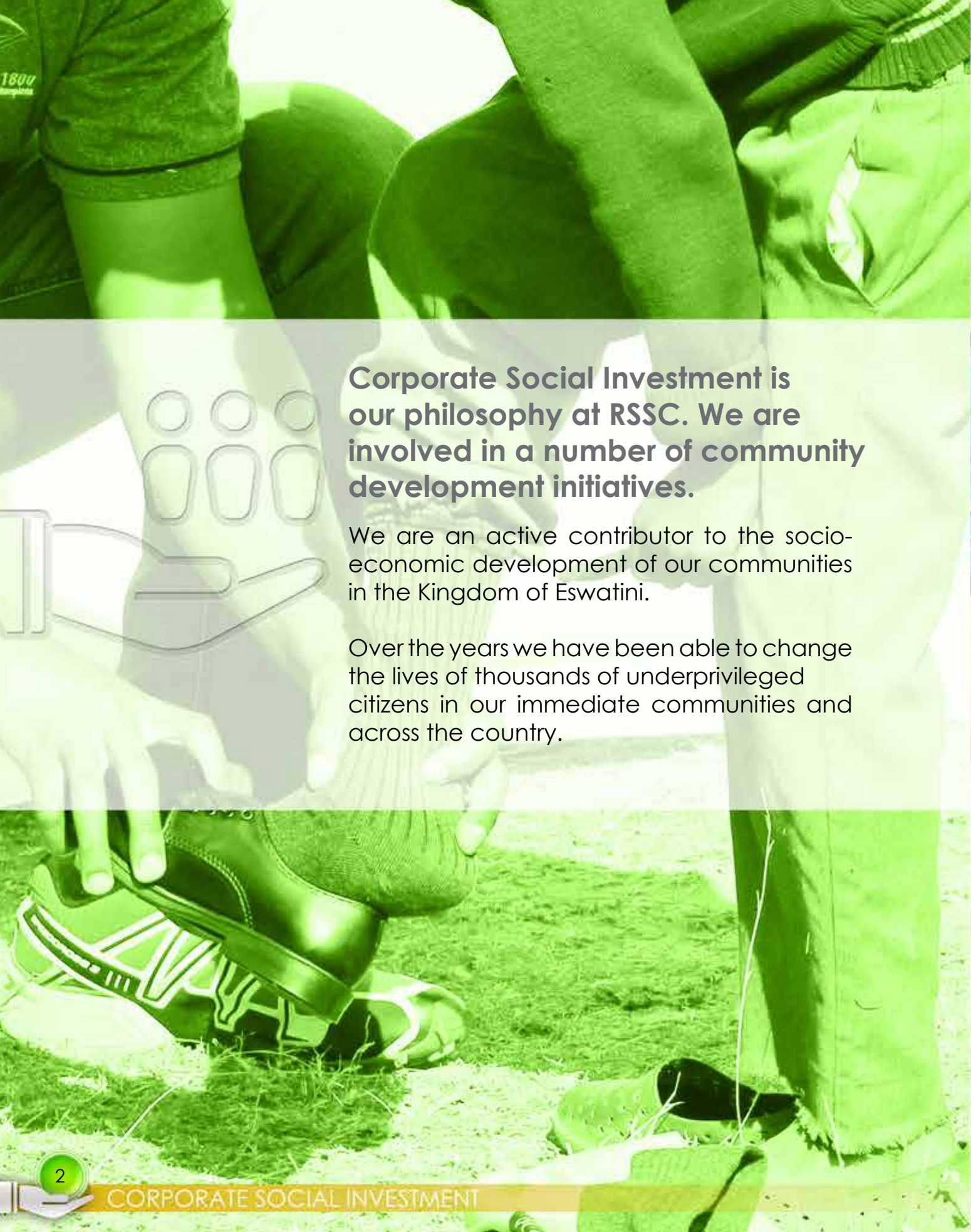




CS | CORPORATE SOCIAL INVESTMENT

RSSC: An active contributor to the socio-economic development in our community



Corporate Social Investment is our philosophy at RSSC. We are involved in a number of community development initiatives.

We are an active contributor to the socio-economic development of our communities in the Kingdom of Eswatini.

Over the years we have been able to change the lives of thousands of underprivileged citizens in our immediate communities and across the country.



RSSC MD - Nick Jackson, hosts an annual Charity Golf event to raise funds for poverty alleviation.

Social Responsibility for RSSC seeks to enhance the morale of employees and address the immediate situation of surrounding communities of the Corporation. It is anchored by strategic social investment activities undertaken for social development, as opposed to the purpose of generating business income. Our efforts are deliberate, with the appreciation of how the business of our business extends into social and environmental aspects and affects our bottom line, which is no longer just financial.

RSSC aims to always be in touch with the needs of society and the country as a whole. That's why we seek to align and interface with the sustainable development goals. The Corporation receives considerable support from the Government in this regard, particularly in providing us with statistics and data that informs targeted actions.

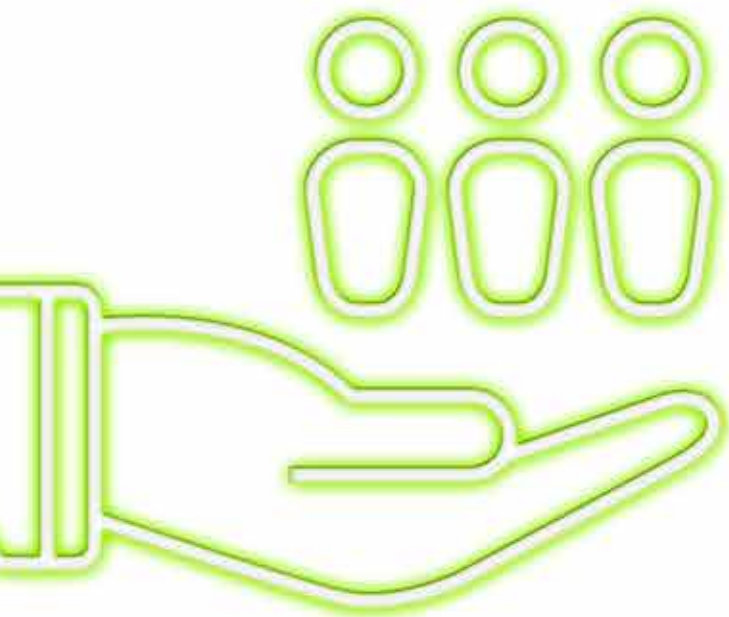
Over the last few years we have also partnered with various industry leaders in areas we wish to impact to ensure maximum and sustained value to the different beneficiaries of our interventions and programmes. These include but not limited to the following;

Area	Organisation/ Establishment
Water	National Disaster Management Agency Ministry of Natural Resources
Youth Soccer Development	Eswatini Football Association
Youth Enterprise Development	Junior Achievement Eswatini
Sports Development	Eswatini National Sports Council
Education	Ministry of Education & Training UNESWA Foundation Eswatini Foundation of STEM
Health	Promote access to ARV

RSSC further innovates different forms of fundraising initiatives such as hosting an annual charity golf day where other corporates take part. There is also extensive employee involvement where they donate their time, expertise and financial resources to various causes, easily making social responsibility a part of the RSSC culture.

Our efforts are intentional, with the objective of being an integral player in developing communities and stimulating the economy in the Kingdom of Eswatini.

This publication showcases RSSC's involvement in the CSI space. It is also meant to inspire others into action.



E161,000 to 7 Schools and UNISWA Foundation

We strengthened the education sector through a donation of E91,000 to 7 RSSC aided government schools namely; Mhlume Primary and High School, Lusoti Primary and High School, Ngomane Primary and High School; and Tshaneni Central Primary School. Each school received E13,000 to purchase library books.

UNISWA Foundation received a donation of E70,000 which was used for paying tuition fees for two qualifying students at the University of Eswatini.



RSSC MD Nick Jackson handing over a cheque to UNISWA Foundation acting CEO Vuli Simelane



Jackson hands over the replica cheque to representatives of the seven RSSC aided government schools

FREE SWIMMING LESSONS FOR CHILDREN

With drowning being the second most common cause of accidental deaths, we introduced free swimming lessons for children living within and close to the RSSC Estates. The minimum age for participation in the programme is four years.

Learn how to SWIM





RSSC management (R) and JA management (L) pose with the three winning entrepreneurs (centre)



1st prize winner Nomile Tsabedze at her sweet potato farm (left), 2nd prize winner Nomfundo Mabuza admiring her green mealies crop (right), 3rd prize winner Phille Dlamini in a conversation with RSSC CSI Manager Phindile Dlamini in her retail shop (bottom left). Vegetables' seedlings on display in one of the contestants' nursery (bottom right).



E100,000 SEED CAPITAL FOR YOUNG ENTREPRENEURS

The youth from the northern Lubombo region have seen their dreams turned into reality since we launched a youth support initiative dubbed 'RSSC Youth Entrepreneurship Support' prevalently known as RSSC YES.

The programme targets youth from Tshaneni, Mhlume, Vuvulane, Tabankulu and Simunye. The E100,000 capital is shared among three winning business concepts, where the first prize is E50,000, second prize E30,000 and third prize being E20,000.



The competition came to an end with the sponsors, coordinators, judges and contestants posing for a group photo.



The competition's judges and facilitators worked tirelessly to ensure fairness and success of the competition.

E100,000 BOOST FOR ANTI-VENOM ORGANISATION

With the country's hospitals struggling to meet the demand for treating snakebite victims, we pumped in a donation of E100,000 to the Kingdom of Eswatini Antivenom Foundation, a foundation that works tirelessly to address the treatment issues for snakebite patients.

The donation came from the RSSC Charity Golf Tournament proceeds. The founder of the organisation said there were more than 300 snakebite cases they dealt with annually and treatment for 1 snakebite patient cost about E15,000.



E232,800 MAIZE FOR 3,295 PEOPLE

We partnered with the National Disaster Management Agency to donate 582 maize bags worth E232,800, while the NDMA contributed the same number of cooking oil bottles.

The maize we donated was part of the yield harvested from the 232 hectares of land that RSSC planted in 2016. The main objective of the maize project was to assist the government to fight hunger during the drought experienced by the country in 2015/16.



RSSC Management hands over the maize bags to the delighted Hlane and Njojane communities



LOOKING FOR A GREAT FUTURE?

First, take a look at who we are...

A GREAT COMPANY:

We value our talent, our brand, and our reputation as an employer of choice

Then, take a look at how we work...

WITH A GREAT CULTURE

We cultivate a conducive environment for learning, growth, accountability, performance excellence, teamwork and ethics.

Then take a look at what we promote...

GREAT LEADERS

We encourage and support leadership style, engagement, coaching, growth and junior Exco succession planning.

Now, take a look at what we offer...

GREAT JOBS

We have a variety of interesting and challenging jobs with flexible options, short-term assignments and international secondments.

And see how we acknowledge merit...

WITH GREAT REWARDS

We have rewards that motivate. We recognise value, and we provide special initiatives for people in critical, scarce or mobile roles

...then grow with us

EMPLOYEES GO BEYOND SUGAR



EMPLOYEES CONTRIBUTE E12,000 TO TWO SCHOOLS

RSSC employees lived up to the company's measures of going beyond the production of sugar as part of its contribution to the socio-economic development of the Kingdom of Eswatini.

Among the gifts to these schools were 30 pairs of school shoes with socks, eight soccer balls and five netballs.



RSSC employees based at the Mhlume Factory bring smiles to underprivileged pupils at Mangedla Central Primary School and Mavula Primary School.

SEE WHO'S
GOT AN

APP 

Find our
Integrated Reports on





RSSC Integrated Reports

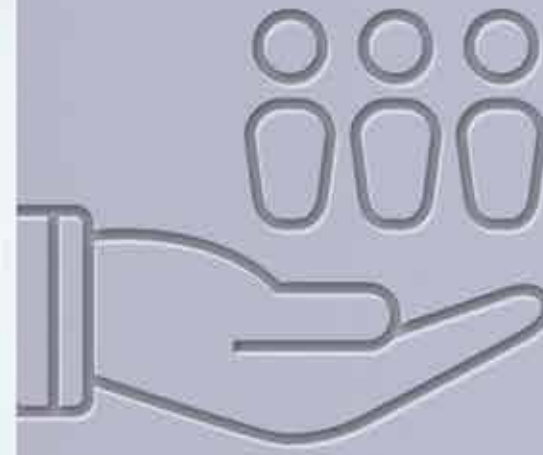
HKLM Communication

3+

★★★★★ 1

 Add to Wishlist

 Install



PUBLIC AFFAIRS TEAM GOES BEYOND SUGAR TOO

The Public Affairs Department has proved that poverty can be fought not only by seeking corporate funding but also through innovative initiatives. The department was able to raise funds to donate school shoes, socks, toiletries and stationery to 20 destitute pupils at Njakeni Primary School through recycling old newspapers.



RSSC Public Affairs Department employees hand over their donation to the poverty stricken children schooling at Njakeni Primary School.

Water INTERVENTIONS IN OUR COMMUNITIES

Over the years we have managed to assist 650 families with boreholes as an intervention to the water crisis that is faced by a number of Lubombo Region communities due to the most devastating drought experienced during the 2015/16 financial year. Through the RSSC

Charity Golf proceeds, together with other companies that we do business with and the National Disaster Management Agency, RSSC has saved more than 10,000 lives by the provision of water in communities.

BOREHOLE HANDOVER AT MPOLONJENI



BOREHOLE HANDOVER AT SIGCAWENI EAST



Special thanks to our golfing partners



Water

INTERVENTIONS IN OUR COMMUNITIES

BOREHOLE HANDOVER AT HLANE



BOREHOLE HANDOVER AT KHUPHUKA



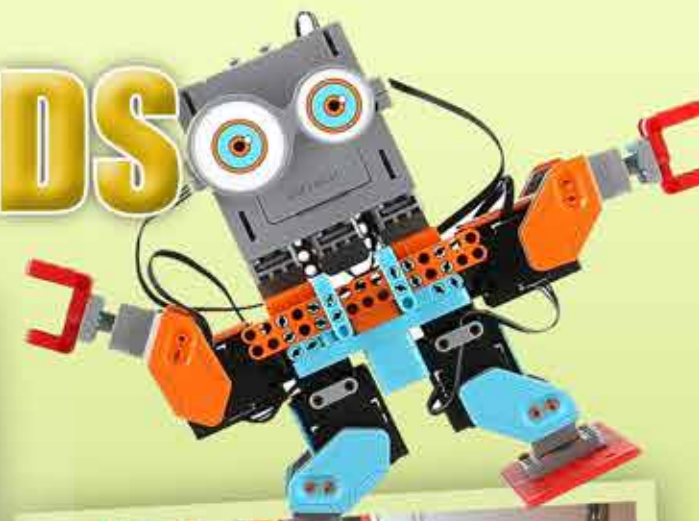
Special thanks to our golfing partners



On the course for a good cause



GUIDING OUR PUPILS TOWARDS GLOBAL TECHNOLOGY



E111,758

worth of laptops and robotics kits

Through a donation of laptops and robotics kits in partnership with the Swaziland Foundation of Science, Technology, Engineering and Mathematics (STEM), we have unremittingly continued to empower RSSC-aided government schools towards reaching the level of urban based schools. Benefitting from the donation were; Lusoti High and Primary School, Ngomane High and Primary School, Mhlume High and Primary School, and Tshaneni Central Primary School. In total the donation was worth E113,758.

ROBOTICS



Pupils from Ngomane, Mhlume, Lusoti, Tshaneni Central and Thembelisha busy during one of the Robotics Expo at the University of Eswatini





Football Teams playing in the Siyakha 1800 programme giving back to Hlane community by painting a Care Point in the area. We all have a duty to transfer good social responsibility principles to the younger generation.



Football teams playing under the RSSC Siyakha Programme went off the pitch and took part in the painting of a neighbouring care point structure, otherwise known as Hlane Gogo Centre.

The project, which attracted scores of people within the area and surroundings, is part of our initiative to reach out to the communities and give a helping hand. Moreover, the football teams contributed E2,300 to buy toiletries and school shoes for the children, while RSSC chipped in with E9,000 to purchase the paint.

RSSC has been spending E180,000 each year since 2015 to encourage the youth to participate in soccer through a league and a grassroots programme that focuses mainly on children between the age of 7 and above. The name 'Siyakha1800' was termed after the company had a target of at least 1,800 participants involved in the project but then over the years the number has more than doubled.

WELCOME

TO OUR

NEW

WEBSITE

Visit www.rssc.co.sz today

GETTING OUR COMMUNITIES TO Stay Healthy and Fit



'Get fit, do not quit' – is our slogan in our fitness programmes across the community. Through Wellness Facilities, RSSC ensures that the population in our estates stays healthy and fit at all times with the belief that a healthy employee is a productive employee.

Throughout the year, there are diverse wellness events hosted across the estates including the annual and mini aerobathons; and boot-camps, just to mention a few.

Employees and the community have access to these facilities and events.



Members of the public getting fit during the RSSC Annual Spinathon



Biggest Loser participants joined by MD Nick Jackson during the launch of the competition's 5th season.



Mlawula – Magadzavane Challenge was another great fitness experience for Biggest Loser participants



Employees took the challenge, conquered and survived Sibebe 2018



Health & Safety promotion through hosting a night run to sensitise employees & community members to use reflective vests when running on public roads



ANY SUFFICIENTLY ADVANCED TECHNOLOGY IS EQUIVALENT TO MAGIC

Research has confirmed that pupils learn better when they are fully engaged and that multisensory, hands-on learning is the best way to engage them. We at RSSC believe the same!

whiteboards worth E70,500. The three interactive whiteboards benefited Lusofi, Ngomane and Mhlume High School, with each whiteboard valued at E23,500.

Our contribution to RSSC-aided government schools was through the donation of interactive

An interactive white board is a dry erase whiteboard with an LCD projector mounted on a wall at the front of a classroom.



RSSC Management pose with teachers and head teachers from the seven RSSC aided government schools



CHARITY IN OUR HEARTS



A sum of E78,000 donated to different charitable causes and benefited; Ebenezer Primary School, DIWOSWA, Emvembili Primary School and Ngomane Primary School.

Beneficiary Name	Amount	Purpose
Ebenezer Primary School	E40,000	Fencing
Ngomane Primary School	E 20,000	Admin Block Furniture
DIWOSWA	E15,000	Ramps at Mangwaneni Primary School, crutches and walking sticks.
Emvembili Primary School	E3,000	Stationery prizes for speech and prize giving day



RSSC Board Chairman Dr A.T Dlamini makes his remarks



Lindiwe Matsenjwa
Ebenezer Primary School



Buyi Masuku
DIWOSWA



Lungile Mngometulu
Ngomane Primary



Synet Msimango
Emvembili Primary School



SHOES AND WHEELCHAIRS FOR DVOKODVWENI INKHUNDLA

We went way beyond sugar again through the charity golf tourney proceeds. We donated wheelchairs to give new lease of life to people with disability within the area and shoes to the

underprivileged. The donation was a result of a tripartite effort from the Rotary Club, Bearing Man Group and RSSC. 50 pairs of shoes and 6 wheel chairs were donated on the day.



Management and Charity Golf Tournament sponsors brought smiles to people living with disabilities by donating 6 wheelchairs and 50 pairs of shoes at Dvokodvweni Inkhundla

Back to School

'Together we made a Difference'

We the RSSC employees always seek to positively contribute to life-changing experiences of the disadvantaged.

In doing so, we lived up to the company's obligation of going beyond the production of sugar to contribute to the development of the country's socio-economic development. Employees dressed in school uniform to

commemorate 'back to school'. The aim of the 'Back to School' campaign was to create awareness about the fact that as parents were busy paying school fees and buying school uniforms, some children did not have the privilege to get all their needs catered for. Thus the donation of the school shoes, uniforms and stationery which were given to needy children.



Accountants, HR practitioners, GM (left) and Nurses and Doctors clad in school uniform on the day



Public Affairs (left), IT and OSM staff (right) could not be left out

BEYOND SUGAR E97 370 FOR NOVELS RE-USABLE SANITARY PADS

We believe that there is no exercise better for the heart than reaching and uplifting communities! This was through a donation of library books worth E91,000 to the RSSC-aided government schools, which consisted of a good mix of textbooks, novels and reference books.

The company and employees also contributed a sum of E6,370 which would be used to

purchase re-usable sanitary pads from a Days for Girls Foundation. The sanitary pads benefitted at least 60 girls.

"We believe that the donation will go a long way in addressing issues faced by school-going girls," our MD Nick Jackson said.



RSSC MD Nick Jackson and Group Public Affairs Manager Sifiso Nyembe hand over the donations to the recipients



E70 000 SHOT IN THE ARM FOR USDF, ST JOSEPH'S AND SIYAKHA 1800



MD Nick Jackson hands over wheelchairs to St Joseph's Primary School Head, Computers to UEDF & soccer material for Siyakha 1800, a youth soccer initiative.



The beneficiaries from this donation expressed their sincere gratitude to RSSC for continuously giving back to the community and the underprivileged. The Umbutfo Eswatini Defence Force received three desktop computers, St Joseph's Primary School benefitted with five

wheelchairs, stationery, school shoes and uniforms; while RSSC Siyakha 1800 received soccer materials including; balls, cones, referees' wallets, whistles and linemen flags.

**CHILDREN
MUST NEVER
FEAR MATHS**



RSSC MD Nick Jackson and Group Public Affairs Manager Sifiso Nyembe awarded the best performers during a Maths Contest

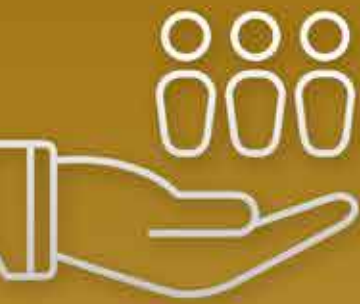


With Mathematics being a subject that has been feared for being difficult and thought to be only passed by intelligent pupils, RSSC has over the years undertaken the initiative to facilitate pupils from all RSSC-aided government schools extra exposure to the subject.

This is done through the RSSC Maths Contest. This competition sees hundreds of pupils from different education grades battling it out with numbers and equations to secure the Number One spot.



Be part of it!



WORKING TOGETHER TO ELEVATE COMMUNITY DEVELOPMENT!

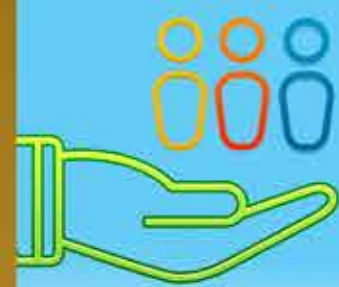


In one of the rural outskirts close to St Philips, lies a place called Manyovu where a family which was once headed by parents is now left to four siblings aged between 21 and 16 years. RSSC's owned Thembelisha Preparatory paid the family a visit along with Sikhumbuzo Foundation's founder Pastor Sikhumbuzo Shongwe to handover a donation of clothing material, shoes and food.

Learners had a Civvies day to raise money and collect clothing for the Mamba family. The teachers felt strongly about the school assisting with this cause. Many thanks to all our Senior Campus pupil's families who gave so generously and to Mrs Sibandze, the teacher at Thembelisha who drove the worthy initiative.



Thembelisha Preparatory School pupils and Sikhumbuzo Foundation donating food, clothes and shoes to a Mamba Family at Manyovu



NURTURING THEM YOUNG FOR A BRIGHTER FUTURE

With the company employing thousands of employees across the estate, the support for education facilities from pre-school to high school is one of our responsibilities.

Our tinkhulisa provide preschool learning services and a day care centre for younger children. These children are fed from breakfast to lunch and the company contributes towards ensuring that these children have adequate food throughout the term.

An important item on our calendar, the company will be working on improving the tinkhulisa centres to world class standards, both educationally and otherwise through educating the facilitators in all the learning centres which are at Lusoti, Ngomane and Mhlume Villages.

At RSSC we believe that education is not the filling of a pail, but the lighting of a fire.



CULTURE IS OUR PRIDE

We Support It!



Imbali from the RSSC libuffo board a bus as they depart to cut reed in preparation for the annual national reed dance ceremony

SIBHACA AND INGADLA COMPETITION

We host Lujikeleto Sibhaca and Ingadla Competition which features teams from all over the Kingdom of Eswatini



We note with pride that the Kingdom of Eswatini cherishes traditions and culture. Eswatini culture is the way of life and customs of Eswatini through various historical stages.

The culture of Eswatini involves music, food, religion, architecture, and kinship, among many other things.

At RSSC we value the kingdom's culture through supporting national cultural events using various initiatives and employees play a huge role in ensuring that such is a success through our Corporate Social Investment Office at the Public Affairs Department. Some of the events

that the company facilitates include; Reed Dance, Incwala, King's Birthday Celebrations, King's Fields weeding & harvesting, just to mention a few.

The employee regiments are transported back and forth, provided with allowances to cater for their meals and also have 'emalawu' owned by RSSC at the Ludzidzini Royal Residence.

Over the years, we have also supported the communities we operate in during their cultural activities such as Ummemo.



Pupils at Thembelisha Pre-Preparatory enjoying themselves during their culture day



Because
WE CARE
for our people



“ Our community members died because the water they drank was contaminated, but the next generation will be safe now. We are overwhelmed and excited that our dream of drinking clean water has come true. ”

LOMASONTFO MYENI
Hlane Community Member



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