

TALKING NOTES ON THE TRADE AND INDUSTRY PORTFOLIO COMMITTEE, 10 NOVEMBER 2017

1. On SA Cane Growers being a transforming organisation

Until I came to SA Cane Growers Association, I had always wondered how was it possible for apartheid to be implemented for so many years, yet it was so obviously wrong that anyone with a conscience would find it hard to implement. The answer I have found is that **"they just don't care!"**

23 years into non-racialism in South Africa, the SA Cane Growers Association is still practicing **white only leadership and management** – despite having 18000 black vs 1900 white membership

Organogram

1 st layer: Board	Chairman (<i>Graham Steinbank</i>)	White
	Vice Chairman (<i>Rex Talmage</i>)	White
2 nd layer: CEOs	CEO 1: Corporate Executive (<i>Kathy Hurly</i>)	White
	CEO 2: Administrative & Finance Executive (<i>Olivia Finnemore</i>)	White
	CEO 3: Commercial Executive (<i>Thomas Funke</i>)	White
3 rd layer: Senior Regional Managers	Senior Regional Manager 1 (<i>Jacques Schoeman</i>)	White
	Senior Regional Manager 2 (<i>Guy Ducasse</i>)	White
	Senior Regional Manager 3 (<i>Craig Breetzke</i>)	White
4 th layer: Regional Managers	Regional Manager 1 (<i>William Gillham</i>)	White
	Regional Manager 2 (<i>Richard Howes</i>)	White
	Regional Manager 3 (<i>Craig Breetzke</i>)	White
	Regional Manager 4 (<i>Guy Ducasse</i>)	White
	Regional Manager 5 (<i>Jacques Schoeman</i>)	White
5 th layer: Area Managers	Area Manager 1 (<i>Theuns Theunisen</i>)	White
	Area Manager 2 (<i>Christopher Gemmell</i>)	White
	Area Manager 3 (<i>Glentine Mashile</i>)	Black

Using blacks for window dressing

For meetings with Government officials – no need to prepare anything for contribution into the discussion - **"just come dressed in your best suit and tie"** (Thomas Funke, Commercial Executive)

..even for the composition of their delegation..

Because you wouldn't find many blacks willing to be used for the suppression of other blacks, SA Cane Growers has a tendency of grabbing anyone who is available and willing to be used, even if they don't qualify.

Mrs Ntuli is a member of SA Cane Growers Board, but **she doesn't have cane** for 5 seasons now. They put her into their Board knowing very well that she doesn't qualify.

DR Ntuli – Grower 203399A cane delivery

2011/12: 23.65t	} Gvt funded seedcane through SASA, wrongly crushed instead of distribution to other growers
2012/13: 24.90t	
2013/14: 0t	
2014/15: 0t	
2015/16: 0t	
2016/17: 0t	
2017/18: 4t	

Mr Ntombela is said to be one of the leaders of the G6, but **he doesn't have cane** for 3 seasons now. SA Cane Growers Association recognise him as a grower leader knowing very well that he doesn't have cane.

He is sitting in Umfolozi Sugar Mill Board representing R10 million worth of growers shares, earning R11,000 Board sitting allowance per meeting, yet he doesn't have cane.

MA Ntombela – Grower 113434A cane delivery

2011/12: 0t	} Gvt funded seedcane through SASA, wrongly crushed instead of distribution to other growers
2012/13: 5.96t	
2013/14: 38.8t	
2014/15: 23.52t	
2015/16: 0t	
2016/17: 0t	
2017/18: 0t	

Towards my departure there were repeated white only management meetings – The one time that some feedback had to be shared with me was when I had to be told: *"From our little meetings with the guys, the guys are concerned with your projects. If you secure funding from Gvt with all these diversification projects proposals (R40m) you are sending out – who's gonna manage the funds? The guys don't wanna do that. Have you thought about that? You must tell us who's gonna manage the funds"* (Kathy Hurly, Corporate Executive)

SA Cane Growers Association MOI makes provision for the creation of Transformation Director position

This requirement was met with **bad attitude** from CEOs. **"If they [the Board] want us to fill the position of a Transformation Director, they [the Board] must first tell us what they mean by transformation"**. (Kathy Hurly, Corporate Executive)

Later the position is not filled but replaced with a **predominantly white transformation Board subcommittee** led by Andrew Russell (**white**)

B-BBEE Verification

Inkomba Verification Agency conducted a B-BBEE verification exercise. Organisation performed badly on B-BBEE scoring. Agency made several recommendations to improve on the organisation's B-BBEE credentials.

Immediate instruction from Kathy Hurly, Corporate Executive, to edit the annual report and take out everything that make reference to B-BBEE before going to print. All B-BBEE related information deliberately removed from the annual report.

B-BBEE verification results were met with **bad attitude**. "**This guy came, did some verification exercise and told us to do all the impossible things..**" (Kathy Hurly, Corporate Executive)

2. On the G6

The **G6 is a counter transformation black-on-black tension creation attempt**, personally nurtured and promised funding support by the former Chairman of SA Cane growers Association (Tim Murray) and one of the CEOs (Kathy Hurly).

In my role as Grower Sustainability Manager I was responsible for supporting black grower structures.

The G6 was made an exception – **a special project** – personally and physically supported by Board Chairman and the CEO to complete exclusion of the staff.

All they wanted in return was for the G6 to tell **black growers** to distance themselves from SAFDA.

They were given slots to say '**just that**' in almost all Congress meetings that followed after the establishment of SAFDA – even if it was not on agenda.

Despite staff having been excluded from the G6 project, I was later given an instruction, in writing by Thomas Funke, Commercial Executive, **to help with formalising the registration of G6 and to do a copy and paste of SAFDA proposal for the G6.**

In my experience of working at SA Cane Growers, the G6 and SA Cane Growers Association are one and the same thing. **It is only a tactical attempt by SA Cane Growers Association to undermine the transformation efforts brought by SAFDA, using willing blacks and thereby setting blacks up against other blacks, while white farmers continue to enjoy the privilege of being alone in the business.**

3. On SA Cane Growers Association Supporting Black Grower Development

R14 million Ratoon Management and Food Security Project Support for small scale farmers

This grant funding directed to small scale and land reform growers was met with **bad attitude** from Management. SA Cane Growers Association cannot involve themselves with project management because **"we don't know how the project came about"**.

R55 million Cane Development Project Support for small scale farmers

This grant funding directed to small scale and land reform growers was met with **bad attitude** from Management. SA Cane Growers cannot get involved with project management because **"we don't have capacity to manage the project"**. **We don't do project management.**

At the same time SA Cane Growers Association had written to Government asking for **R300 million** funding to benefit largely white large scale farmers on drought mitigation.

"We don't do development" – yet SA Cane Growers Association **make budget allocation to fund private white owned Umfolozi Development Entity (Andrew Russell).**

4. Conclusion

SA Cane Growers Association hates the word **"transformation"** with everything they have.

As we speak **they are spending every little cent they have**, hiring senior legal councils to stop transformation from happening – even when this is not on budget.

The said thing is that **they are using black growers' money to fight black growers!**

Even worse **they are now attempting to use some black growers to fight other black growers.**

This is unacceptable. They are taking the country backward. **They must be stopped immediately!**



Sfiso Mnguni

(Former SA Cane Growers Association Grower Sustainability Manager)