



6. Social Development and Upliftment



SOCIAL DEVELOPMENT AND UPLIFTMENT

CSI Program

King Williams Town Social Responsibility commitment by GR-Slots is to dispense the one (1%) of GGR to uplift programmes in the following disciplines:

- Infrastructural and Development Programmes
- Sport development at grass roots level
- Promotion of Arts and Cultural development
- Education – Bursaries for staff employed by the company
- Welfare and Poverty Alleviation
- Employee involvement (volunteer work in any of the above focus areas)
- Support the physically challenged homes

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Culture, Art and Sport Promotion

GR-Slots acknowledges that arts, culture and sport are an integral part of life, embracing the spiritual, material, intellectual and emotional human endeavour within society. To deal with the legacy of cultural intolerance and sport segregation it is the aim and intention of GR-Slots to encourage and support the communities around GR-Slots operations in Eastern Cape to experience, understand and affirm the diversity of South Africans.

As part of the Corporate Social Responsibility initiatives of GR-Slots the development of local arts, culture and sport will be supported. GR-Slots will endeavour to identify individuals, groups and communities that are activists and custodians of local culture and youth participating in different sporting fields as partners on project specific arts and culture programmes within King Williams Town.

GR-Slots through its operations will disburse from its 1% of CSI funding to the development and preservation of local arts, culture and sport through:

- Exposure and experience to dance, drama, music, visual arts, craft, design, media, communication and heritage.
- Access to arts and culture
- Awareness of national and local culture to promote nation building
- Opportunities to develop skills, knowledge, attitudes, and values in arts and culture.
- Innovation of emergent arts and culture practices
- School sport (rugby, soccer, cricket, netball, hockey, boxing, etc)
- Local community sports.

GR-Slots will identify a number of local sports teams or local sports enthusiast that require mentoring or that can be sponsored by the Group. On-going reporting will be required to ensure that the aims of the company and that of the sponsor team are being met.

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Facilities for/contributions to needy Communities

The GR-Slots will if successful in its application set up a provincial GR-Slots Eastern Cape social responsibility committee. This will include the GR-Slots Foundation and local persons with the relevant expertise. It will commit financially to programmes in the following focus areas:

- Entrepreneurship and Small Business Development
- Sport development at grass roots level
- Culture development
- Education
- Environment
- Welfare and Poverty Alleviation
- Employee involvement (volunteer work in any of the above focus areas)
- Music and Art

GR-Slots if successful in this application will seek local independent residents who are familiar with community based projects and social development to join and be part of the social responsibility committee.

It is imperative that GR-Slots contribute to projects in the magisterial district they operate in and that they are sustainable and ongoing and this will be a priority in the Eastern Cape. This will be a task undertaken by the committee, to follow up on contributions and report back to the Directors and shareholders.

Each organisation that requests or is identified by the committee will have to submit an application for consideration. Consultation may take place with the local community if the committee feels it is necessary, and if considered successful they will be requested to sign a Memorandum of Understanding (“MOU”) governing the relationship moving forward. The main points of this MOU will be the following:

- Each organisation at the time financial assistance is provided must motivate in writing their needs and requirements, followed up by meetings with the GR-Slots social responsibility committee.
- No cash will be transferred to any organisation; GR-Slots will directly be involved in the purchasing of goods or services and have full control of all cash transactions.

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- All decisions on the level of assistance to each organisation will be decided upon by the social responsibility committee.
- Follow up audits and checks will be conducted by the social responsibility committee, and the provincial gambling board if necessary.

Once GR-Slots business is operational the company will commit and contribute for the duration of its license a total of 1% of its Gross Gaming revenue (GGR) generated by the business to CSI / SED projects and ensure that all such initiatives are aligned to the Eastern Cape Anti-Poverty Strategy and/or the Provincial Growth Development Plan. These funds may be allocated on an annual or bi-annual basis.

GR-Slots believes it is also imperative to contribute to the communities where sites will operate in and not to have to wait until the sites are constructed and become operational. We will consider credible organisations upon the awarding of the licence and seek approval from the provincial gambling board if necessary.

GR-Slots in Eastern Cape will assist with bursaries for further education advancement and other staff benefits. These benefits will be directly linked to the profitability of the business thus ensuring commitment by the staff and management to provide the best possible customer experience.

Bonus scheme: In addition to the above it is the aim of GR-Slots Eastern Cape, when cash positive to introduce a bonus incentive scheme for all members of staff who at that time will have been employed by the company for 12 months or more.

GR-Slots sees these schemes to be of great benefit for all GR-Slots staff and to be twofold; firstly, to empower staff and encourage them to improve their skills, which in turn should increase their benefits and the growth of the business and increase its turnover.

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