Programme and FY16 was no exception.

Employees are encouraged to support local charitable and community organisations and if employees demonstrate merit in the selected charities, Cementation provides matched funding to these organisations.

Cementation USA continued support for their flagship project, the Sandy Club. The Sandy Club operates as an 'after-school' programme targeting young girls and boys at risk. The club not only provides a safe place to congregate after school, but also provides underprivileged children with opportunities to participate in character and leadership development; education and career guidance; health and life skills; art; and sports development programmes.

AUSTRALIA AND PAPUA NEW GUINEA

Clough continued support for their legacy projects during FY16, prioritising funding to 6 focus areas, i.e. children and youth; art and recreation; education; women's empowerment; healthy lifestyles and indigenous communities.

The business also maintained their sponsorship of major sporting partners during this period such as Perth Glory Football Club and the Western Force Asteron Life Super Rugby Club. Funding for these projects is primarily derived from the Clough Foundation, which has been established as a charitable trust which governs Clough's philanthropic giving.

Highlights from the year in review include the provision of three scholarships (partnership with the University of Western Australia) to the value of AUD 50 000 (R500,000). The scholarships promote excellence and innovation in engineering and business management and form part of Harold Clough Scholarships programmes which was initiated in 1969.

Other notable community support projects include the partnership with ChildFund Australia. Funding from the Clough Foundation supported ChildFund Australia's provision of health services to mothers and children in Waima Villages of Kairuku District in Papua New Guinea's Central Province.



MURRAY & ROBERTS
Physical Address
Douglas Roberts Centre, 22 Skeen Boulevard,
Bedfordview, 2007, Republic of South Africa

Postal Address
PO Box 1000, Bedfordview; 2008, Republic of South Africa
Tel: +27 11 456 6200
Fax: +27 11 455 2222
E-mail: info@murrob.com