



SCI-BONO DISCOVERY CENTRE **ANNUAL REPORT**

2021/22



GAUTENG PROVINCE
EDUCATION
REPUBLIC OF SOUTH AFRICA



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Table of Abbreviations and Definitions

4IR	Fourth Industrial Revolution
AD HOC	Ad Hoc Committee
AI	Artificial Intelligence
APP	Annual Performance Plans
ARCC	Audit, Risk and Compliance Committee
ASC	Academy Support Centre
CAPS	Curriculum and Assessment Policy Statement
CAT	Computer Applications Technology
CAT	Classroom Assessment Techniques
CCNA	Cisco Certified Network Associate
CCTV	Closed-Circuit Television
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CIPC	Companies and Intellectual Property Commission
CNC	Computer Numerical Control
COBIT	Control Objective for the Information and Related Technology
COVID-19	Corona Virus 19
CSIR	Council for Scientific and Industrial Research
DFFE	Department of Forestry, Fisheries and the Environment
DLMC	Distance Learning Multimedia Centre
DSI	Department of Science and Innovation
DSSA	Down Syndrome South Africa
DWS	Department of Water and Sanitation
EE	Employment Equity

ECD	Early Childhood Development
EDTP SETA	Education, Training and Development Practices Sector Education and Training Authority
EFTW	Engineer for the Week
EMASA	Education Management Association of South Africa
EUC	End User Computing
FET	Further Education and Training
FINCO	Finance Committee
FLC	Foundational Learning Competence
FLL	First Lego League
FP	Foundational Phase
GCRA	Gauteng City Region Academy
GDE	Gauteng Department of Education
GET	General Education and Training
GNSEC	Governance, Nominations and Social & Ethics Committee
HOD	Head of Department
HPCSA	Health Professions Council of South Africa
HR&D	Human Resources & Development
ICT	Information and Communications Technology
ICAS	Counselling and Advisory Services
IEB	Independent Examinations Board
IoT	Internet of Things
ITC	Instructor Training Centre
LED	Light-emitting diode

MCSP	Multi-Certification Skills Program
MEC	Member of the Executive Council
merSETA	Manufacturing, Engineering and Related Services Sector Education and Training Authority
MGSL	Matthew Goniwe School of Leadership
ETA	Education and Training Authority
MICT SETA	Sector Education and Training Authority
MOI	Memorandum of Incorporation
MS	Microsoft
MST	Mathematics, Science and Technology
NDOT	National Department of Transport
NDP	National Development Plan
NetAcad	Cisco Networking Academy
NLSA	National Library of South Africa
NPC/NGO	Non-profit company/non-government organisation
NSC	National Senior Certificate
NSW	National Science Week
NYDA	National Youth Development Agency
PAT	Practical Assessment Task
PC	Personal Computer
PR	Public Relations
P.U.S.H	Persevere Until Something Happens
PRD	Phakama Research and Development
REMCO	Remunerations and Human Resources Committee
ROS	Reorganisation of Schools

RPAS	Remotely Piloted Aircraft Systems
RPL	The Remote Pilot License
SAASA	South African Amateur Space Administration
SACAA	South African Civil Aviation Authority
SAICE	South African Institute of Civil Engineers
SAMSA	South African Maritime Safety Authority
SARS	South African Revenue Services
SBA	School-Based Assessments
SDGs	Sustainable Development Goals
SoS	Schools of Specialisation
SSIP	Secondary School Improvement Programme
STEAM	Science, Technology, Engineering, Arts and Mathematics
STEM	Science, Technology, Engineering, and Mathematics
STIR	The Science, Technology, Innovation and Research Committee
TETA	Transport Education Training Authority
TUT	Tshwane University of Technology
TVET	Technical Vocational Education and Training
UJ	University of Johannesburg
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UniZulu	University of Zululand
UWC	University of the Western Cape
WDSD	World Down Syndrome Day
Wits	University of the Witwatersrand
WMD	World Maths Day

Foreword by the MEC for Education in Gauteng



Mr Lesufi, Andrek Panyaza (MPL)

MEC for Education Gauteng Province

It is now common place that the world is on the cusp or has entered the Fourth Industrial Revolution, or 4IR for short. This term talks to the rapid technological change reshaping how we work, communicate, interact and consume entertainment. It also speaks to technological advances such as artificial intelligence, large-scale machine-to-machine communication and the Internet of Things. The digital age is made possible by substantial changes in information and communications technology.

The education system is once more called upon to be an enabler of 4IR by providing foundational capabilities for all learners and supporting the development of vocational and technical skills. The foundation must be built while learners are in primary and secondary schools. Ongoing teacher development is a necessary condition for the education system to respond to the challenges of the Fourth Industrial Revolution.

Sci-Bono Discovery Centre is a vital component of the strategy to build a foundation in Mathematics, Science and Technology (MST). As such, the collaboration between the Gauteng Department of Education (GDE) and Sci-Bono as a premium science centre position the education system to respond to the challenges of the 4IR revolution. Sci-Bono is crucial in making MST accessible to all learners in Gauteng, thus making the practical implications of 4IR concrete.

The suite of services provided by the Sci-Bono Discovery Centre is well-suited to increase awareness of MST, provide career guidance, and supply extra tutorial support to learners. In this



vein, Sci-Bono's coordination and support for the Secondary School Improvement Plan (SSIP) is a vital component to improve performance in the National Senior Certificate (NSC). Career guidance and other programmes help steer learners to the MST stream. Support for Schools of Specialisation (SoS) and initiatives for the foundation phase learner are well appreciated.

The Sci-Bono Discovery Centre should continue to push the frontier; increased learner participation in Science, Technology, Engineering and Mathematics (STEM) will be evidence of the impact of the organisation. The organisation must also fully exploit new technology to provide lessons and support to educator development. For instance, Sci-Bono should facilitate simultaneous and interactive streaming of lessons to multiple classrooms utilising some of the best educators. This way, more learners will be exposed to the best educators in the field. This initiative should be in addition to the broadcasting through the Sci-Bono studio.

That said, congratulations are in order to the Board, the management and the staff of Sci-Bono. The team reached yet another milestone in meeting the strategic objective that has been set for the organisation. Keep on doing the good work, and together we will go far.

Malebo!

Mr Lesufi, Andre Panyaza (MPL)
Member of the Executive Council (MEC) for Education Gauteng Province



Chairperson's Report



Mr Witbooi, Abbey

Board Chairperson

It is a great honour and immeasurable pleasure to report that 2021/2022 was yet another exceptional year for the Sci-Bono Discovery Centre in all critical aspects of competitiveness, dexterity and probity of our value proposition, training programmes and overall service offering.

It is my privilege to present the 2021/2022 Chairperson's Report. As a section 21 non-profit company (NPO), we effectively delivered constant revenue growth and significantly improved our cash flow performance. Indeed, the year under review was an epitome of attaining exceptional milestones and distinguished returns for the Company.

This report is tabled against the background that contemporary South Africa has made significant progress and substantial gains in redressing the education sector's specific historical and contextual peculiarities. The industry has been characterised by unsustainable social inequalities across class, ethnicity, gender and spatial strata of the society and communities that derive value from our services.

The work of the Board of Directors remained as intense as ever, given the dynamic landscape we operate in, which is characterised by great uncertainty in respect of severe austerity measures, reductions in the national fiscus, as well as unpredictable global economic growth prospects.

These exceptionally turbulent and unprecedented times were further compounded by far-reaching and untenable consequences of the Covid-19 outbreak, particularly towards the earlier part of the financial year.



These and many related factors adversely impacted the livelihood of society and business enterprises alike, including our entity's productivity. Nonetheless, through robust and persistent planning and rapid adaptation of alternative business continuity measures and strategies, the adverse effects were successfully mitigated during the third and fourth quarter reporting period.

The Covid-19 pandemic taught us that we must be ready to re-evaluate and innovate our business delivery models at all times. Through it all, the entity effectively managed to roll back the negative drawbacks of the Covid-19 pandemic and attained some key strategic milestones. It also delivered on all of the targets of our Annual Performance Plans (APP) as well as consolidated our core value proposition and service offering.

During the period under review, the Sci-Bono Discovery Centre visibly asserted its mandate in collaboration with the GDE under the formidable leadership of the erstwhile MEC for Education, the honourable Panyaza A. Lesufi. During the period under review, the Company made considerable contributions and advances towards improving the quality and delivery of education in the Gauteng Province.

Some of the most notable and greater enhancements in school innovation, teacher capacitation, ICT in schools, social and racial cohesion, and much more, have been successfully achieved. The department kept pace with the building and opening of new and specialised schools, equipped with the latest cutting-edge technologies and sports and cultural facilities to ensure the overall development of all learners in Gauteng. Specialist ICT, aviation, math and science schools were dedicated to developing top-notch scientists from an early stage.

In all of the above, Sci-Bono has been a strategic associate and valuable collaborator for the period under review.

To the visionary, prolific leader of our times, the current Premier of the Gauteng Province, honourable Panyaza A Lesufi, I wish to extend, on behalf of the Board, our sincere gratitude for his invaluable contribution. We also wish him an endowment of success in his career journey and future endeavours.

As part of our vision and primary objective, stated in the Memorandum of Incorporation (MOI), Sci-Bono seeks to promote a society with the capacity to compete in the global world of science and technology and equally equipped with requisite skills, attitudes and values needed to improve the lives of all South Africans.

Sci-Bono carried out this mandate in collaboration with schools as viable platforms and further provided support to learners and educators in Science, Technology, Engineering, Arts and Mathematics (STEAM), thus ensuring mastery of these subjects as well as harnessing the capability for global competitiveness. During the period under review, we delivered quality-assured and impactful programmes and services with excellence and efficacy.

The pinnacle of our achievement was the review and re-alignment of our Board approved 2019-2024 Strategic Plan. This process enabled us to identify some critical success factors for our institution. These, amongst others, entail **scientific literacy, operational efficiency, financial viability, planning, research, innovation, and development, including organisational sustainability.**

Linked to the above-identified critical success factors are Sci-Bono's Five Outcome-based Strategic Goals, which were further adopted, thus linking the two pivotal pillars as a blueprint for the current and future health of our institution.

To this extent, I wish to acknowledge and commend the Executive Management and all staff members for their commitment to maximising multifunctional collaboration and positive synergy. Their efforts resulted in excellently achieving our annual performance targets aligned with our vision and purpose.

For the period under review, the Company further affirmed that, for economic and social democracy to emerge successful in our country, it remains imperative to reposition and re-imagine the Sci-Bono Discovery Centre as a catalyst for change to enable far-reaching transformation in the education sector's landscape through its science, innovation and technology-enhanced training and capacity building programmes and service offerings.

A summary of the top-line activity during the previous period, including highlights and best bits:

- From the governance perspective, the Company continues to demonstrate financial resilience and flexibility. We continue to fulfil, by far, all statutory and regulatory requirements. The year under review has been quite interesting in that the Sci-Bono has sustained its growth and financial viability despite the volatile investment and economic uncertainty.
- The **Company has attained an unqualified audit report for the period under review.**
- It is imperative to acknowledge that Sci-Bono would not be in the strong position it is today were it not for the sustained support of the GDE through its annual grant transfers and collaborative framework. In this regard, we commend and extend our sincere appreciation to the Head of Department, Mr Edward Mosuwe, and his Management team. We welcome the leadership of the newly appointed MEC, honourable Matome K, Chiloane, with great zeal and anticipation to direct us towards even greater heights of achievement.
- Transformation within the institution is happening rapidly as business logic is now changing in the education sector and industry after industry. This is also true for the financial industry, where these changes – combined with new customer behaviour – have a major impact on the competitive landscape, the cost levels as well as the required competencies and skills.

During the past year, the institutional repositioning work intensified. The Board, together with Management, conducted a review of a long-term vision for Sci-Bono as well as the Business Plan for the next few years to reposition and enhance our competitive edge.

Based on these issues, we have discussed the implications for the Company's digital developments in the education sector as well as the requisite skills for the rapidly evolving innovation and technology imperatives. Enabled through judicial oversight, the Board had undertaken a series of initiatives to address both the opportunities and challenges brought forth by

innovation and digitisation. These initiatives resulted in the successful design, **development and establishment of a Multimedia Streaming and E-learning Business Studio. This was yet a pinnacle of innovation** and technology that sought to address ever-evolving technology needs and provide real-time access to e-learning portals and material to both learners and educators.

- Our success is also directly linked to the hard work of our Management team and all staff members. We have made extraordinary progress in the year under review. I would like to personally thank every team member for their energy, commitment, and consistency in driving our business forward towards outstanding achievements. Thank you!
- From a governance perspective, the Board of Directors continues to be guided by the principles and prescripts of the Memorandum of Incorporation, which was **subsequently** amended and lodged with the Companies and Intellectual Property Commission (CIPC) during the year under review. This was aimed at strengthening the governance framework as well as the functioning of its respective Board Committees.
- In this period, the Board further commissioned **an independent evaluation or performance assessment of all its governing committee structures**, including the various instruments, policies, and procedures. This was a welcomed initiative, with the report and action plan applauded by all Non-Executive Directors in a quest for continuous improvement of good governance and ethical leadership.

As the Chairperson, I can proudly state that the Board of Directors has overexerted itself in excellence and foresight for the greater good of the institution. I would therefore like to conclude by thanking all my colleagues on the Board for their commendable effort and dedication.

To you, the unconquerable Board of 2021/2022 – well done all and thank you for the honour and opportunity to serve as your Chairperson. We united in striving to give the best services to build this institution for distinguished future generations.

I wish to conclude by presenting special announcements for the upcoming financial year 2022/2023.

- I take this opportunity to equally acknowledge the impeccable role and contribution of our erstwhile Chief Executive Officer, Dr More Chakane. Best wishes for your onward career journey.
- A special welcome to the newly appointed Chief Executive Officer, Prof Mfanelo P. Ntsobi. We are honoured to have you lead this institution; we welcome in advance the inestimable value, insights, and leadership fortitude you will be investing in the Company in the coming years.

I wish to also extend best wishes to all Directors whose term has come to full conclusion, Dr Vathiswa Papu-Zamxaka; thank you for all the commitment and dedication. Also, I would like to acknowledge the new Directors on the Board: I trust you will grow in tenacity and fortitude to build this valued institution of our time.

Furthermore, it is a pleasure to welcome all the new staff who joined during the period. We also bid farewell and say our fond goodbyes to those who left.

Finally, I sincerely thank all our stakeholders in the education sector and the broad corporate world. Thank you for the special partnership agreements for greater collaboration.

To all donors and investors in the Company, we thank you for the collaborative association and shared value, as well as your priceless contributions in human capital, knowledge and financial capital. We are truly grateful.

Thank you all for another excellent year. I look forward to us collectively continuing to break barriers in 2023 as well as attaining unprecedented heights of excellence and the apex of exponential growth. **TOGETHER WE CAN!!!**

Great appreciation and best wishes.



Mr Witbooi, Abbey
Board Chairperson



CEO Executive Summary



Dr Chakane, Moretsele Morrison

Chief Executive Officer

It is my pleasure to present the performance for the 2021/22 financial year, reflecting the hard work and dedication of all role players involved in planning and implementing the 2019/2024 board-approved strategy. This report provides a concise picture of the performance and activities of the core and non-core business as adopted in the 2021/22 Annual Performance Plan.

The following five strategic goals informed the strategic objectives and targets achieved in the 2021/22 reporting period:

- 1 Building a competent society in the world of science.
- 2 Enhancing operational efficiency and optimising agility of service delivery.
- 3 Improving and strengthening financial viability and sustainability.
- 4 Building strong research and development capacity.
- 5 Improving organisational sustainability.

The performance outcomes reported under each of the mentioned strategic goals summarise the departmental activities and recorded achievements for both the core and non-core businesses.



Core Business Performance Report

The Sci-Bono core business comprises the following departments within the organisation:

Science Centre

Exhibitory

ICT Training and Youth Development

Teacher Development

Learner Support

The Science Centre recorded a major jump in visitor numbers of **28,321**, compared to the **14,800** of the previous year. This is owed to the easing of the Covid-19 restrictions, which allowed the centre to increase its offerings and revisit activities previously put on hold. The centre presented its annual offerings that included themed holiday programmes and STEM shows. The latter were presented to **12,515** visitors. The centre also observed National Days and United Nations International Days.

Furthermore, the centre visited communities and schools for Outreach programmes: a rocketry course was attended by **40** learners and **10** teachers. In the First Lego League (FLL) competition (under the category Science Competition), **two teams supported by Sci-Bono won** the Innovation Project Research Award and the Core Values Innovative Award, respectively. These awards were received with gratitude. We also hosted **47** birthday parties for young science enthusiasts. Our various packages are constantly innovated for desirability even though the pandemic resulted in several cancellations.

The **Exhibitory Department** remains the heart and a distinguishing factor for Sci-Bono, with interactive exhibits inside the building and newly developed ones located outside. Our exhibitions continue to bring people together, promote STEM education and bring awareness to how these themes interact with reality. In this financial year, BMW sponsored us with an interactive **BMW X3**, and we added outside exhibits of knots and crosses, Morabaraba and chess, which are popular amongst our visitors. Our fully established in-house workshop ensures the growth of our **350+ collection of exhibits** annually through the manufacturing, design and commissioning of new, innovative, and fun exhibits that are enjoyed by young and old. Sci-Bono has recently acquired a computer numerical control (CNC) router machine to better our offerings and increase efficiency. We, moreover, house exhibitions through **collaborative partnerships**. During this reporting period, we had the **H20 Today, Destination Moon** and the **National Geographic**, to name a few.

Sci-Bono recognises the need to provide career support, guidance, and counselling services to community members ranging from school learners to professionals. The **Science Career Centre** runs an annual program of activities and special events to create awareness to schools and communities in order to promote STEM careers.

The Centre also offers career development and counselling services to learners, out of school youth and mature clients aimed at providing psychological support.

1,337 clients utilised the walk-in Centre for Careers Information and Advisory, while **14,226** learners participated in Grade 7 – 12 group career presentations and workshops, and **1,411+** clients benefited from activities under the Career Development Support and Counselling Services programme, which speaks to matters like subject choice and career assessments, individual counselling and therapy, and group counselling for psycho-social and academic skills.

Special programmes included the Girl Learner Programme, hosted through a webinar attended by **299** learners, and Disability Rights Day, which was attended by **1,425** Grade 10 – 12 learners. Special programmes also included Career Day in Agriculture and Manufacturing, which clocked **1,202** participants. These are a few of the programmes we host annually, and we are thankful to funders, organisations and companies that partner with us and support the initiatives.

The **Learner Support** Department responds to supporting teachers and learners by providing supplementary teaching in 12 gateway subjects. The team manages and runs the GDE flagship programme, namely the SSIP. The division has recently added

the DLMC to increase the reach for teaching by broadcasting lessons to multiple schools from the studio located at Sci-Bono.

The SSIP rollout for 2021/22 supported over **80,000** Grade **12 learners** in **447 schools** in **309** sites across the province. This significant achievement met an **average of 75%** attendance amid the Covid-19 disruptions. We do thorough planning for the programme because of the scale of delivery required; the team works tirelessly to keep the balls in the air, but it does not go without challenges we progressively learn from. The SSIP was delivered on Saturdays, during school holidays and by residential and walk-in camps (that hosted a total number of **10,920** learners). The **Emasondosondo Project** was also implemented, and **2,017** Grade 9 – 12 learners were supported with physical sciences, mathematics, and natural sciences.

The **DLMC** has four workstreams. **Workstreams 1 and 2** have been completed, which entail the design concept and the supply, installation, and maintenance of the studio equipment. **Workstream 3** is the supply, installation, and maintenance of webcams for bi-directional communication through smartboard. **Workstream 4** is the educational content and production thereof. We are proud to report that **145** schools have benefited from this establishment thus far.

The **Teacher Training & Development Department** provides essential support to teaching and learning in the Gauteng schools for the Teacher Development Directorate in the GDE. In the 2021/22 reporting period, the department continued with the adopted strategy of online training in MST subjects which was implemented at the rise of the Covid-19 pandemic. The participation numbers show that the online training did not negatively affect attendance. Sci-Bono offered training endorsed by the South African Council for Educators (SACE); a total of **23,286** teachers in the foundation, intermediate, and senior phases attended the training. The pre-tests

and post-tests are evidence of the positive impact made by this offering for teachers across the province. Targets have been exceeded drastically, and the team can only be motivated to push further.

The **Teacher Training & Development Department** hosted a Girl Learner Camp, which was attended by 300 girl learners for one week, intending to deliver exceptional content in mathematics, science, accountancy, and geography. The programme also offered motivational speaking to capacitate the girls on personal and social skills.

The **Sci-Bono ICT Training and Youth Development Department**, also called the ICT Academy, has achieved its targets through the different programmes it provides for members of the public. The programmes provided in this reporting period include but are not limited to the Youth Development Programme (YDP); a 10-month ICT learnership with **96% completion**, and the Multi-Certification Skills Programme, which supports the GDE in providing learners with industry-ready and relevant skills. The Dimensions Data Saturday school programme is yet another example and catered for **50** Grade 12 learners and **50** Grade 11 learners.

The **Robotics Club** reached **609** learners in this period. It was implemented in **23 SoS schools** involved in the **Twinning Programme**, and **townships schools**. Teachers and learners were awarded coding and robotics certificates for completing the programme. Coding for Grades R – 1 was run in **14** MST grant and twinning schools in partnership with the GDE, with **210** learners engaged in the programme. The Sci-Bono IT Academy increased its offerings by introducing end-user computing (EUC) to **400** teachers in **15** districts to capacitate educators at a professional and personal level. The **Drone Academy** has been established and provides a variety of drone activities that create awareness, offer demonstrations and present exhibitions. This is an exciting initiative to look out for in our developments as Sci-Bono.

Non-Core Performance Report

The non-core business comprises the following departments:

Human Resources and Development

Facilities Management

IT Management

Fundraising Management

Research and Development

Marketing and Communications

Events Management

Finance Management

Supply Chain Management

These departments provide overall support functions and internal processes for the core business departments to deliver their mandate.

The **Human Resources and Development Department** has kept the organisation in good standing in terms of developing and maintaining an updated list of our internal policies, managing employee relations and adhering to labour laws and regulations. The staff complement for the 2021/22 financial year was **211**. Of these employees, **158** are permanent employees, **40** are fixed-term contractors, **3** are psychometric interns. Sci-Bono has adopted a model of prioritising the appointment of critical



positions only to manage the salary bill and to keep the organisational financials in good standing.

Sci-Bono intentionally supports employees by providing employee bursaries for upskilling, training, and skills development. Employees also attended training arranged by Human Resources for short courses such as business writing, training on the Protection of Personal Information Act (POPIA) and report writing. The Performance Management and Development System (PMDS) has been revised and will be implemented in the next financial year.

The **Facilities Management Department** is an important branch that looks after our building and provides cleaning, venue setups, rentals and safety and security services. The team completed significant repairs and maintenance, with some that are ongoing. These include refurbishing the clubhouse to be aesthetically pleasing for the young ones, repainting several key areas, waterproofing, and upgrading the access control and closed-circuit television (CCTV). Our rental space needs purposeful intervention. The market has been depressed, but we often seek advice from estate agents on how best to advertise these spaces.

The **IT Department** has provided a lead in the transition to virtual programmes and activities as prompted by the pandemic. They have supported all the departments that ventured into the new space of virtual reality in hosting live virtual events and webinars, which were a success. The team completed various IT initiatives, such as replacing faulty cabling in the building and updating the finance, payroll, and HR Enterprise Resource Planning (ERP) systems. The approved IT governance and management framework is being implemented and monitored.

Through the **Finance Management Department**, we strive to maintain financial viability through sound financial processes, especially for Sci-Bono as a non-profit company/non-government organisation (NPC/NGO) that relies on sponsored funding and donations. Our financial performance for 2021/22 closed off with a surplus of **R25,6 million**, indicating an increase from the 2020/21 financial year. Our most significant projects are from the GDE, and thus they remain our biggest and constant funder with **R262 million**, a decrease of **R18 million** compared to last year. Our overall income totals **R342 million**, which indicates a **26%** increase, and grant income totals **R322 million**, including the DLMC.

Some projects, including the Teacher Development Programme, were met with a significant decrease in funding for this year. Sci-Bono operations, being affected by lockdown restrictions, contributed only **R2,6 million** to the total revenue. The overall expenditure increased by **19%**, totalling **R316 million**. Our investment income remains steady, with an average of **R12 million** over three years. Management invested an amount of **R100 million** with an expected future value. We work and plan to keep the organisation's financial status healthy for its future beneficiaries.

The **Fundraising Management Department** is progressing steadily with the appointment of a full-time Fundraiser, which has helped to push the fundraising bar by knocking on new doors while maintaining relationships with the existing partners. We hosted lunches with various embassies to seek international opportunities and partnerships to, hopefully, yield monetary donations to keep our programmes going. We appreciate the in-kind contributions, which make a huge difference in reaching a larger audience and making an impact through science education. Our stakeholder management approach has provided us with new funding streams and opportunities to showcase the core business of Sci-Bono. These new partnerships will almost certainly give us more to report on in the next financial year.

The **Research and Development Department** increased its scope in this reporting period. The unit moved from looking at improving internal offerings to performing

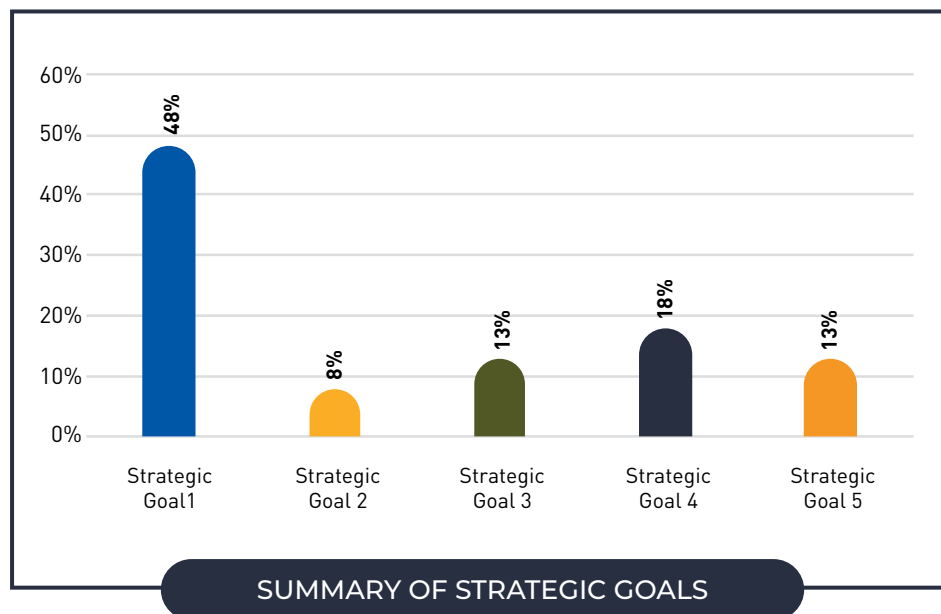
benchmark studies with other institutions to better the Sci-Bono products and services. The benchmark studies were done at the University of Zululand (UniZulu) in coordination with their Career Centre. The Exploratorium Science Centre at the Questacon National Science & Technology Centre supported the initiative by doing a comparative analysis. We are currently planning on approaching more institutions for research purposes and working on a partnership with other science centres to initiate a Journal of Science Centres.

The **Marketing and Communications Department** supported business continuity by ensuring that the Sci-Bono business is shared with the outside world. This function promotes our offerings to attract clientele and build potential collaborations for hosting unforgettable events. The Marketing, Communications and Public Relations (PR) strategy and plan were presented this year with intentions to start implementing in the next financial year to increase Sci-Bono's visibility to the intended market.

Our marketing activities were visible on social media platforms. Our digital presence was evident from the invitations we received from media houses for interviews. We also saw increasing numbers in our engagements on Twitter and Facebook, with a combined total of **14,000+** followers.

Sci-Bono hosted beautiful and exciting events through our **Events Management Department**, and this is one of the branches we plan on growing more attraction towards. We hosted many events, including the Gauteng City Region Academy (GCRA) career and guidance programme and the FemSTEM hybrid event. Moreover, **40** kids won tickets from Eldos FM to visit and tour the centre. We also hosted the Music in Africa Conference and a Play Movement event to support the education and rollout of Early Childhood Development (ECD) programmes. The events were hosted with adherence to the Covid-19 regulations and followed the easing of the restrictions.

Summary of the Overall Performance



I am proud to declare that Sci-Bono closed off the 2021/22 financial year with a 100% performance. This is an achievement worth celebrating! The Sci-Bono management team and employees have shown resilience and overcame difficulties to meet the strategic objectives and goals. Thank you, colleagues, for showing up and showing off with your hard work and working diligently to close the year on an exceptional note.

To the MEC of Education, Mr Panyaza Lesufi, the Head of Department of GDE, Mr Edward Mosuwe, and the GDE colleagues, thank you for a good working relationship. Your understanding and cooperation with Sci-Bono do not go unnoticed.

The Board of Directors headed the organisation with the CEO and supported the management team and the rest of the staff. Thank you to the Board Chairperson, Mr Abbey Witbooi, and the Non-Executive Directors. Your presence and support have assured us that it is possible to come out strong, despite hurdles, and your drive has made us achieve excellent results.

The success of Sci-Bono would not be possible without the direct and indirect contributions of our public and private partners. We appreciate you and the unwavering support you give to Sci-Bono. Thank you for walking the journey with us and believing in the vision and mission of Sci-Bono.

I thank you.

Dr Chakane, Moretsele Morrison
Chief Executive Officer

Sci-Bono Discovery Centre Overview

In the following, Sci-Bono defines the organisation's business, its objectives, and its approach to reaching those objectives. It includes the desired future positioning of the organisation, combined with its principle system, which serves to uphold its corporate values.

Vision Statement

- To be a world-class science centre capacitated to assist in instilling a culture of science and technology, acquiring science knowledge, skills, and attitudes.
- Applying acquired science knowledge, skills, and attitudes to develop and innovate new products and services that uplift the quality of life for all South Africans.
- Using the innovated products and services to compete in the global world of science.

Mission Statement

- To assist people in South Africa with instilling a culture of science and technology by providing a unique platform to explore and better understand the world of science.
- In particular, Sci-Bono's mission extends into the following areas:
 1. Acquisition of science knowledge, skills, and attitudes.
 2. Application of science knowledge, skills, and attitudes.
 3. Developing new products and services that improve the quality of life for all South Africans.
 4. Innovating and competing in the global world of science.





Core Values (ACETIII)

Accountability

Sci-Bono is an organisation that is willing to take responsibility for its actions.

Customer-Centric

Sci-Bono places a particular focus on creating a positive experience for its customers to ensure customer loyalty and value for money.

Ethical

We promote the application of moral standards in the course of official work.

Transparency

We are committed to openness, accountability, and honesty to build efficiency and gain stakeholder trust.

Integrity

We are committed to following our moral or ethical convictions and doing the right thing in all circumstances.

Innovation

Sci-Bono values the introduction of new technologies that are designed to improve the livelihoods of all South Africans.

Intellectual Diversity

Our organisation is built on a foundation of learning, one that embraces diverse intellectual thinking and introduces learners to multiple perspectives.

Strategic Goals

Sci-Bono works towards achieving its vision and mission through the following goals:

- Building a competent society in the world of science.
- Enhancing operational efficiency and optimising agility of service delivery.
- Improving and strengthening financial viability and sustainability.
- Building strong research and development capacity.
- Improving organisational sustainability.

Sci-Bono initiates, develops, implements, and evaluates various programmes to achieve its goals. All programmes have strategic objectives linked to the goals, core activities and intended results with targets, including indicators for core and non-core functions of the organisation.

Functions

The following touchpoints outline the various core and non-core departments within the Sci-Bono Science Centre and the corporate services on offer.

Core Functions

- Science Education Service
- Exhibitory
- The Science Career Centre
- School Support Unit
- Teacher Training and Development
- The ICT Academy

Non-Core Functions

- Financial Management
- Risk Management
- Payroll Management
- Procurement
- Human Resource Management
- Facilities Management
- Marketing and Communications
- Events Management
- IT Management

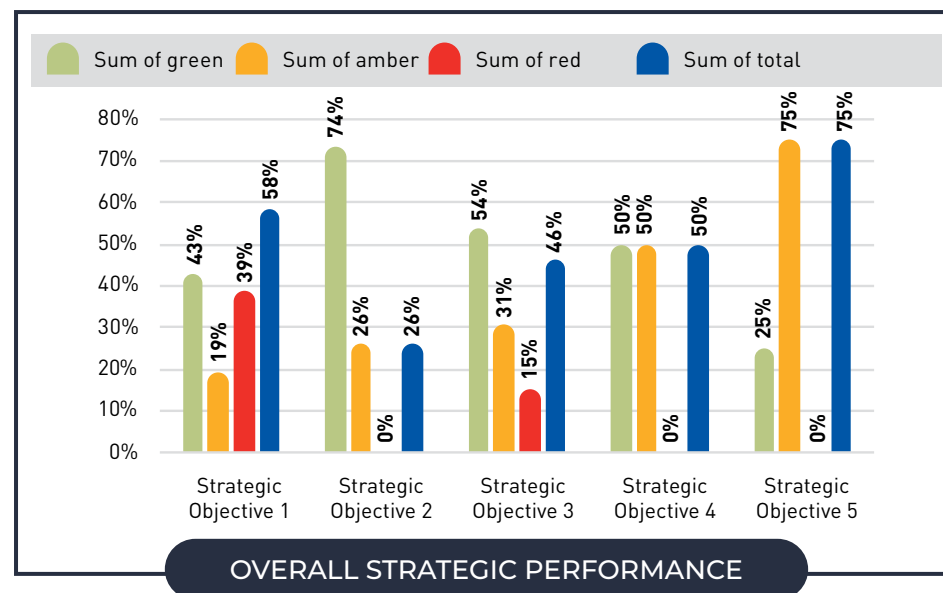
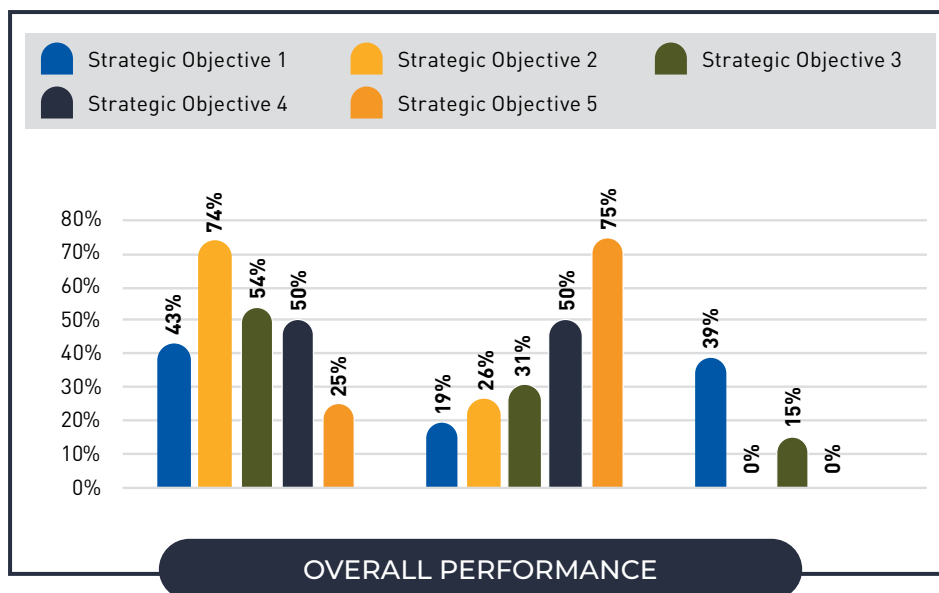
Monitoring Matrix for Annual Performance Plan 2021/22

STRATEGIC ORIENTED GOAL (What does success look like?)	STRATEGIC OBJECTIVE (What elements constitute the Goal?)	PERFORMANCE INDICATOR (OUTPUT - The end result / product produced by end of 2021/22)	KPI	ACTIVITIES	BASELINE	TARGET	Unit of Measure	Summary of Weighted Scores				
					2020/2021 Performance Result	2021/2022 Expected Performance		Quarter 1	Quarter 2	Quarter 3	Quarter 4	Grand Total

OVERALL ORGANISATIONAL PERFORMANCE PER QUARTER	108%	90%	89%	113%	100%
GOAL 1: BUILDING A COMPETENT SOCIETY IN THE WORLD OF SCIENCE	61%	39%	39%	52%	48%
Strategic Objective 1.1: Design, develop and implement science projects, programmes, events and activities	5%	8%	12%	15%	40%
Strategic Objective 1.2: Spearhead and lead in informing and educating the SA public about the 4 th Industrial Revolution	8%	6%	6%	8%	28%
Strategic Objective 1.3: Enhance learner performance and academic results across the Gauteng province	26%	16%	7%	9%	59%
Strategic Objective 1.4: Build an ICT academy providing digital skills to teachers, learners, unemployed youth and the general public	15%	6%	9%	12%	42%
Strategic Objective 1.5: Implement programmes, events and activities that stimulate interest and guide learners towards science and technology careers	7%	3%	4%	8%	21%
GOAL 2: ENHANCING OPERATIONAL EFFICIENCY AND OPTIMISING AGILITY OF SERVICE DELIVERY	9%	9%	7%	9%	8%
Strategic Objective 2.1: Enhance operational efficiency through organisation-wide risk management and internal control frameworks and systems	1%	2%	2%	2%	7%
Strategic Objective 2.2: Capacitate Sci-Bono with equipped human capital	2%	2%	2%	2%	7%
Strategic Objective 2.3: Develop, review and implement internal policies and procedures for all functions	2%	2%	2%	2%	7%
Strategic Objective 2.4: Implement an efficient organisational structure that supports Sci-Bono's strategy	2%	2%	0%	2%	5%
Strategic Objective 2.5: Develop and implement operational plans for all departments	2%	2%	2%	2%	8%
GOAL 3: IMPROVING AND STRENGTHENING FINANCIAL VIABILITY AND SUSTAINABILITY	12%	15%	11%	15%	13%
Strategic Objective 3.1: Refine the funding strategy and plan	2%	2%	2%	3%	9%
Strategic Objective 3.2: Diversify Sci-Bono income streams	2%	2%	2%	3%	9%
Strategic Objective 3.3: Retain and increase the funding from the current funders; submitted	2%	6%	2%	3%	13%
Strategic Objective 3.4: Increase the organisation's revenue	2%	2%	2%	3%	9%
Strategic Objective 3.5: Implement sound, effective and efficient financial management controls, processes and procedures	3%	3%	3%	3%	12%

STRATEGIC ORIENTED GOAL (What does success look like?)	STRATEGIC OBJECTIVE (What elements constitute the Goal?)	PERFOR- MANCE INDICATOR (OUTPUT - The end result / product produced by end of 2021/22)	KPI	ACTIVITIES	BASELINE	TARGET		Summary of Weighted Scores				
					2020/2021 Performance Result	2021/2022 Expected Performance	Unit of Measure	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Grand Total

OVERALL ORGANISATIONAL PERFORMANCE PER QUARTER	108%	90%	89%	113%	100%
GOAL 4: BUILDING STRONG RESEARCH AND DEVELOPMENT CAPACITY	15%	16%	18%	23%	18%
Strategic Objective 4.1: Establish a research and development unit within Sci-Bono	5%	5%	5%	5%	20%
Strategic Objective 4.2: Develop a monitoring and evaluation framework to assess the impact of Sci-Bono programmes	5%	5%	5%	5%	20%
Strategic Objective 4.3: Collaborate with other research institutions	3%	4%	5%	8%	19%
Strategic Objective 4.4: Conduct benchmark studies to assess the level of the institution against national and international best practices	3%	3%	3%	5%	13%
GOAL 5: IMPROVING ORGANISATIONAL SUSTAINABILITY	12%	11%	14%	15%	13%
Strategic Objective 5.1: Expand Sci-Bono's reach through a comprehensive Public Relations and Communications strategy	4%	4%	5%	5%	17%
Strategic Objective 5.2: Create an organisational culture that is conducive for an innovative "world class" science centre	4%	4%	5%	5%	17%
Strategic Objective 5.3: Enhance the Stakeholder Relationship Management Strategy	4%	4%	4%	5%	17%



Core Business



Mr Davids, Anele Jeremiah Stephen

Director: ICT and Teacher Development

Executive Summary

The Sci-Bono Core Business Unit is happy to report on the progress made on our organisational mission. The Core Business Unit aims to promote the acquisition of science, knowledge, skills and aptitude to help people apply their comprehension to develop products and services that improve the quality of life for all South African while innovating and competing globally.

Our Science Centre activities continue to pick up speed due to the relaxation of the Covid-19 regulations. We have reintroduced some of the activities that were dormant during the Covid-19 pandemic and can report that, by the 2021-2022 financial year, over **80%** of our activities had been activated. School visits have picked up, and we are returning to normality sooner than anticipated.

The conducive environment created by the relaxation of the Covid-19 regulations has also positively impacted the other work we do under the Core Business Unit, namely Teacher Development, ICT Academy, the Learner Support Programme and Career Services. We continue introducing innovative learner programmes which prepare our learners for the 21st century. In line with this, we proudly announce that Intel® has selected and trained our staff to implement the Intel® Digital Readiness Programs, which seeks to expose all learners to emerging technologies, such as artificial intelligence (AI).

The establishment of the Drone Academy is complete while we await the programme's accreditation by the Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA). Our ICT Academy continues to be the best Cisco Academy and Cisco Academic Support Centre for Southern Africa. Our contribution to youth development continues to grow, with over **100** candidates graduating from our ICT programmes. The testimonials from beneficiaries and alumni are in the main report.



Science Education Centre

Science Awareness Programmes

Centre Visits

Following a very challenging year due to the Covid-19 pandemic and lockdown restrictions which halted the Sci-Bono Science Centre activities, the 2021/22 year provided optimism as restrictions lessened and operations and activities began to gain momentum. This was, unfortunately, interrupted by the 3rd wave of the pandemic, which resulted in adjusted level 4 restrictions being put in place from 28 June – 25 July 2021, which meant that the science centre could not receive in-person visits during this period. The interruption also meant that the centre's planned June/July holiday programme had to take on a virtual approach, a first time for Sci-Bono. Unfortunately, the restrictions also resulted in birthday party bookings and school bookings being cancelled, with the reluctance of visitors remaining (even as the regulations were gradually relaxed) due to the fear of the pandemic still looming. As time progressed, the activities slowly began building momentum again, with visitor numbers showing steady growth over the last two quarters of the financial year. Overall, the centre received a total of **28,321** visitors, a **91%** increase compared to the previous year's visitor numbers. Efforts to maintain a safe environment for visitors continued with weekly fogging of the centre, encouraging wearing masks, availability of sanitising stations around the centre and practising social distancing.

Science, Technology, Engineering & Mathematics (STEM) Shows

STEM shows remain one of the core activities of the science centre, with it being offered to all public and learners visiting the centre as well as to audiences at outreach events. It involves spectacular science demonstrations catering for audiences of all ages, stimulating enquiry and discussion around scientific concepts and phenomena. In 2021/22, the science centre presented science shows to **12,515** visitors. The shows presented included concepts centred on electrostatics, pressure, sound, human anatomy, astronomy and chemical reactions. On that note, we extend a special thanks to Afrox for their ongoing support and sponsorship of Liquid Nitrogen.

Holiday Programmes

To provide opportunities for learners and the general public to engage in fun science activities, Sci-Bono offered themed holiday programmes during all public school holidays. This is a regular offering that continues to grow in popularity and also serves to attract visitors from various parts of the country and from abroad. The events also provide an opportunity for families to engage in educational science experiences together.

During the 2021/22 year, Sci-Bono hosted five themed holiday programmes, reaching **6,801** people. The holiday programmes were as follows:





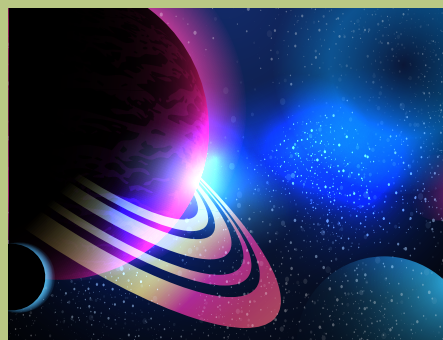
- a. **STREAM...IT Holiday Programme (24 – 30 April 2021).** Attracted **674** visitors to the centre.
- b. **Sci-Bono Virtual Science Holiday Programme (20 – 28 July 2021).** Attracted **289** participants from Gauteng, Western Cape, Northern Cape, and Mpumalanga provinces. The programme was presented over Zoom and was the first time Sci-Bono ran a virtual holiday programme, which was a new experience for the team. It demonstrated our flexibility and adaptability to delivering science communication in the virtual space.
- c. **Space Science Holiday Programme (2 – 10 October 2021).** Attracted **985** visitors to the centre.
- d. **Science Explorers Holiday Programme (18 December 2021 – 9 January 2022).** Attracted **2,981** visitors to the centre.
- e. **Wondrous Water Holiday Programme (19 March – 3 April 2022).** Attracted **1,872** visitors to the centre.

Focus Weeks

One of the flagship programmes Sci-Bono runs is focus weeks, which provides a platform for learners and teachers to engage with industry professionals. The programme also aims to inform about and highlight the application of STEM and related careers within the specific industry sector. In addition to the industry-type focus weeks, themed focus weeks also featured. The themed focus weeks aimed at providing science promotion and awareness activities directed at specific audiences, such as ECD learners. The science centre jointly plans and manages the focus weeks with the Science Career Centre.

In 2021/22, Sci-Bono hosted six focus week programmes. These were:

- a. **National Science Week (NSW) (1 – 7 August 2021).** NSW is an annual nationwide celebration of science. This year, it took place virtually and involved various



stakeholders and role players contributing to the week through virtual science-based activities. Sci-Bono contributed through pre-recorded online science shows on the science of pressure, hosted a science talk on nanotechnology in fertilisers, and conducted outreach activities at the Kids Haven in Benoni and P.U.S.H (Persevere Until Something Happens) in Eldorado Park. A total of **290** people were reached through the NSW activities.

- b. **Transport Week (18 – 22 October 2021).** In celebration of Transport Month, Sci-Bono partnered with the Transport Education Training Authority (TETA) to provide a platform to create awareness of the various sectors within the transport industry. One of the main attractions during the week was the electric vehicles on display, supplied by the Council for Scientific and Industrial Research (CSIR). The industry partners who supported the event included TETA, South African Civil Aviation Authority (SACAA), South African Institute of Civil Engineers (SAICE), South African Maritime Safety Authority (SAMSA), the National Department of Transport (NDOT), City of Johannesburg, Rea Vaya, the Department of Community Safety, City Of Johannesburg Emergency Medical Services, Joburg Tourism, RoboThink, Dunga Simulation Driving, National Youth Development Agency (NYDA), the James Hall Transport Museum and the CSIR. A total of **1,550** learners and **44** teachers from **11** high schools participated in the programme.
- c. **Enquiring Minds Programme (25 – 29 October 2021 & 28 February – 4 March 2022).** With ECD being an important area of focus nationally, Sci-Bono hosted two programmes that provided ECD learners with various stimulating and enjoyable activities called “Discovering Science”. The programmes linked directly to the study area “Beginning Knowledge and Personal and Social Well-Being” of the life skills curriculum for the foundation phase. A total of **1,084** learners participated in the programmes.
- d. **Tech Focus Days (14 – 16 March 2022).** The tech days aimed to introduce and expose learners to robotics, coding and drone piloting. The programme also focussed on skills related to 4IR, such as critical thinking and problem-solving. The focus days were hosted in collaboration with the ICT Centre and the Science Career Centre. A total of **206** learners participated in the programme.
- e. **National Water Week (22 – 24 March 2022).** In celebration of National Water Week, Sci-Bono partnered with Johannesburg Water to run a focused programme under the theme “Groundwater making the invisible, visible” in response to the current water shortage crisis. Learners were educated on appreciating the value of water, its conservation, and how to use it sustainably. The event was joined by the Department of Water and Sanitation (DWS), Johannesburg City Parks, the City of Johannesburg, and the main partner, Johannesburg Water. One of the highlights during the week was a live theatrical performance named “Tholo, the brave”. The H2O Today Water exhibition, housed at Sci-Bono, was also a feast for the senses. A total of **266** learners participated in the programme.



Focus Weeks

National Days & United Nations (UN) International Days

Along with the nation and the rest of the world, Sci-Bono hosts events and activities to celebrate nationally and internationally recognised days. During the 2021/22 period, Sci-Bono celebrated eight National/UN International days, reaching over **719** people. The celebrated days were:

1. Family Day (5 April 2021)
2. World Food Day (16 October 2021)
3. International Day of Women & Girls in Science (11 February 2022)
4. World Wildlife Day (3 March 2022)
5. International Women’s Day (8 March 2022)
6. World Down Syndrome Day (22 March 2022)
7. World Water Day (22 March 2022)
8. World Maths Day (23 March 2022)

A highlight during the celebrated days was the International Day of Women & Girls in Science, which took place on 11 February 2022. The day aims to inspire and engage women and girls in science, promoting gender equality, diversity, and inclusion in science. An auditorium of over **200** girl learners had the opportunity to engage with Ms Amanda Ngwenya, a science professional born in South Africa who works in the energy sector at the Danish Energy Agency in Denmark. Ms Ngwenya interacted with the girls over a live virtual stream all the way from Denmark.

Another highlight was celebrating World Down Syndrome Day (WDSD) in collaboration with the Science Career Centre. Learners with this condition joined us for the event and were accompanied by their parents and teachers. Other role players who joined the event were a team from the Inclusion and Special Schools Directorate at the GDE as well as mothers from Down Syndrome South Africa (DSSA) who are activists and advocates for children with Down Syndrome.

In addition, on World Maths Day (WMD), Sci-Bono ran a math competition where visitors had to work out the number of coloured balls contained in a glass jar without opening the jar. A total of **176** “guesstimates” were received, with the closest guesstimate being just **11** less than the actual number of balls in the jar.

Birthday Parties

Following a very quiet year due to the challenges posed by the Covid-19 pandemic, birthday parties at the centre began to gain momentum. With two unique birthday party venues available for the hosting of science-themed birthday parties for children from the ages of 3 – 12 years old, Sci-Bono hosted a total of **47** parties for **1,106** guests. The inability to host in-person visits during the latter part of June and the whole of July due to the 3rd wave of the pandemic was a major challenge, with a number of bookings that had to be cancelled. Even as the weeks progressed after the easing of regulations, the hesitancy to book remained. This, however, soon passed, with **25** parties hosted in the last quarter, representing **53%** of the annual bookings and indicating a renewed interest in Sci-Bono as a venue for children’s parties.

Community Outreach

In addition to the in-reach activities offered at the centre, Sci-Bono also runs an outreach unit through a vehicle sponsored by SASOL. The outreach unit supports various communities and schools that would otherwise not have had the opportunity or means to visit the centre. Moreover, the outreach unit serves to support specific events taking place around Gauteng to create awareness and excitement around science and technology, and to proclaim their importance and relevance in our everyday lives. Science shows, curriculum experiments and facilitation of our collection of outreach exhibits form the major activities of the outreach offering. During 2021/22, the science centre completed **11** outreach activities, including conducting Curriculum and Assessment Policy Statement (CAPS)-aligned practical experiments at schools in Sebokeng, Protea Glen, Jabulani and Soweto. As part of the outreach activities, the unit also participated in the Sebokeng Youth Expo and Water Day Celebration in Tembisa.

In total, **1,197** learners were reached through the outreach activities.



Science Education Programmes

The Sci-Bono Science Education Programmes are comprised of activities that extend beyond science promotion and awareness. The programmes boast a solid curriculum alignment that aims to support the delivery and understanding of content taught in the classroom. The following are the activities that took place under the Sci-Bono Science Education Programmes:

Laboratories

Rocketry

MST Workshops

Electronics Club

Laboratories

The three fully equipped laboratories remain an essential resource for schools, supporting teachers and learners, especially in Grades 10 – 12. These laboratories provide a proper environment for learners to not only be exposed to a functional laboratory but also enable them to carry out their curriculum-based experiments in chemistry, physics and life science.

In addition to providing curriculum support, the Dow Chemistry Lab, Festo Mechatronics & Physics Lab, and the Life Science Lab provide a space where the general public and learners in the lower grades can experience the facilities and participate in fun, hands-on science and technology activities. In 2021/22, the labs were able to reach a total of **11,133** learners, which included members of the public.

Mathematics, Science and Technology (MST) Workshops

At the core of the Sci-Bono Science Centre are hands-on interactive experiences which serve not only to create excitement and spark curiosity, but also to assist in the understanding of certain concepts in science. As part of the offering, the science centre develops and facilitates MST workshops for visiting schools and the general public, designed to enable the practical exploration of STEM. In 2021/22, the centre offered **64** interactive workshops to **4,411** participants.

Rocketry

Sci-Bono hosted two rocketry courses for school learners during the October and March school vacation periods, with the first (1st) course taking place from 4 – 8 October 2021 and the second (2nd) course from 22 – 25 March 2022. Both courses were facilitated by Aerospace Research and targeted learners in Grades 10 and 11 over five days, during which they were taught the fundamentals of rocketry and applied mathematics, science and technology whilst designing, constructing, and launching a rocket within their respective teams.

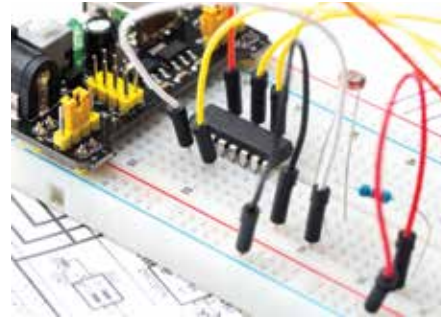
A total of **40** learners and **10** teachers from **9** schools participated in the courses. The schools involved in the programme were St. Barnabas College, Wordsworth High School, Poelano Secondary School, Dr Beyers Naude Secondary School, Phahama Secondary School, Rhodesfield School of Engineering, Mandisa Shiceka High School, Rebana-Laka Secondary School and Wedela Technical High School. Each learner received a Certificate of Competence for Level 1 Rocketry per the South African Amateur Space Administration (SAASA) requirements.

With requests from parents of younger learners to participate in the rocketry course, Sci-Bono planned a one-day rocketry workshop for the public during the December holidays. It was run by Aerospace Research and redesigned and adapted to suit learners ages 6 – 12. Participants were exposed to the basics of rocketry while they each got to build and launch a miniature model rocket which they could take home with them. A total of **19** learners participated in the workshop. The event also provided an opportunity for parents to engage in the activity with their children.



Electronics Club

The Electronics Club at Sci-Bono is one of the Sci-Bono Science Centre programmes that aim to assist learners in understanding the theory taught as part of the electrical technology subjects at school and provide learners with technical skills development. In 2021/22, Sci-Bono hosted **16** Electronics Club sessions for learners from Langlaagte Technical High School and members of the Sci-Bono Club House. The learners each built low voltage alarm projects and **18** LED projects during the sessions. They also participated in soldering activities and learned how breadboards work through simple electrical circuit activities.

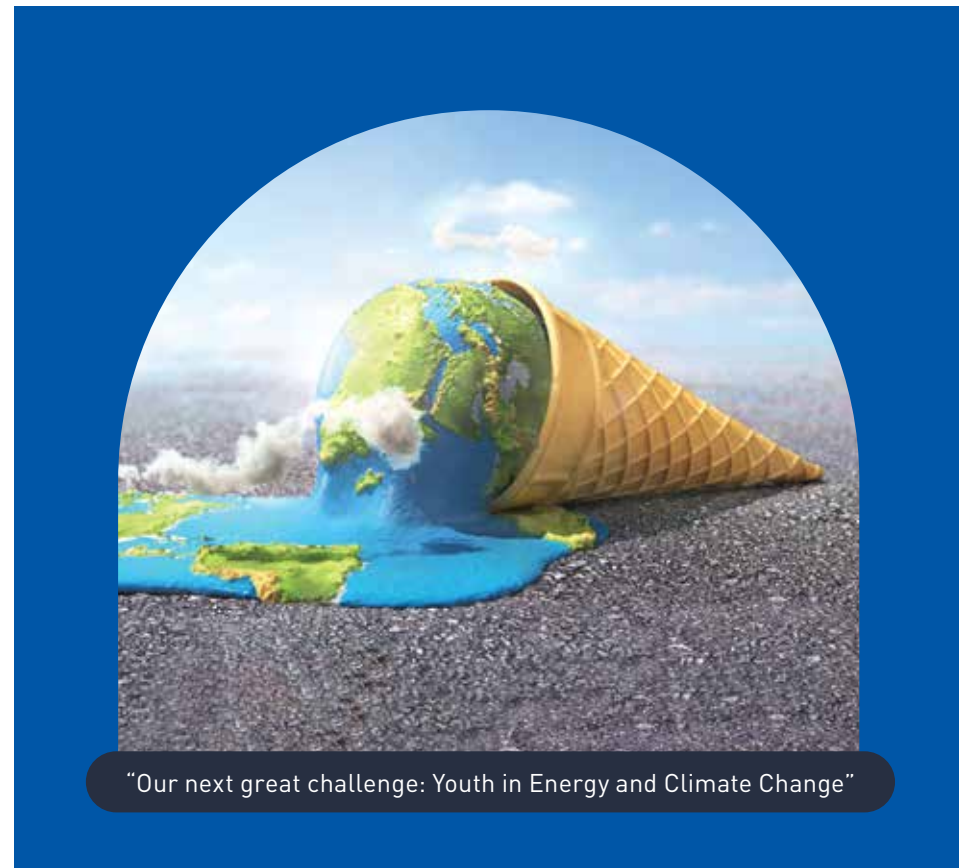


Science Communication Programmes

Speak2aScientist

One of Sci-Bono's most popular Science Communication Programmes is the Speak2aScientist Programme. The initiative provides a platform for learners, students, and the general public to engage with a science professional on a particular topic. It's aimed at enhancing science engagement by providing scientists and researchers opportunities to communicate their work. In 2021/22, Sci-Bono hosted **12** Speak2aScientist events with a total of **1,755** participants.

Highlights during the programme included a talk on climate change entitled "Our next great challenge: Youth in Energy and Climate Change". The talk was delivered by Ms Shamielahn Reid and Mr Ashlin Naidoo, from the City of Cape Town's Energy and Climate Change Directorate, and Ms Mamello Chauke from CSIR, in partnership with the United Nations Development Programme (UNDP). In addition, Sci-Bono, in collaboration with the American Embassy, hosted a talk entitled "Astronomy is for South Africa", presented by Dr Jarita C. Holbrook, an American astronomer and associate professor of physics at the University of the Western Cape (UWC). In support of WDSO, Sci-Bono hosted a very informative and intriguing talk on Down Syndrome, delivered by Ms Ancella Ramjas, a disability activist and the National Executive Director of DSSA.



Science Competitions

First Lego League Robotics (FLL)

The FLL Robotics Competition is one of the international robotics competitions Sci-Bono strongly supports due to its alignment with the Sci-Bono vision. It involves learners aged 9 – 16 years required to apply math, science, technology and research to innovate solutions for real-world problems through hands-on robotics, designing and building an autonomous Lego robot and coding the robots to perform a set of given missions. In the 2021/22 year, the regional competition took place virtually, with Sci-Bono providing mentoring support and assistance with registration for **9** schools. Two of the Sci-Bono-supported teams, SB Decryptors from Willowmoore High School and SB Skyscrapers from Kenilworth High School, performed very well, winning the Innovation Project Research Award and Core Values Innovation Award, respectively.



Think Big Start Small: Youth-led Robotics for Multi-Dimensional Climate Solutions

The Think Big-Start Small programme was conducted by Sci-Bono in partnership with FemSTEM and the UNDP, and funded by the Embassy of Denmark. It took place over five months, from June to October. It involved the Internet of Things (IoT), STEM and robotics in a programme that aimed to equip learners, especially girls and their teachers, with practical skills and ideas to develop solutions to climate change-related challenges. The programme focused on training teachers and learners

on using XinaBox chip kits, the practical collection of data using the chips and the analysis of the data.

The Sustainable Development Goals (SDGs) 7, 13 and 15 were the focus areas to empower young people to take action. The programme invited learners and teachers from all over the country to participate. Some of the learners got the opportunity to visit the Embassy of Denmark and present some of their projects to the ambassador. The top 5 performing learners were flown to Gauteng to attend the awards ceremony, which took place on 9 October 2021. These learners, who hail from Gauteng, Kwa-Zulu Natal and the Western Cape, and personnel from Sci-Bono were treated to a tour of the Origins Centre at the University of the Witwatersrand (Wits) prior to the awards event.

Amongst the guests attending the awards day event included representatives from UNDP South Africa, the United Nations Children's Fund (UNICEF) South Africa, Climate Change and Air Quality unit at the Department of Forestry, Fisheries and the Environment (DFFE), the Department of Science and Innovation (DSI) and the ambassador of Denmark, H.E. Mr Tobias Elling Rehfeld.

A total of **164** learners and **21** teachers graduated from the programme and come from Gauteng, Kwa-Zulu Natal, Western Cape and the Northern Cape.

One of the learners, Ms Grace Pakuda, from the Western Cape, received the award for Most Innovative Project: SDG 7 – Affordable and Clean Energy. In her robotics project, she took on the challenge of protecting solar panels from damage due to extreme weather such as hail and wind. The robot could be trained to predict extreme weather using the weather sensor (temperature, atmospheric pressure, and relative humidity). The light sensor would also give a good indication of cloud cover as it measures natural sunlight and the UV Index – reductions in these levels indicate cloud cover and cloud type, warning of hailstorm clouds. The robot will be able to move the solar panel to orientate it in a safe position using servo outputs, thereby reducing the damage potential. Ms Pakuda also received the Project Ambassador award for her passion throughout the programme, submitting project proposals for each of the **3** SDGs.

Exhibitory

Sci-Bono continues to offer the widest selection of interactive exhibits in Southern Africa which are housed permanently at the facility. The exhibits are at the vanguard of the visitor experience and remain a popular attraction.

In addition to over **350** exciting in-house exhibits, Sci-Bono has a collection of **20** interactive mobile exhibits that feature during outreach engagements at schools, expos and events in the Gauteng Province. The exhibits play a vital role in promoting both public and learner awareness STEAM. Exhibits are designed to be engaging, creating excitement amongst visitors – encouraging an appreciation for science through the connection of scientific phenomena to real-life applications.

Sci-Bono maintains a sound reputation for being the only science centre in Southern Africa with a fully equipped, in-house exhibitory workshop. The workshop is powered by a skilled team who ensures that Sci-Bono's collection of exhibits remain functional and in excellent condition.

In addition to the daily maintenance of the exhibitions, Sci-Bono designs, prototypes, manufactures and commissions new interactive exhibits that include the installation of exhibits acquired through collaborative partnerships. Examples of these include National Geographic's "Weird But True" exhibition, "H2O Today" and "Destination Moon".



Our Permanent Exhibitions



The Science Career Centre

The Science Career Centre is a flagship community-based, full-service career education, information, guidance and counselling facility. Its mandate is to deliver a comprehensive range of professional career development programmes to help learners make informed career and subject choice decisions.

Through its diverse annual programme of activities and events, the Centre promotes and creates awareness, primarily but not exclusively, in Science, Technology, Engineering and Mathematics (STEM) to all clients to align to and complement the vision and mission of the organisation. Clients include, but are not limited to, high school learners, post-school youth, teachers, parents, district officials, school governing bodies, community leaders, and organised civil society structures like Non-Profit Organisations and Faith-Based Organisations. The Centre also runs an annual calendar of special programmes focusing exclusively on STEM. The special programmes are designed to advocate for and stimulate interest in STEM careers and contribute to the STEM talent pipeline.

The Centre offers the following programmes:

1. Science Careers Education, Information and Advisory Services
2. Special Programmes which focus on STEM
3. Career Development Support and Counselling Services
4. Internship Programme in Educational Psychology and Psychometrics



Science Careers Education, Information and Advisory Services

This programme delivers group presentations and workshops for learners in Grades 7 – 12. The programme activities are aligned to CAPS and focus on the world of work, careers, tertiary studies, employment options and the development of self in society. This programme also offers a Work Readiness Programme workshop series that provides soft skills training to out-of-school unemployed youth. The workshops cover modules in job search skills and career development and planning. The workshops also introduce youth to workplace conventions, attitudes and temperaments, such as emotional intelligence, resilience and self-regulation, in order to prepare them to become employable and help them integrate successfully in the workplace.

The programme also houses a career information walk-in Centre which has a collection of paper and digital career information resources. The resources are not only used for reference purposes but also to mediate and facilitate career guidance and advice for walk-in clients seeking face-to-face guidance sessions. The following activities were delivered in the current financial year:

Careers Information and Advisory Services

The Career Information Walk-In Centre is a portal for career info resources. It is used by learners from inner city schools from the re-write programme who are the regular users of the facility, out-of-school youth, as well as the general public. The services in this space are demand-driven. Clients use the facility to search for employment, training, study and bursary opportunities. In previous years before COVID-19, the Walk-in Centre serviced over **4,000** learners annually, but client visitation reduced significantly during the lockdown, negatively impacting achievements against targets. Altogether, **1,337** clients used the Walk-in Centre for the period.

The Centre also developed content for interactive technical careers booklets for career exploration, respectively, as follows: **24-page technical subjects career booklet; 12-page: My Journey of Self-Discovery as part of material development.**

Grades 7 – 12 Group Career Presentations and Workshops

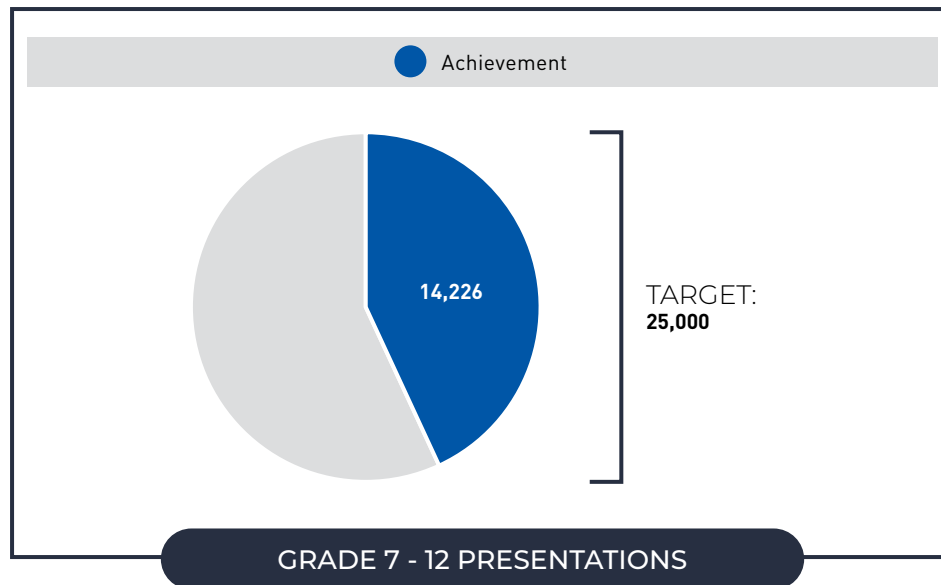
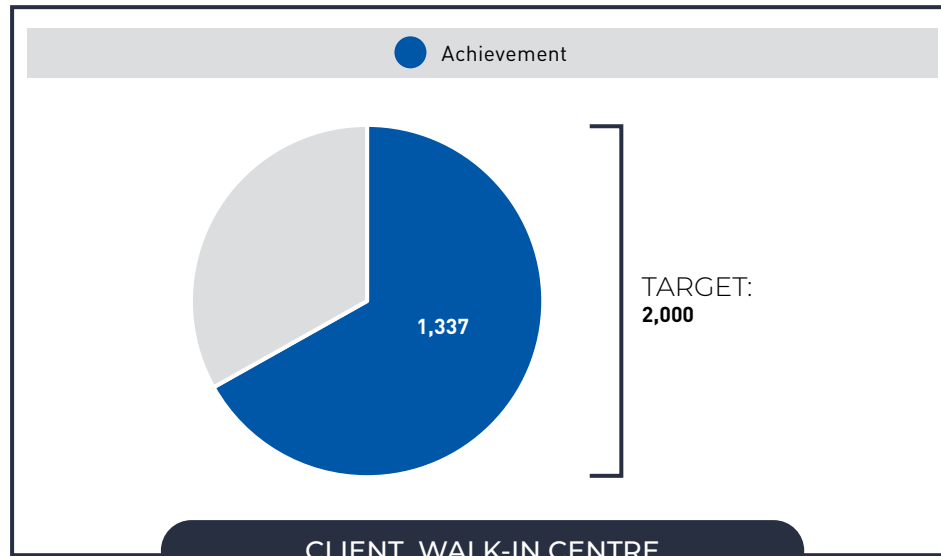
This programme consists of a series of presentations and workshops which focus on the development of self in society, the world of work, careers, and study as well as training and employment options available in the economy.

Where possible, most of the group activities in this programme were conducted at the schools because internet connectivity presented challenges in most schools. The Centre complemented this mode of delivery by extending its footprint to schools through its outreach activities, despite limited access to schools. The Centre also leveraged outputs by participating in events and programmes carried out by other similar entities which offer the same activities.

- a. **Support Programme for Repeating Grade 12s:** this programme was substituted with career presentations for **205** Grade 12 learners from Aha Thuto Secondary School because it was challenging to get a captive audience of second chance Grade 12 learners in one site or venue in order to reach decent numbers.
- b. **Outreach Presentation Series Programme for Grade 8 – 12 learners:** in quarter 4, **4,025** learners benefitted from the presentations delivered at HB Nyathi Secondary School, Hulwazi, BB Myathaz Secondary School, and a Unity Secondary School.

With an annual target of **25,000**; the total achievement for the year is **14,226**; whilst the annual shortfall is **10,774**. The achievement from the previous three quarters was **9,996**. The Centre extracted the most value in the last quarter of the current year when lockdown rules were adjusted to level one and many restrictions lifted; this improved the quarterly numbers significantly. However, there was little scope left to do more as all opportunities had been exploited to the maximum.

A summary of milestones achieved against targets is shown below:



Special Programmes

The aims and objectives of all the special programmes are to create awareness, promote and advocate for science and technology careers, and influence attitudes and values towards science and technology in order to contribute to the uptake and pipeline of STEM careers into higher education institutions. The theme for STEM-related special programmes for the last semester of this financial year was "Building Better after COVID-19". The Centre also introduced a few special programmes to celebrate some of the UN Observance Days. The programmes were intended to foster the spirit and ethos of inclusive learning by creating awareness of the barriers confronting learners with special educational needs.

- a. **Girl Programme:** 199 girl learners participated in a live webinar with a South African scientist based in Denmark during the International Day for Women and Girls in Science in February 2022. The Centre also participated in the Learner Achievement Camp for Girls, of which 300 girls attended. A third of the number of the 300 girls (100) has been apportioned to this programme; the balance was allocated to the programme for talented learners in STEM. See bullet point (g) below. Altogether, 299 learners benefitted from the programme; the annual target is 250. The target was exceeded by 49.
- b. **Disability Rights Day:** Observance Day takes place in December, but there was little appetite from stakeholders to make the programme successful. The programme was substituted by outreach initiatives with Global Solutions in Mathematics during the Mathematics and Science Camps in March 2022. 1,425 Grades 10, 11 and 12 learners participated.

Another substitute programme was hosted in March 2022 by the Career Centre to celebrate World Down Syndrome Day, another UN Observance Day aimed at raising public awareness and creating a single global voice advocating for the rights, inclusion, and wellbeing of people with Down Syndrome. 111 participants from Down Syndrome South Africa, learners who live with Down Syndrome, their educators and parents, as well as District Officials from the Inclusion and Special Schools Directorate at the GDE, attended the special programme.

- c. **Youth Summit on Employability & Entrepreneurship:** The Centre participated in the Gauteng E-GOV Department Sebokeng Youth Cybersecurity training workshop, and delivered employability workshops to learners in the Simphon

Youth Learnership Programme as well as to the ICT Youth Training Programme, whose learners are trained at Sci-Bono. The annual target is **200**. Altogether, **365** youth participated, and the annual target was exceeded by **165**.

- d. **Career Day in Manufacturing:** Access to industry sites was minimal due to COVID-19 restrictions. The Centre delivered a substitute programme in the form of information and advocacy sessions on the importance of technical trades and vocations, their contribution to the South African economy and the manufacturing and engineering as a bootstrap industry and an employer of choice. **517** learners from Dinoto Technical Secondary School and Almont Technical High Schools attended the sessions. The annual target is **500**.
- e. **Career Day in Agriculture:** There was no scope in this quarter to host an excursion to sites for the Career Day in Agriculture because of the narrow window in this quarter and the lack of appetite by the industry for such activities. The numbers from presentations conducted with the laboratories at Sci-Bono as well as with Grade 12 learners from Marikana High School have been counted as a substitute for this programme. Altogether, **685** learners participated in the programme. Out of the annual target of **500**, the annual target was exceeded by **185**.
- f. **Talent Pool for STEM Learners:** This programme is intended to run activities that motivate learners to aspire to STEM-related study and career opportunities

to improve the uptake of STEM programmes in higher education. **566** learners participated in the programme in Q1 and Q3, and a further **200** were drawn from the Learner Achievement Girl Camp hosted by Sci-Bono in March 2022. The annual target is **750**. Altogether **766** learners benefitted from the programme this year.

- g. **RCL Youth Dialogues & Debates (4IR focus):** The programme is intended to keep the 4IR discourse alive and vibrant within the schooling community to excite learners about the enormous entrepreneurial opportunities that arise from digital technologies. The Centre reached **92** learners in Q2 and Q3 through collaboration with E-GOV. There was no scope to continue in Q4; however, a series of STEM-specific presentations were conducted to **420** learners at Curtis Nkondo School of Specialisation as a substitute programme. The annual target was **500**. A total number of **512** learners benefitted from the programme this year.
- h. **Future of Work Series:** It was not possible to put together a decent programme this quarter because of the short lead time to involve stakeholders, but **129** learners attended a special programme in Q2 and Q3. A substitute programme of workshops and presentations on careers in 4IR was also conducted at Curtis Nkondo School of Specialisation. **441** learners participated in the presentation series, which was delivered through Life Orientation periods. This was done through the collaboration with the Outreach Team from School Support at Sci-Bono. Altogether, **570** learners benefitted out of the annual target of **500**.



- i. **Host Career Dress Up Day:** This programme is a standing event in the GDE calendar and takes place in October every year and targets Grade 7s. A substitute outreach programme was carried out with **1,257** Grade 8 – 12 learners from Aurora Girls High School, Emndeni Secondary School, Mohloli Secondary School, Protea High School, and Tetelo High School. It was not possible to host a special programme for Grade 7 because this would have required the involvement of a decent number of relevant external stakeholders to make it fun and relevant to the outcomes of the programme. The annual target is **1000**. The target was exceeded by **257**.
- j. **Work Readiness Workshop for Unemployed Youth:** The workshops were planned to be a collaboration between the Career Centre and NYDA, and the GCRA, but plans were cancelled at the last minute. The annual target for this programme is **250**. Workshops were conducted in Q1 and Q3 for **191** youth, and the shortfall is **59**.
- k. The Career Centre hosted the **Transport Focus Week** in October 2022 during Transport Month. The Focus Week was sponsored by TETA. The aim of the Focus Week was to provide a platform for career advocacy and awareness, showcase skills, careers and employment opportunities available in the transport industry and its sub-sectors to high schools adopted by TETA as well as other Gauteng schools that expressed interest in participating in the event.

Altogether, **1,590** learners from TETA-adopted schools attended the week-long event and were accompanied by **44** educators. **14** private companies

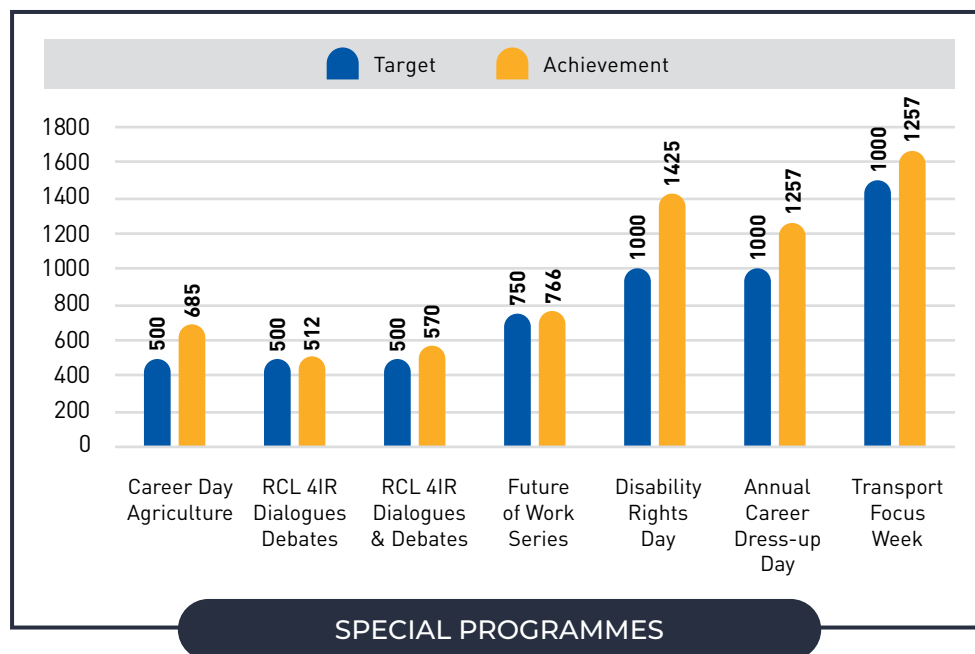
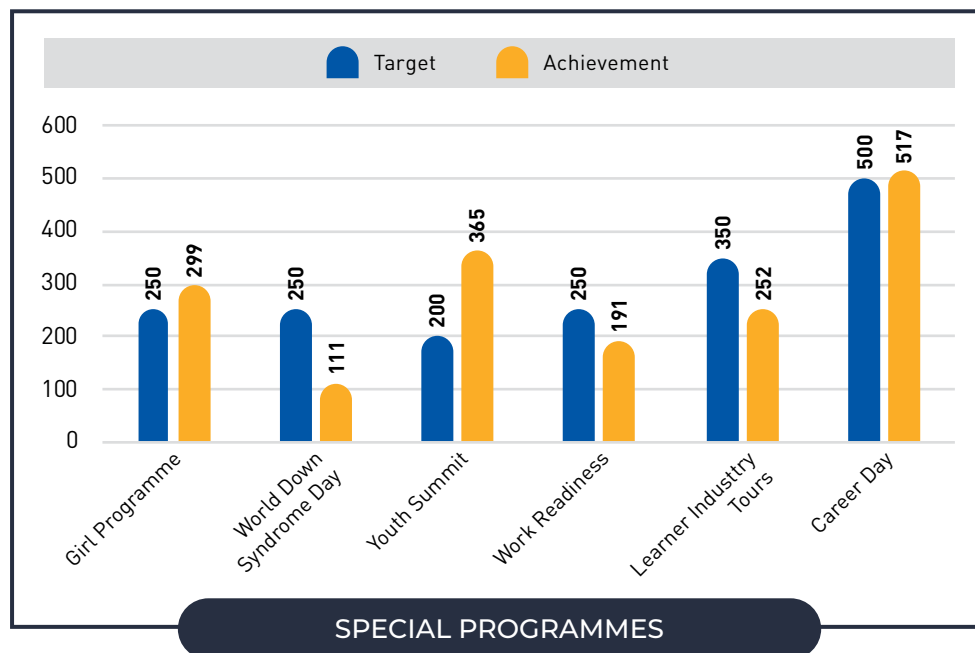
and institutions exhibited throughout the week and were represented by **36** officials. With **1,670** attendees in total, the programme total was projected at **300** delegates per day in line with COVID-19 regulations. This translated to **1,500** delegates for the week. The target was exceeded by **170**.

The following organisations supported the events:

- City of Joburg Community Safety Department
- City of Joburg Department of Transport, ReaVaya/ Pio Transport
- City of Joburg Emergency Medical Services
- Council for Scientific and Industrial Research – CSIR (Hybrid & Solar Powered Car)
- Department of Transport (National)
- Dunga Simulation Driving
- Joburg Tourism
- National Youth Development Agency (NYDA)
- Robthink
- South African Civil Aviation Authority (SACAA)
- South African Institution of Civil Engineers (SAICE)
- South African Maritime Safety Authority (SAMSA)
- Transport Education Training Authority (TETA)



A summary of milestones achieved against targets is shown below:



Career Development Support and Counselling Services

This programme is staffed by a Resident Educational Psychologist, Psychometrist and Counsellor who are registered with the Health Professions Council of South Africa (HPCSA). The Educational Psychologists and Psychometrics interns placed in the Centre work under the supervision of the Resident Professional staff.

The programme offers a full spectrum of career development and psychological support services, including career guidance and counselling, psychometric assessments for subject choice, study and career decision-making, as well as supporting out-of-school youth in career-related matters.

It also includes therapeutic and counselling services as well as other group-based psycho-social interventions for learners, parents and the public.

Subject Choice and Career Assessments

The activities in this programme involve subject and career choice assessments for learners in Grade 9 and 12 to help them make informed subject and career choices. The services are delivered off-site for groups over **100** as well as in-house for smaller groups. It also supports out-of-school youth with career development to enable them to transition from school to the workplace. The career services are also requested for a selection of high achievers enrolled in NGOs from various disadvantaged communities to award bursary opportunities.

Over the years, the Centre has carried out similar interventions with several NGOs over sustained periods dating as far back as 2018, notably Ignition – Rays of Hope, St Mary's Girl School Saturday School academic enrichment project, National School of Arts, among others. Some of the learners in these projects are students in tertiary education.

The assessment process involves test administration, scoring, interpretation of scores and integration, report writing as well as follow-up feedback to clients. The total number of hours involved is estimated at nine hours per client. A total number of **942** clients by headcount benefitted from the service.

The annual target is **500**. This number was bolstered by assessments from the Anglo project, which were carried out at the three sites in Limpopo.

Individual Therapy and Counselling

Individual counselling and therapy clients come through referrals from word-of-mouth as well as from referrals from career guidance clients who present with underlying socio-emotional issues. The sessions are intended to facilitate personal development, contain clients in crisis as well as support clients' emotional wellbeing. The service is demand-driven and is limited to six sessions per client. **197** out of the annual target of **250** clients received therapy and therapy and counselling.

Group Counselling for Psycho-Social and Academic Skills

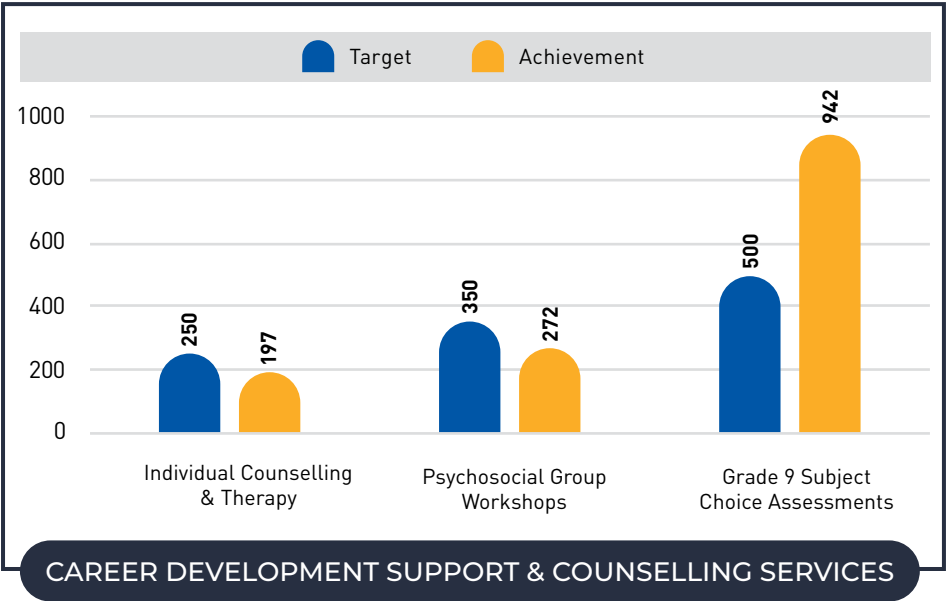
This series is offered to learners in the Senior and Further Education and Training (FET) Phases around self-development in society and is aligned to the CAPS curriculum. The workshops cover topics such as grief, bullying, teenage pregnancy, depression and anxiety, and managing stress, among others. It also supports learners in academic skills. A total of **272** learners from the Anglo project participated in the activities. The annual target is **350**.

Internship Programme

The Centre also hosts an annual internship programme in Psychometrics and Educational Psychology for honours degree and master's degree students, respectively. Interns undergo rigorous training and supervision to prepare them for the national board exams endorsed by the Board of Psychology for professional registration with the HPCSA. Once registered, they earn independent practice credentials and can create jobs for themselves and other interns looking for placement sites that offer training and supervision.

The Centre only hosted four Student Psychometrists in the current financial year. There were no Educational Psychology interns because the Resident Educational Psychologist only joined the Career Centre in May 2021. These interns require a complete twelve-month academic year practicum because their internship is also overseen by the universities which place them at the various sites. All four Student Psychometrists passed their qualifying exams set by the Board for Psychology and are now registered Psychometrists in Independent Practice.

A summary of milestones achieved against targets is shown below:





Learner Support

Secondary School Improvement Programme (SSIP)

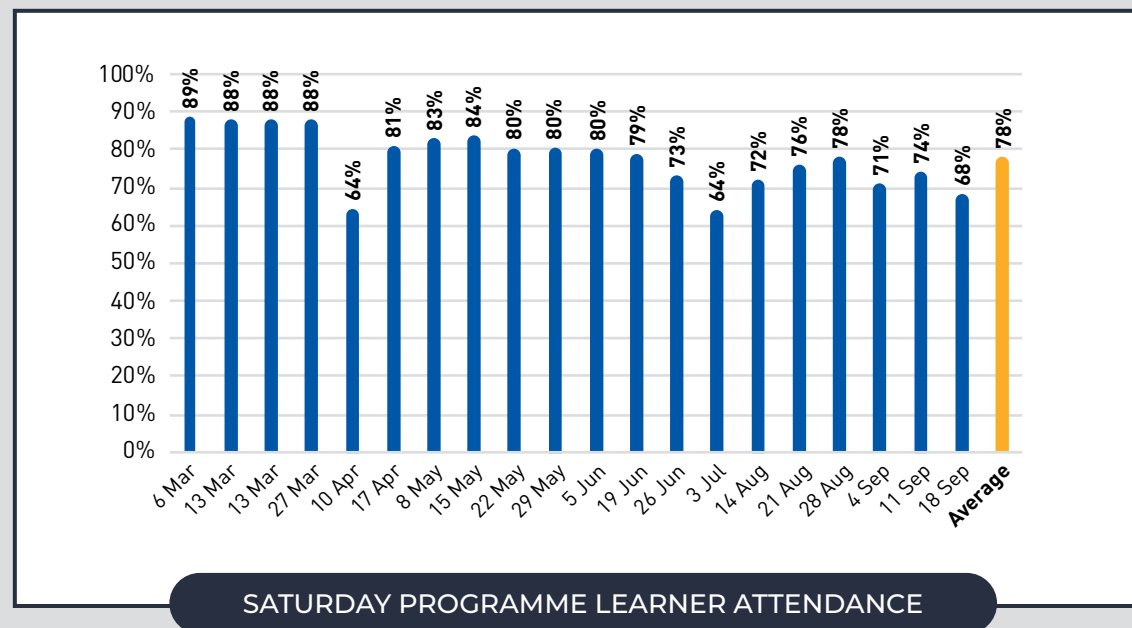
Much of our activity during the financial year focused on offering supplementary tuition to learners in priority schools. Sci-Bono continued to manage the GDE's SSIP.

The SSIP is a GDE supplementary tuition programme that supported over **80,000** Grade 12 learners in **447** schools in 2021. The programme ran at **309** sites throughout the province. Tuition took place on Saturdays and during school holidays, and support was offered in **12** gateway subjects. Support was also offered in technical mathematics and technical physical science.

The programme also ran residential and walk-in camps during the April and September school holidays. A total number of **10,920** learners attended the residential camps in 2021. This programme has become a standard component of schooling in priority schools and is credited as a major contributing factor to the improvement of the provincial pass rate.

The success factor is that we were able to implement the programme amid the spread of Covid-19. See the statistics of learner attendance below:

Saturday Programme



The average learner attendance was **78%**, which equalled **73,390** learners. This number represents good attendance considering the disruptions caused by the spread of Covid-19.

April Residential Camps

The average attendance was **100%**, even amidst Covid-19 anxiety. There was a total of **4,335** learners hosted in residential camps.

April Walk-In Camps

There was an average of **74%** and a total of **65,420** matriculants across Gauteng of learner attendance in walk-in camps. Considering the spread of Covid-19, this was a very good attendance.

June Residential Camps

There were no residential camps in June due to the spread of Covid-19. However, walk-in camps were conducted.

June Walk-In Camps

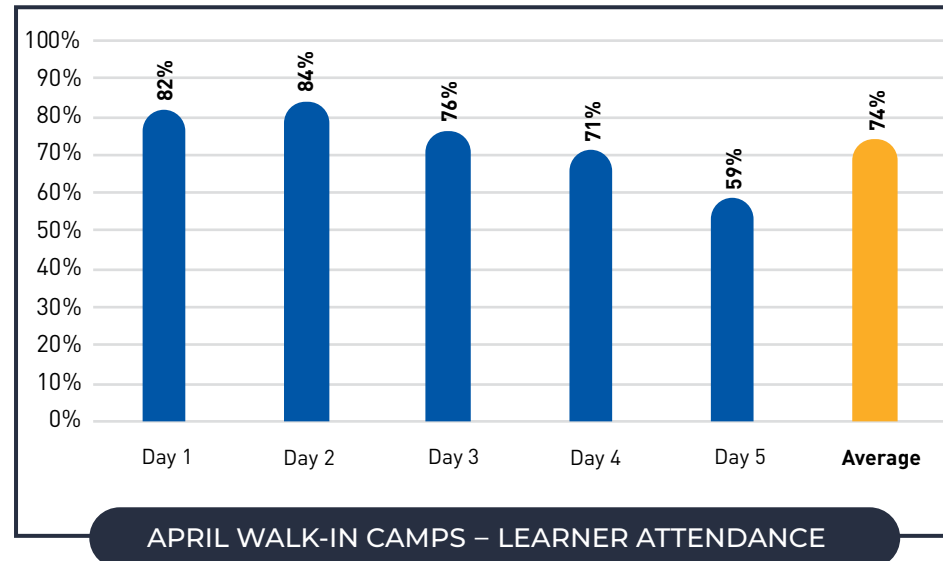
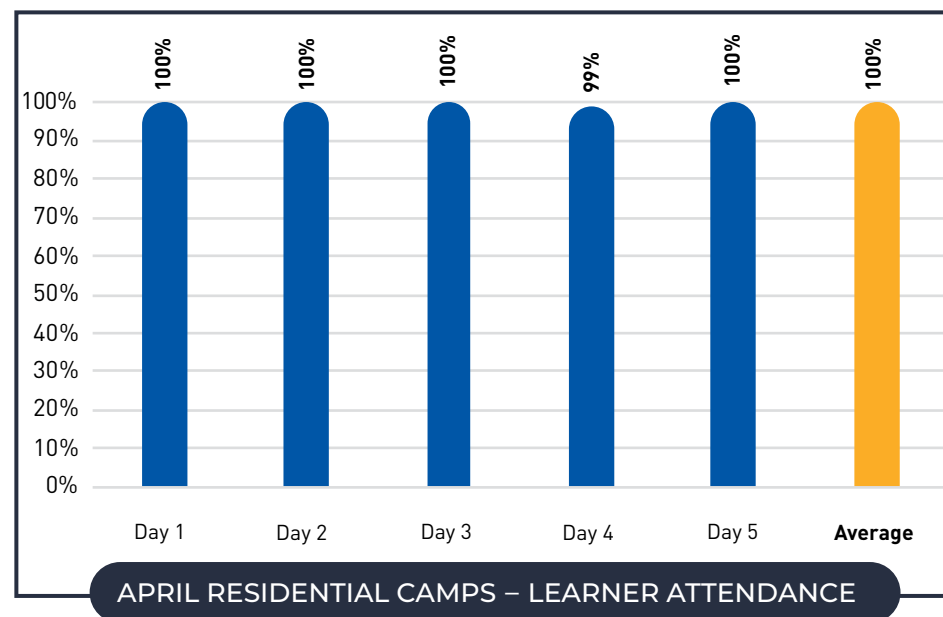
A total of **58,101** matriculants benefited from walk-in camps in June. See the graphical analysis.

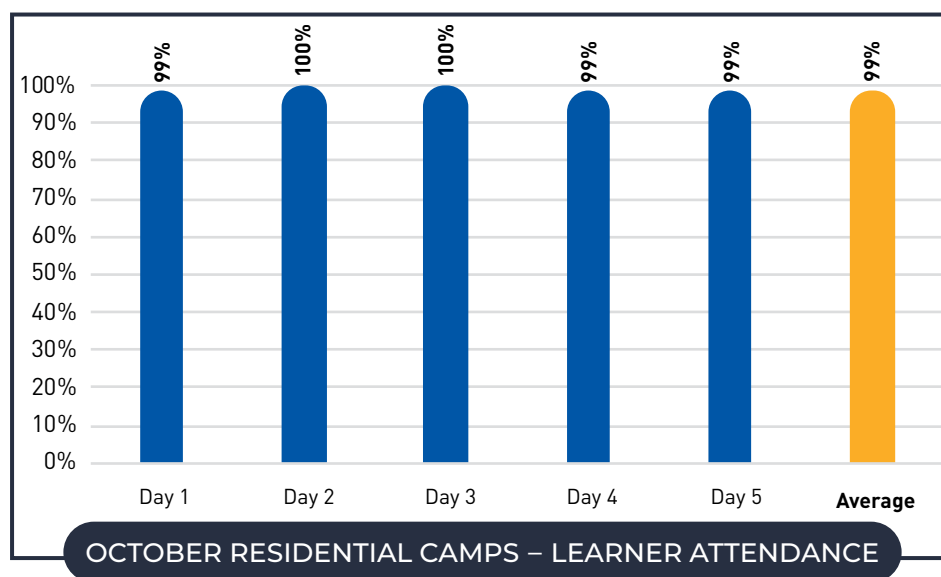
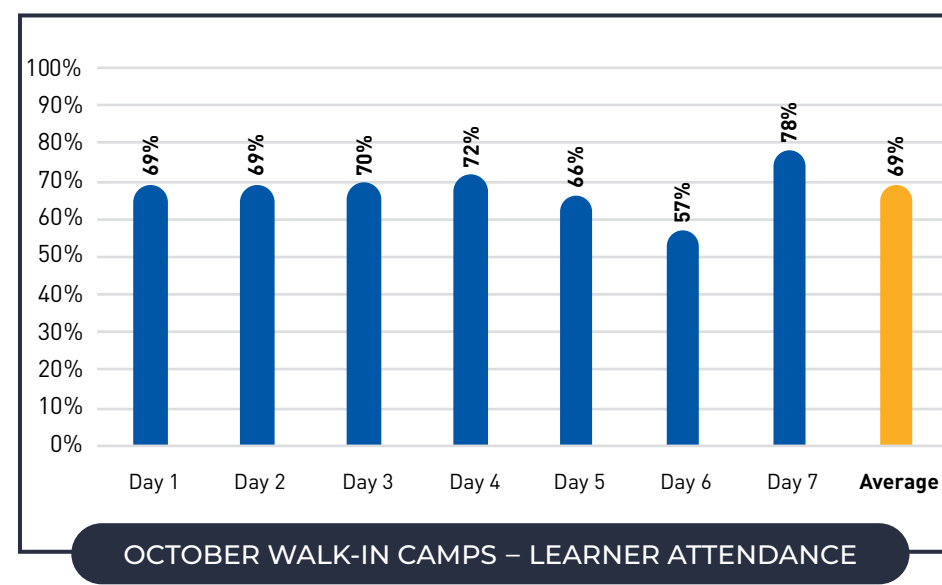
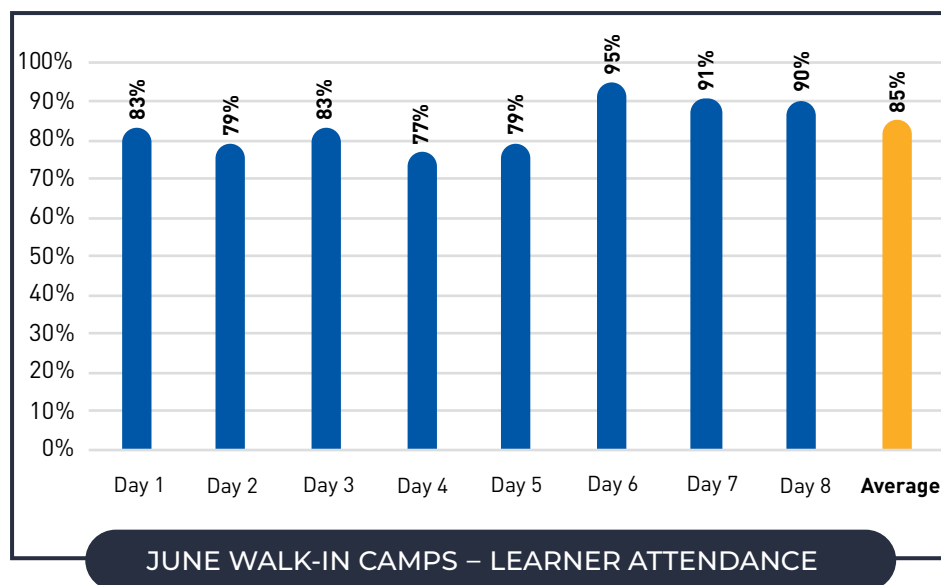
October Residential Camps

October Residential Camps were conducted In October, and **7,430** matriculants benefited. See the graphical analysis.

October Walk-In Camps

Walk-in camps were conducted in October, and **58,366** matriculants benefited. An average attendance of **69%** was achieved under challenging conditions during Covid-19.





Emasondosondo Mobile Science Project

Emasondosondo is the isiZulu word for “wheels” and aims to put learners on the road to success. The programme provided support in physical science, mathematics and natural science to **2,017** learners in Grades 9 – 12. These are learners from both SoS and Section 58B Schools. The number of learners that benefitted from the programme was greatly affected by the Covid 19 pandemic.

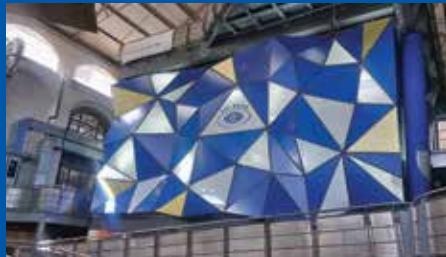
A team of specialised teachers visits schools throughout the year and helps with the teaching of maths and science at these schools. Tuitions at the SoS took place during the school term for a period of three weeks at each school. The Outreach Team prepare and teach sections/topics with which the teacher experiences challenges. The team also performed physical science experiments and assisted with the School-Based Assessments (SBA) at the schools.

Intervention at Section 58B Schools was in the form of revising Grade 10 and 11 mathematics and physical science content. Tuition at these schools took place during the school holidays.

The team experimented with various online teaching methods to assist learners during the pandemic. These included Microsoft (MS) Teams and WhatsApp platforms.

Distance Learning Multimedia Centre (DLMC)

The DLMC project is implemented in workstreams, and a steering committee ensures the project is implemented accordingly.



The completed cladded structure of the digital media facility



The completed studio



Workstream 1

is the design concept, architectural engineering and turn-key installation of the multimedia production and broadcasting studio.

Workstream 2

is the supply, installation, and maintenance of studio equipment, including after-sales customer support and services.

Workstream 3

is the supply, installation, and maintenance of video conferencing studio equipment in GDE schools, including after-sales customer support and services.

Workstream 4

is educational content and production thereof, that need to be broadcast to the schools

The preparation room comprises the desks and chairs for the make-up process. These are make-up stations to prepare participants for the broadcast. The light-emitting diode (LED) television screen is to show what's taking place in the studio. There are digital diagonal pieces on the wall, and a digital mirror as part of the decorations. There is a couch for the people waiting for make-up and mirrors to assist with make-up application.

The control room comprises a **36**-channel sound mixer to control the sound during the broadcast. There is **18**-channel V-mix to control the visuals on set. There is also camera control in the form of joysticks. The lighting console controls the colours and the intensity of the light.

Regarding **workstreams 1 and 2**, the studio has been built, and the steering committee is busy with testing and snagging. In terms of **workstream 3**, the service provider, has installed webcams to allow for bi-directional communication through the smartboards. The content development services, **workstream 4**, are outsourced, and **145** schools across the province have benefited so far.



The completed control room

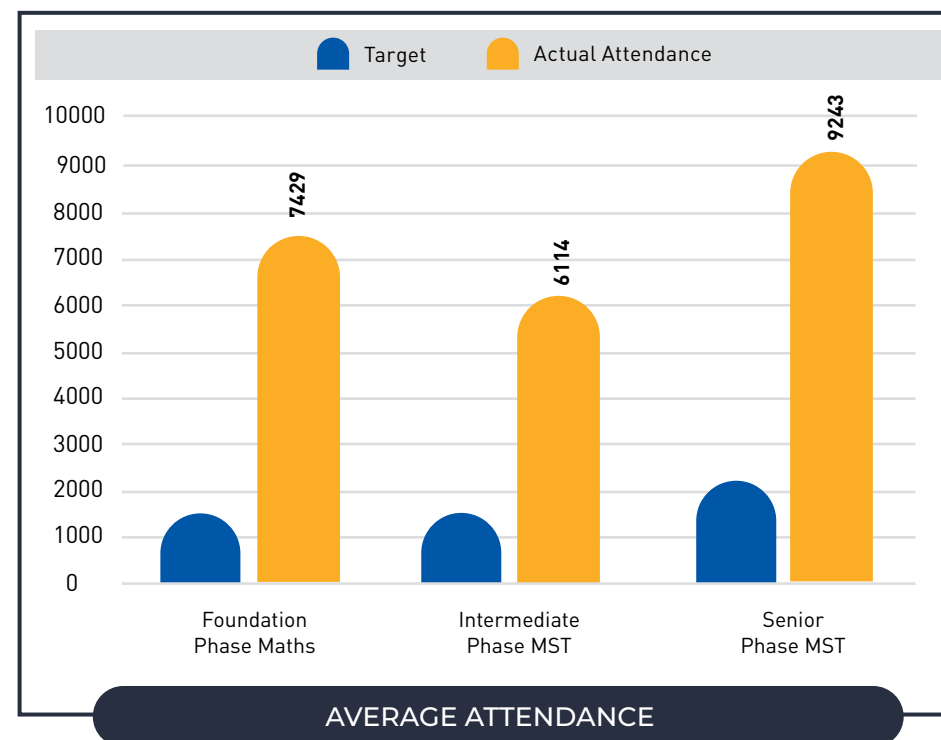


The completed presenters' preparation room.

In 2021–2022, Sci-Bono offered SACE-endorsed training to **23,286** teachers in the Foundation Phase, Intermediate Phase and Senior Phase. In the Foundation Phase, Sci-Bono trained teachers on the different topics of mathematics, including “Assessment and Error Analysis in five Content Areas of Mathematics”. Sci-Bono was also privileged to develop teachers in the Intermediate Phase on natural science and technology in content areas including Life and Living, Matter and Materials and Energy and Change. The Senior Phase teachers in MST were trained in problematic content areas, methodology and assessment.

It is a norm that we administer the pre-tests and post-tests before and after our workshops to detect the effectiveness of the training. In some instances, the PATs were considered as part of this assessment.

The graph below summarises Sci-Bono’s average attendance per programme during the reporting period:



Teacher Development

Sci-Bono provides teacher training in MST for the GDE Teacher Development Directorate. This training is implemented in collaboration with the Mathew Goniwe School of Governance and Leadership, the province’s training institute.

The MST Teacher Development sub-directorate focuses on building teachers’ competency in curriculum content, methodology and assessment. It also seeks to develop teachers’ proficiency in teaching using ICT and Practical Assessment Task (PAT) skills.

The circumstances (due to the advent of the Covid-19 pandemic) that the country found itself under forced Sci-Bono, MGSL and the GDE to relook and take a different model of training. An online or virtual teacher training approach was agreed upon and put into operation. Lead teachers were trained using Microsoft Teams and SMART Learning Suite Online. The implementation then cascaded to the teachers in the districts.

MST Learner Achievement Programme

Girl Learner Camps

The purpose of the MST girl learner camps programme is to provide the learners who have enrolled for mathematics, sciences, accountancy and geography with the opportunity of receiving excellent content delivery that incorporates the metacognition mechanism. This method enhances learners' learning ability both for immediate outcomes and to help them understand their own learning process. This programme incorporates assessment in each subject, and the clicker system was used in this camp.

During this reporting period, one girl learner camp was held, and **300** Grade 12 girl learners were invited to attend. We managed to reach our target. The universities were invited with the aim of assisting these girls with applications. The best female motivational speakers who came from humble beginnings, like our learner beneficiaries, had sessions. All learners were registered on the Siyavula learning platform and were exposed to the latest technology at Sci-Bono. Lastly, there was an educational excursion from which the learners could benefit.



TETA Out-of-School Learner Programme



This programme targeted the out-of-school youth who may hold certain skills or qualifications but are unemployed. The programme we offered was an accredited course through the Independent Examinations Board (IEB) that sought to assist the youth in obtaining Foundational Learning Competence (FLC), thereby meeting the goals of the National Development Plan (NDP) and the various sectors, thus increasing employment. **30** learners were recruited and attended the classes on mathematical literacy and communications. **27** of them were found to be competent.

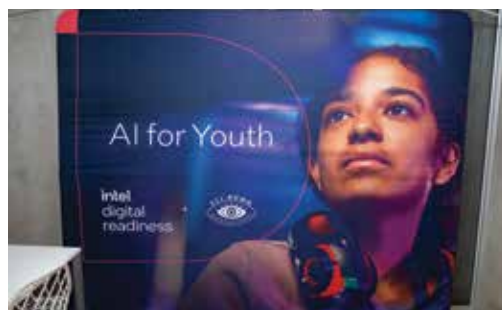
ICT Academy

The Sci-Bono ICT Academy took advantage of technology to ensure the continuation and delivery of its programmes during the disruptive Covid-19 lockdown restrictions. Thanks to this innovative thinking, the Academy reports growth in its existing programmes and new developments around its 4IR programmes. It strives to increase the impact and reach of the programmes through its multi-partner approach and welcomes the addition of Air Liquide and Intel® to its existing pool of loyal associates. They join partners like Dell Technologies, SAP, and the Cisco Networking Academy (NetAcad).

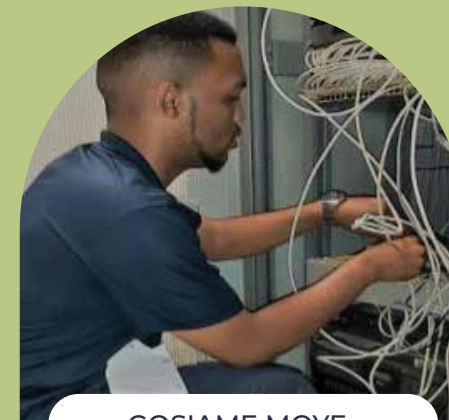
The Academy delivers programmes to ensure skills development for a changing world. The programmes promote and facilitate relevant and critical skills development for youth, learners, teachers, and the public

The Youth Development Program (YDP)

YDP was delivered with a hybrid approach of online and contact classes. Instructors went to great lengths to ensure that all youth in the programme received the required instruction and content for successful completion. This **10-month** programme has achieved its goal of equipping disadvantaged, unemployed youth with essential skills and qualifications to assist them in finding employment, self-employment opportunities, learnerships, internships, or pursuing further studies. The programme qualified learners with personal computer (PC) hardware and software, advanced networking, network security, web development skills and internationally accredited qualifications. The programme was supplemented with essential life skills and career education. The programme successfully changes the trajectory of the lives of many unemployed youths, as evidenced by the following testimonies:



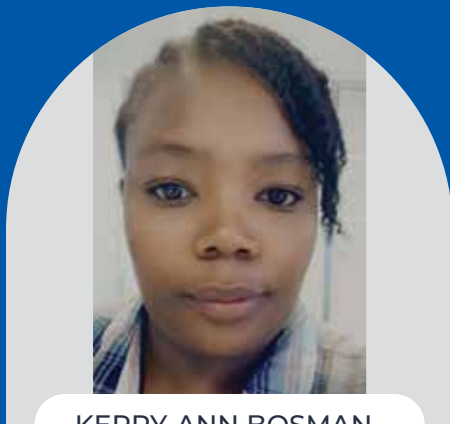
Testimonial



GOSIAME MOYE

"My name is Gosiame Moya, and I am a certified network engineer. The Sci-Bono Youth Development Programme helped me change my life for the better. I successfully completed the programme at Sci-Bono in 2021, obtaining internationally accredited Cisco qualifications, namely Cisco IT Essentials, Cisco Certified Network Associate (CCNA) Essentials 1-3 and Cisco CyberOps Associate. I am currently an intern working as a network engineer. Before then, I knew nothing about IT, but I became better and better with time, practice, implementation and repetition. It's all thanks to the hard-working instructors who were patient with me from the introductory courses. I am very grateful for the opportunity available to me because today, I am working towards being a cyber security analyst. This has already started to be a blessing to my family as I have reached financial sustainability."

Testimonial

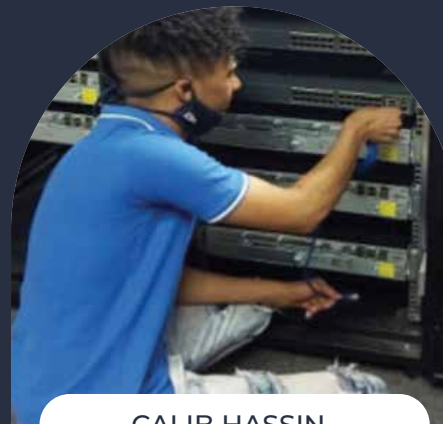


KERRY-ANN BOSMAN

I am Kerry-Ann Bosman, an upcoming engineer with CCNA and DevNet. My journey began in 2019 when I applied for the Youth Development Programme at Sci-Bono IT Academy. At first, it was intimidating because I didn't know anything about IT, and we all grew up believing that IT is only for males and not females. So, I put my big girl boots on and tackled it head-on. I am now working towards obtaining a CCIE qualification!

In my journey, I had a lot of ups and down because I am a woman stepping into a man's world, but that will not stop me. I am working as an instructor at MakwalT Academy, where I get the opportunity to teach learners to love IT the same way the Sci-Bono IT instructors taught me. I am super grateful to the Sci-Bono IT Academy for the opportunity to further my education and to help students like me get where they didn't know they could be.

Testimonial



CALIB HASSIN

The Sci-Bono ICT Academy Youth Development Programme was a success for me as I benefited and gained key skills which helped me step into a future in networking and security. This programme was a game changer, an amazing experience and an opportunity of a lifetime. I'm proud to say that I'm a qualified network engineer; my dream has come true! I would love to see more people benefiting from the programme as I did. The skills I've learned led me into a fantastic internship where I'm applying and developing the skills. I am happy!



ICT Learnership

In March 2021, a pilot **10**-month ICT learnership was introduced with a focus on employable skills and guaranteed work placement for each learner. The programme was sponsored by Air Liquide, Dell Technologies, Simplon.co and Cisco. This programme was concluded in February, with a 96% successful completion. **13** students gained their CCNA and cyber operations qualifications, and **12** received certification as front-end or full-stack developers. The programme was delivered using active methodology and was supplemented with mentorship, a one-month internship, learning essential skills, and career readiness workshops.

The Clubhouse

The Clubhouse is an after-school and holiday programme for kids aged **9** to **18** where they are exposed to a range of creative software and activities. The Clubhouse engages members in programmes such as coding and robotics, 3D designs and printing, animation, game design and development, and music production. A special focus was placed on exposing learners to drone technology and introducing learners to the Intel® AI For Youth programme.

Clubhouse members participate in various regional, national and international competitions, including the Clubhouse Global Reach, FLL, robotics, Technovation and Engineer for the Week (EFTW).

Solar Powered Classrooms

The Clubhouse programme is extended to learners at six solar-powered classrooms located at the following schools: Mapetla High, Emdeni High, Rust-ter-Vaal Primary and Secondary Schools and two at Waverley Girls High School through the generous sponsorship of Dell. Solar Lab activities provide learners with coding and robotics, digital literacy, graphic design, web development, and other creative programmes.

Dimension Data Saturday School Program

The Sci-Bono IT Academy contributed to the 2021 Dimension Data Saturday School Programme by delivering the Cyber Security Essentials Cisco certification course to **50** Grade 12 and **50** Grade 11 learners. The training was conducted on a hybrid approach as training was offered with limited contact sessions.

Multi-Certification Skills Program (MCSP)

Sci-Bono supports the GDE in its MCSP objective of providing learners with industry-relevant and industry-ready skills and certification. It has several programmes aligned to the Multi-Certification Skills Programme strategy.



1



2

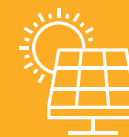
1. Interview Skills workshop conducted by Air Liquide HR Official Diamantina Messaris.
2. Learners first experience of coding and flying a drone.

Coding for Foundation Phase

The coding and robotics training for Grade R – 1 learners took place at **14** MST Grant and twinning schools. The programme was done in collaboration with the GDE departments, the ROS (Reorganisation of Schools) Programme, Teacher Development and the General Education and Training (GET). The training was delivered to **695** teachers and a total number of **210** Grade R – 1 learners engaged in coding and robotics, which entails four modules involving training on the Cubroid Robotics Kit, introduction to Scratch, Game Development in Scratch and Advanced Scratch Programmes.



Grade R & 1 Learners Gaining Coding Skills - Nkone Marupeng Primary School



Learners engaged in Emdeni Solar Lab Holiday Programme Activities: coding and robotics, building of a speaker from recycled material and game development.

Robotics Clubs

Robotics clubs were established and introduced to actively engage learners in a variety of activities in the coding and robotics space. All coding and robotics training was implemented at **23** SoS, twinning and township schools, reaching a total of **609** learners. These learners receive skills-based certificates reflecting the completion of solutions-based projects, gaining valuable skills in systems/ design thinking, programming fundamentals, science or applied mathematics, technology design and engineering principles.

Robotics Clubs were established at **23** schools. See table.



1

1. The Principal and educators celebrated their success in completing their coding & robotics programme at Dr Molefi Oliphant Secondary School in the presence of Mr Malefane & Mrs Koma from Sedibeng District.



2

2. Learners from Dr Molefi Oliphant Secondary School received their coding & robotics certificates.

NAME OF SCHOOL	LEARNERS
Alexandra Secondary School	18
Bovet Primary School	7
Cultura High School	22
Dr Molefi Oliphant Secondary School	61
Edward Phadudi Secondary	40
Emdeni Secondary School	10
Halfway House Primary School	20
John Orr Technical High School	21
Lyndhurst Primary School	20
Madiba Secondary School	14
Mikateka Primary School	34
Mohloli Secondary School	21
Phelindaba Secondary School	20
Reiger Park Secondary School	7
Rhodesfield Technical High School	37
Sandown High School	20
Soshanguve Technical High School	10
St Barnabas College	21
Sunward Park Secondary School	40
Thembisa Secondary School	23
UJ Metropolitan Academy College	93
Unity Secondary School	40
Waverley Girls High School	10
TOTAL	609

Academy Support Centre and Instructor Training Centre

The Sci-Bono Academy Support Centre (ASC) provides academic and programme support to **42** academies across the province. The Instructor Training Centre (ITC) offers training to instructors across the region and Africa-wide. Special support is provided by training instructors of the GDE schools, Technical Vocational Education and Training (TVET) Colleges and the National Library of South Africa (NLSA).

IT Essentials Instructor training was delivered to **89** librarians from the NLSA. Instructor training for Classroom Assessment Techniques (CAT) & IT Teachers and school IT champions is underway, with **80** teachers registered for the programme. This will enable schools to conduct Cisco IT Essentials training, allowing the learners to achieve a Cisco Certificate in line with the GDE Multi-Certification Programme.

The table below reflects the Cisco Introductory Courses for the year:

Robotics Clubs at the SoS and Twinning Schools

Digital literacy training was completed with **200** Grade 11 learners at various SoS. The training aimed to equip learners with essential skills to ensure participation in digital operations. The programme provides participants with an understanding of basic computer components and operations, designing documents, working with spreadsheets, designing and delivering presentations and research and communication skills.



Cisco Introductory Courses for the year:

COURSES	GET CONNECTED	INTRODUCTION TO CYBERSECURITY	PACKET TRACER	ENTREPRENEURSHIP	LINUX	INTRO TO INTERNET OF THINGS	TOTAL
Number of Enrolled Learners	253	73	13	6	8	79	379

Sci-Bono IT Academy

This year, Sci-Bono IT Academy expanded its programme offerings to include EUC training for **400** teachers, the Intel® AI For Youth programme, the drone pilot programme and the establishment of an Innovation Hub:

End User Computing Program (EUC)

The Education, Training and Development Practices Sector Education and Training Authority (EDTP) SETA awarded to Sci-Bono ICT Academy the contract to deliver the full End User Computing (EUC) Training and Qualification accredited by Sector Education and Training Authority (MICT SETA) to **400** teachers. **400** teachers from all **15** districts across the province signed a **12-month** learnership contract for EUC National Qualification training. The programme aims to capacitate teachers with skills that will improve their productivity in the schooling environment to improve learner results. The training will enhance and sustain educator competence and performance in using ICTs for curriculum delivery, administration, and personal use.



Intel® AI for Youth programme

Intel® selected Sci-Bono to implement the South African pilot of the Intel® AI For Youth programme, a global initiative in **11** countries to groom young people to enter and excel in the tech sector at large and in AI specifically. The pilot project is rolling out at Waverley Girls High School, Emdeni Secondary School in Soweto, and the Sci-Bono Discovery Centre Clubhouse.

The programme is a hands-on modular journey through programming, robotics, understanding and managing statistical data, natural language processing, python syntax, and programming and digital design. It's learning that demystifies the world of AI and gets 13 – 19 year-olds intimately familiar with the technology impacting life right now and defining the future of the world and the global economy. The training should result in solutions-driven projects by the learners. The first projects should be ready for showcasing in July.



Clubhouse Member enrolled on the Intel® AI For Youth programme

Sci-Bono Drone Academy

The Remote Pilot License (RPL) training programme at Sci-Bono Discovery Centre is an innovative and exciting project that, in partnership with Remotely Piloted Aircraft Systems (RPAS) Training Academy, trains learners in all aspects of drone operation for commercial use. The training academy is accredited by SACAA. The programme equips learners to pursue a career in the multifaceted, lucrative, exciting, and growing drone industry.

Learners or members of the public are engaged in a variety of drone activities, including drone awareness demonstrations, programmes and exhibitions. Those who successfully complete the Introduction to Drones course and who pass the medical examination, as required by SACAA, qualify to enrol for the RPL course.

The RPL training programme includes the theory of drones, an English proficiency test, a radio oral exam, an online radio examination, a pre-flight checklist and preparations and practical drone flying techniques. Successful candidates qualify for the SACAA accredited RPL.

Innovation Hub

Sci-Bono is developing an Innovation Strategy in consultation with leaders in the space. This will be pursued in the 2022/2023 financial year, with the vision of establishing an Innovation Hub. This multi-partner initiative ensures an impactful and valuable contribution to capacity building for a pipeline of innovators.



Non-Core Business



Mr Maluleke, Nkateko Raymond

Chief Financial Officer

Executive Summary

The support function is responsible for the organisation's internal administration, logistics, finances, and risk management to bolster and enable the core functions. The support function is also responsible for maintaining high standards of health and safety in the organisation. The support function holds two main divisions (with their respective departments), which fall under the directorate of the Chief Financial Officer (CFO):

Finance and Administration

- Financial Management
- Risk Management
- Payroll Function
- Supply Chain Management

Corporate Services

- Human Resources and Development
- Facilities Management
- Marketing and Communications
- Events Management
- IT Management

Finance and Administration

The finance unit is responsible for the budgeting, procurement planning and management, financial management and disbursement of funds. The unit also looks after risk management and the overall monitoring of the internal control environment within the organisation.

The activities of Sci-Bono are mainly funded by the GDE programme budget transfers. The total actual transfers for the 2021/22 financial year were **R262 million**, a decrease of **R18 million** from **R280 million** in the 2020/21 financial year. The transfers for the financial year 2019/20 were **R220 million**, as per figure 1 below.

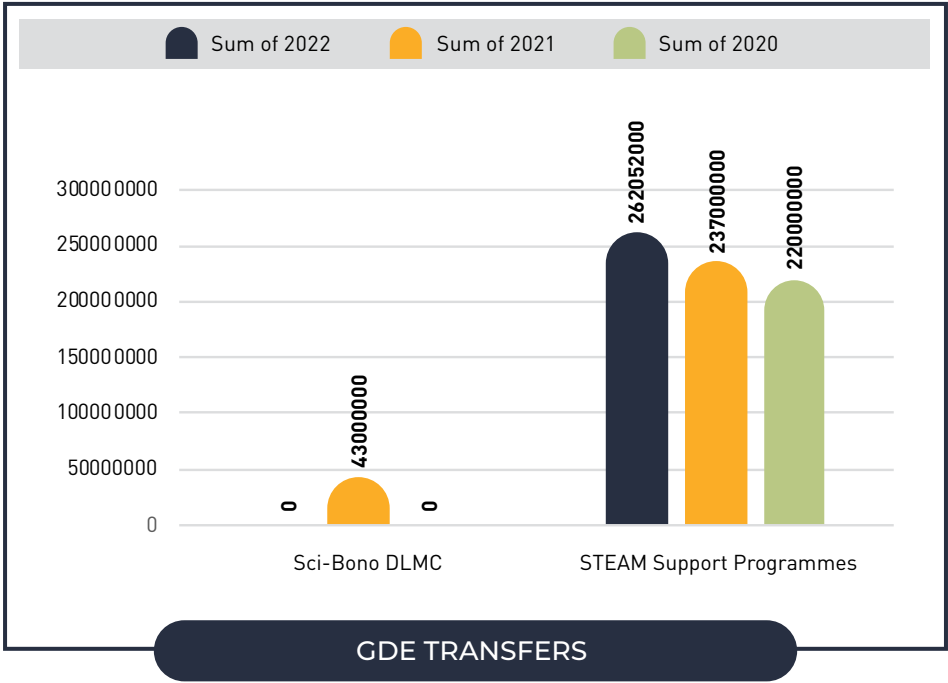


Figure 1: GDE Transfers

Whilst the funding from the GDE has been reasonably constant over the years, fundraising activities and stakeholder management initiatives have led to increased funding streams. Other funding agreements were concluded within the financial year, including Anglo American, the Air Liquide Foundation, Intel® South Africa, and TETA (amongst others). The agreements from the previous financial period are also still active.

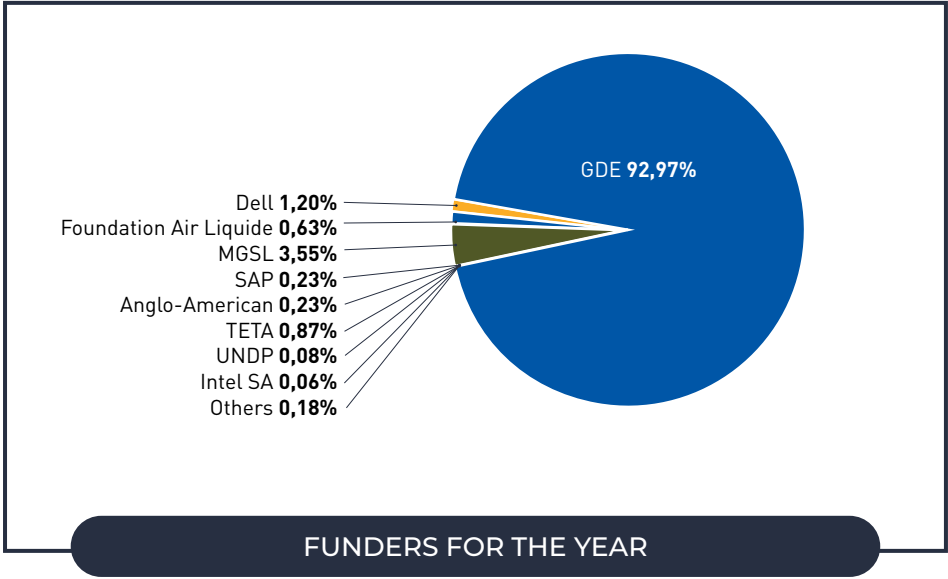


Figure 2

Review of Financial Performance

Sci-Bono recorded a surplus of **R25,6 million** during the 2021/22 financial year, an increase of **R19,8 million** from a surplus of **R5,8 million** in the 2020/21 financial year. The surplus is a result of both cash and non-cash items. The cash items speak to increased funding and efficient cash and cash flow management. The non-cash items denote a change of counting policy.

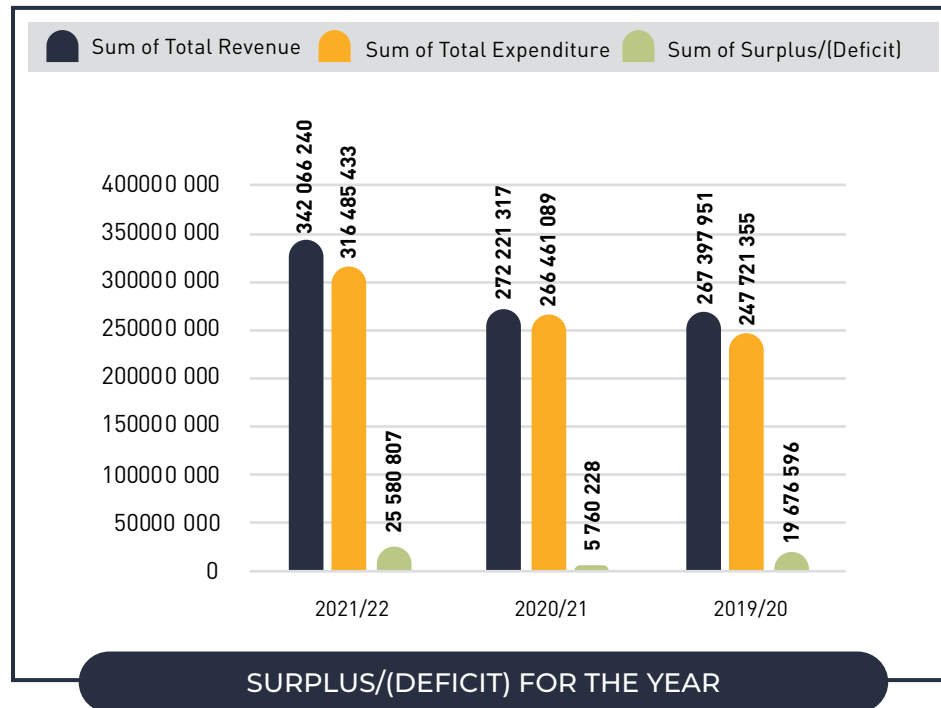


Figure 3: Financial performance results

During the financial year, the overall income increased by **R69 million (26%)** from **R272 million** in 2019/20 to **R342 million**. Over a three-year period, the total revenue increased by **4%**. The funding for the DLMC (**R43 million**) was utilised in the statement of Financial Performance. There was also increased funding of **R25 million** SSIP. There were significant increases in the GDE funding, but there was also a considerable decrease in the funding for the Teacher Development Programme (from **R25,5 million** in 2019/20 to **16,8 million** 2020/21, then to **R10 million** in 2021/22).

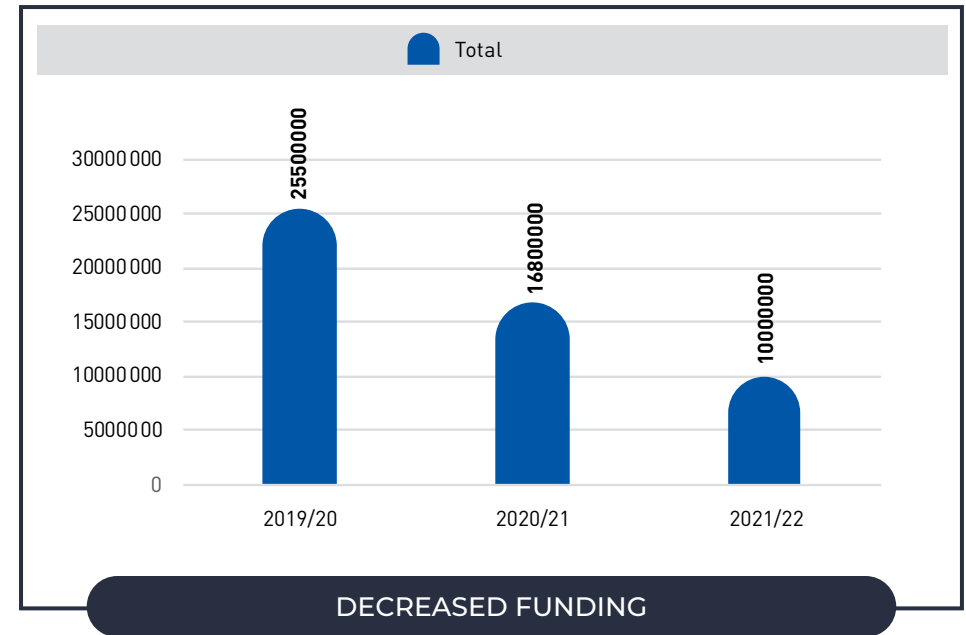


Figure 4: Decreased funding for the Teacher Development programme

The total income for the financial year was **R342 million**, with grants income being **R322 million** (including the **R43 million** funding for the DLMC. Investment income was **R12 million**, and other income stood at **R5 million**. The Sci-Bono normal operations contributed **R2,6 million (1%)** to total revenue, as per figure 4.

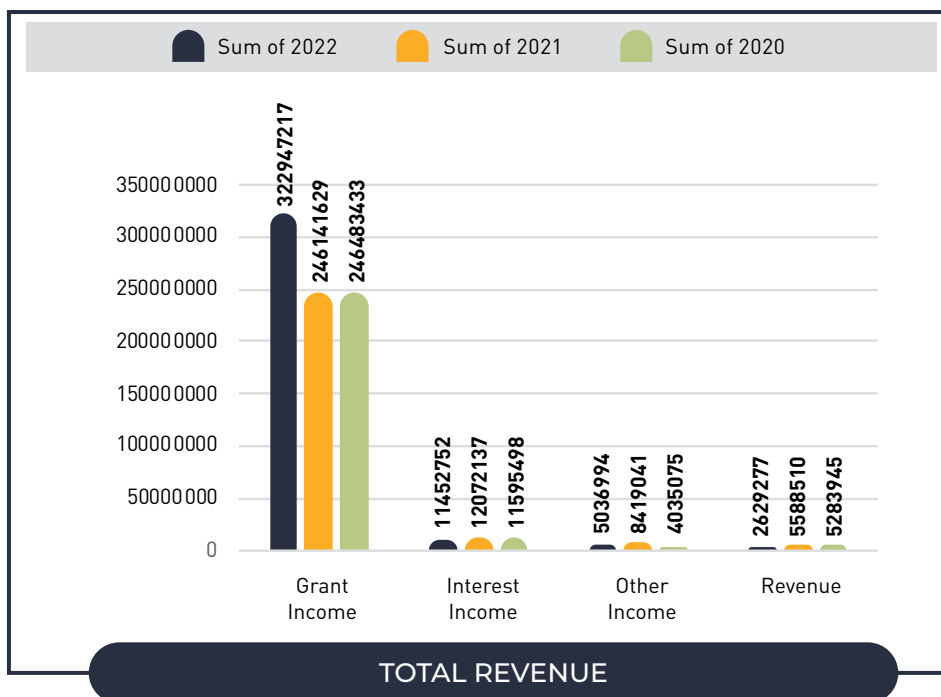


Figure 5: Total Revenue

The organisation's sustainability is still largely dependent on project income. Project income contributed **94%** of the total revenue, whilst interest/investment income remains steady, averaging **R12 million** over the past three years. The institution does not have any borrowings. As a result, cash flows are well-managed whilst short-term investments are maximised. The steady investment value in Nedgroup Investments, and the consistent funding from the GDE, have assisted in maximising the investment income. Management has also invested in a Fixed Deposit Sustainability account with a present value (PV) of **R100 million**. The future value (FV) is **R152 million** at an interest rate of **8.68%**, with a maturity date of August 2026.

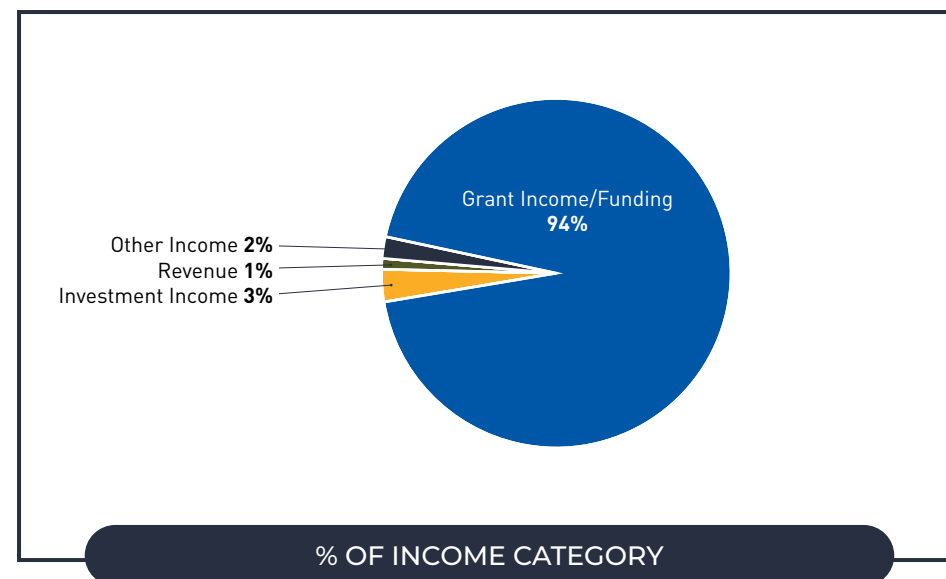


Figure 6: Income Percentage Distribution

The total expenditure increased by **19%**, from **R266 million** in 2020/21 to **R316 million** in 2021/22. The increase in expenditure is constant with the increase in income. There is a balance of **65% - 35%** between project expenditure and operating expenditure.

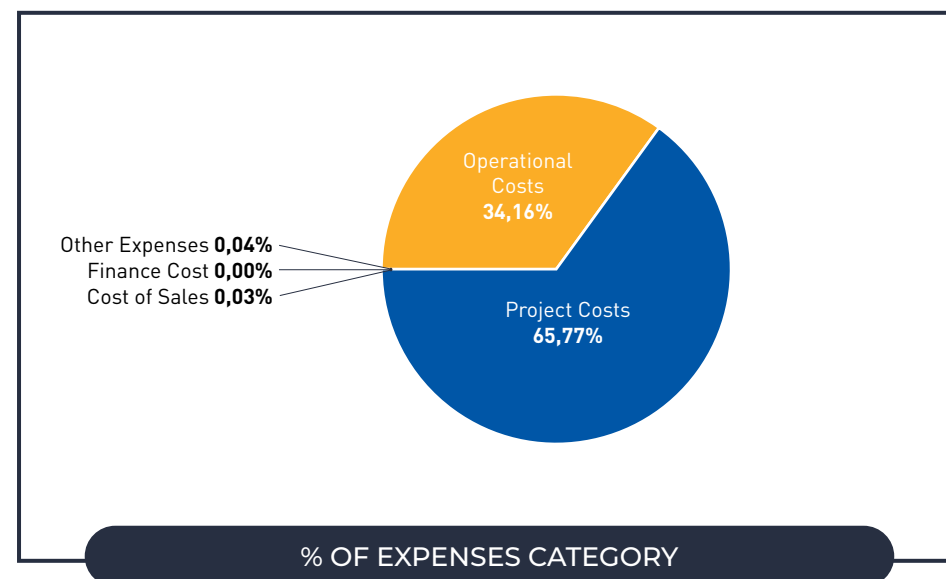


Figure 7: Total Expenditure

Over **75%** of total expenditure was incurred in terms of our procurement process. The most significant portion of the budget was directed towards core services, with a fair share directed at capital expenditure.

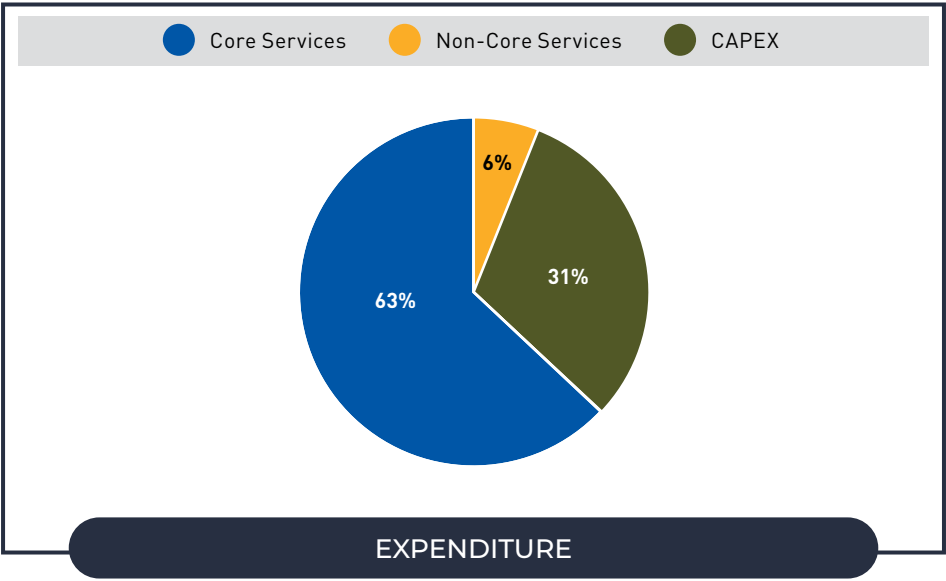


Figure 8: Procurement Expenditure per Category of Service

A detailed report on the programmes/projects is provided under the COO’s (Core-Business) Report.

Review of Financial Position

None-current assets increased by **25%**; this is a result of both cash and non-cash items. Cash items relate most to the DLMC assets, whilst non-cash items relate to the fair value gain resulting from the revaluation of the building and the change in accounting policy that reduces the write-off of depreciation and amortisation. The reassessment of the building also increases the revaluation reserve account balance, capital additions, and improvements, including the general increase in the market value of the precinct contributed to the amount of the revaluation, as well as:

- DLMC
- 4IR Exhibition
- H2O Today Exhibition
- NatGeo Exhibition
- Climbing Wall
- Birthday Room,
- Science Shop,
- Outside LED Screen/Monitor

Trade receivables have increased by **89%**, the most significant contributor being a **R15 million** balance payable from South African Revenue Services (SARS); half of the amount was received one month after financial year-end. There has not been movement on the contingent asset, that has been raised on the balance of the VAT balance, which was previously disclosed as **R25 million**.

Investments decreased by **18%** from **R245,2 million** in the previous financial year to **R201,4 million** in this financial year. The difference of **R43 million** was a deferred liability in the previous financial year (funding for DLMC), utilised in this current financial year. Cost-saving initiatives, improved project management cost methods, efficient cash flow management, and the ability to operate without any financing debts have led the organisation being able to invest in a sustainability account. The sustainability account is a Capital Guaranteed fixed deposit account over a five-year period, with a maturity date of August 2026, investment amount, i.e. PV was **R100 million** whilst the FV is **R152 million**, at an interest rate of **8.68%**. The cash and cash equivalents decreased by **23%** compared to the previous financial year.

Non-current deferred income remained steady, decreasing by **R3,2 million** from **R183,1 million** to **R180 million**. The current deferred income liability balance of the previous financial year was fully utilised and recognised in the statement of financial performance, i.e. **R43 million** (funding for DLMC).

The provision also increased due to a settlement agreement between the Board of Directors and the Company Secretary. The parties agreed to terminate the Company Secretary’s permanent employment contract; the process was concluded, and the settlement was paid out in June 2022.

Conclusion

The organisation boasts a sound financial management process, and internal audit and risk management roles are vital in assisting management with compliance and foresight. The organisation will continue to manage risks by implementing corrective measures, monitoring and evaluations, and improved financial management and sustainability. The organisation will also continue managing risks with improvements in information technology and people management systems.

Over the year, the management team continued implementing measures to contain costs against rising inflation, declining interest rates and funding struggles. This is attributable to improved planning processes and just-in-time procurement.



Corporate Services

Human Resources & Development

The Human Resources & Development (HR&D) Department partners closely with the organisation as a strategic partner to support the organisation's strategy and establish a conducive working environment for employees. The department's main objective is to be an enabler and support core and other line departments by creating an environment where they can succeed. The HR&D Department achieves our objective by driving relevance and constantly scanning the external environment for trends that can shape internal and external stakeholder behaviour.

The HR&D Department uses external trends to inform and adjust our approach to talent, leadership, and organisational design on an ongoing basis. The department ensures that it provides a service that impacts and improves business results. We offer both transformational and transactional functions to the business with the view to enhance organisational peak performance.

The HR&D Department is a custodian of HR policies and ensures the execution and consistent compliance with these policies. All HR functions are provided in-house unless specialised services are required in areas such as labour relations and intensive psychological services. This report covers the following areas:

1. Functional structure
2. Staff profile and movement
3. Vacancies
4. Recruitment
5. Termination
6. Staff training and development
7. Internship programme
8. Policy development
9. Employee relations
10. Employee wellness
11. Health and safety
12. Performance management
13. Organisational development

Functional Structure

The HR&D Department’s operational strategy resides firmly within the organisation’s strategic objectives. Our objective is to capacitate the organisation with efficient human resources and enable the business to add value to the community. Targets in our operational strategy include, but are not limited to, skills auditing, job evaluation/grading, effective recruitment, succession planning, employee wellness, recruitment and selection, and HR governance.

Staff Profile and Movement

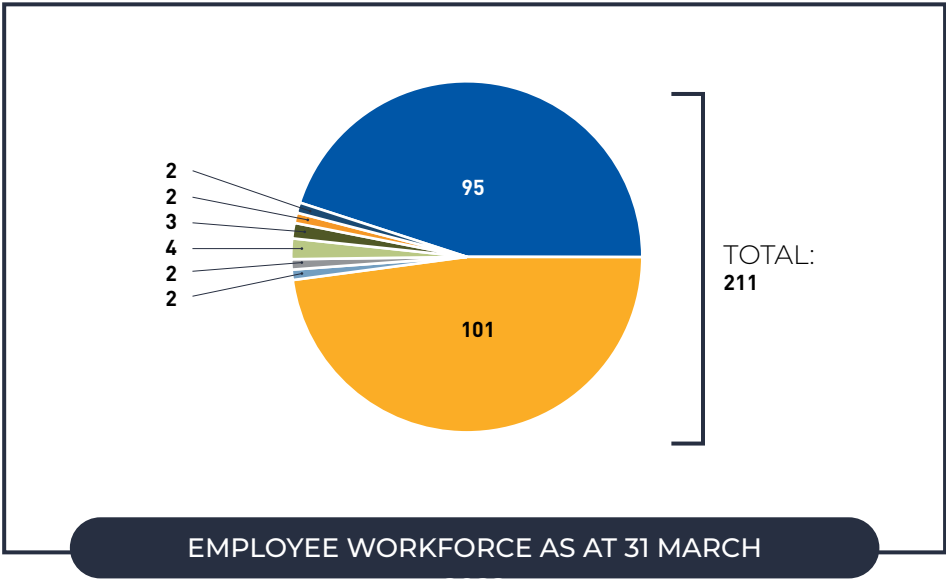
The Sci-Bono workforce includes both full-time and fixed-term capacities. In addition, we also had seasonal employees, most of which occupied technical/skilled and semi-skilled roles.

Employment Workforce

The staff compliment during the 2021/22 financial year stood at **211**. The figures include fixed-term contractors and seasonal workers.

Figure 1: Employment Workforce by Race and Gender

RACE & GENDER	PERMANENT	FIXED TERM	SEASONAL	INTERNS
African Male	71	24	0	0
African Female	77	14	10	0
Coloured Male	2	0	0	0
Coloured Female	2	0	0	0
Indian Male	2	1	0	1
Indian Female	1	1	0	1
White Male	2	0	0	0
White Female	1	0	0	1
Total	158	40	10	3





Headcount

The total headcount as at 31 March 2022 was **211**, which includes seasonal workers, fixed-term contractors and interns:

- Permanent employees (**158**)
- Fixed-term contract employees (**40**)
- Seasonal workers (**10**)
- Psychometric interns (**3**)

Employment Equity breakdown for Sci-Bono staff as at 31 March 2021/22

Sci-Bono Discovery Centre strives to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment. We do this by eliminating unfair discrimination and implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups. We want to ensure equitable representation in all occupational categories and levels in the workplace, as per Employment Equity Act, No 55 of 198.

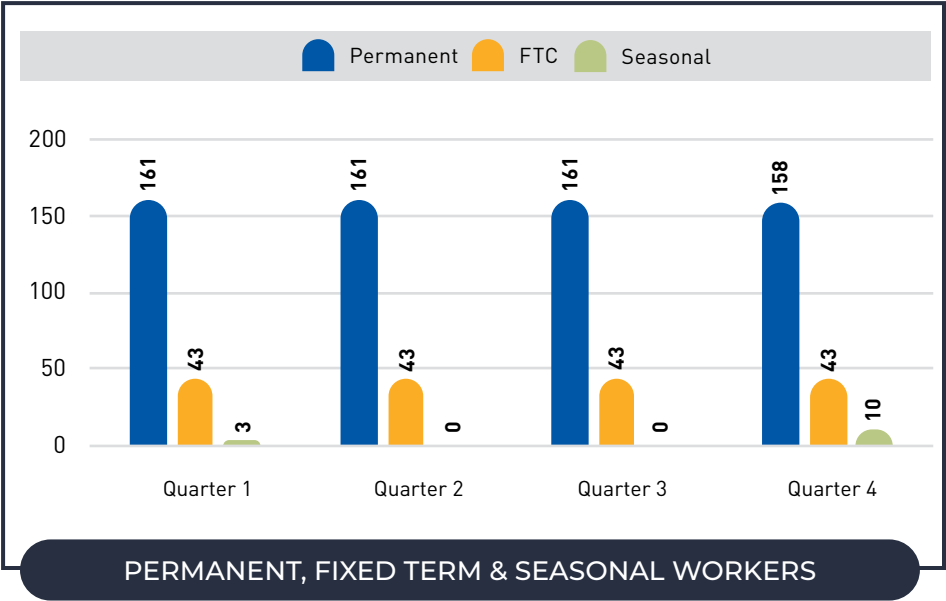


Figure 2: Permanent Employees, Fixed-Term Contract Employees and Seasonal Workers Per Quarter 2021/22



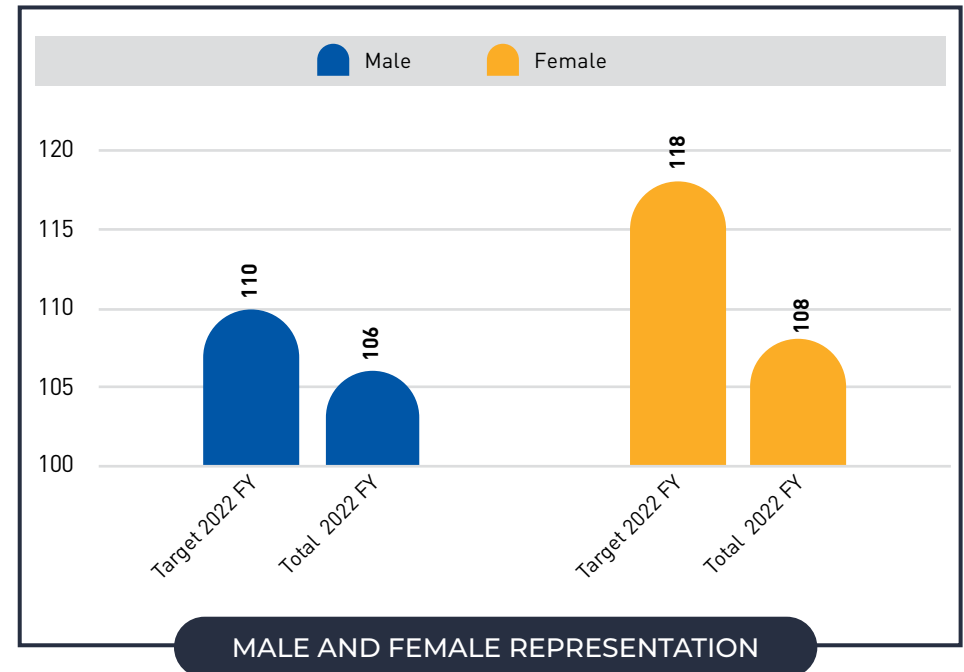
Employment Workforce by Skill (Number of employees)

OCCUPATIONAL LEVELS	AFRICAN MALE	AFRICAN FEMALE	COLOURED MALE	COLOURED FEMALE	INDIAN MALE	INDIAN FEMALE	WHITE MALE	WHITE FEMALE	FOREIGN NATIONALS	
									MALE	FEMALE
TOP MANAGEMENT	1	0	0	0	0	0	0	0	0	0
SENIOR MANAGEMENT	2	1	0	0	0	0	0	0	0	0
PROFESSIONAL QUALIFIED	2	7	0	1	3	2	1	0	0	0
SKILLED	40	32	1	0	1	1	1	2	0	0
SEMI-SKILLED	31	32	1	2	0	0	0	0	0	0
UNSKILLED	22	21	1	0	0	0	0	0	0	0
TOTAL	98	93	3	3	4	3	2	2	0	0

Numeric Equity Targets and Employment Equity Targets

Total Male & Female Representation (Number of employees includes Fixed-Term and Part-time)

- The percentage of male representation is at **24%**, and the target is **25%**.
- The female representation is at **24%**, and the target is **27%**.



Occupational Numeric targets, including people with disabilities

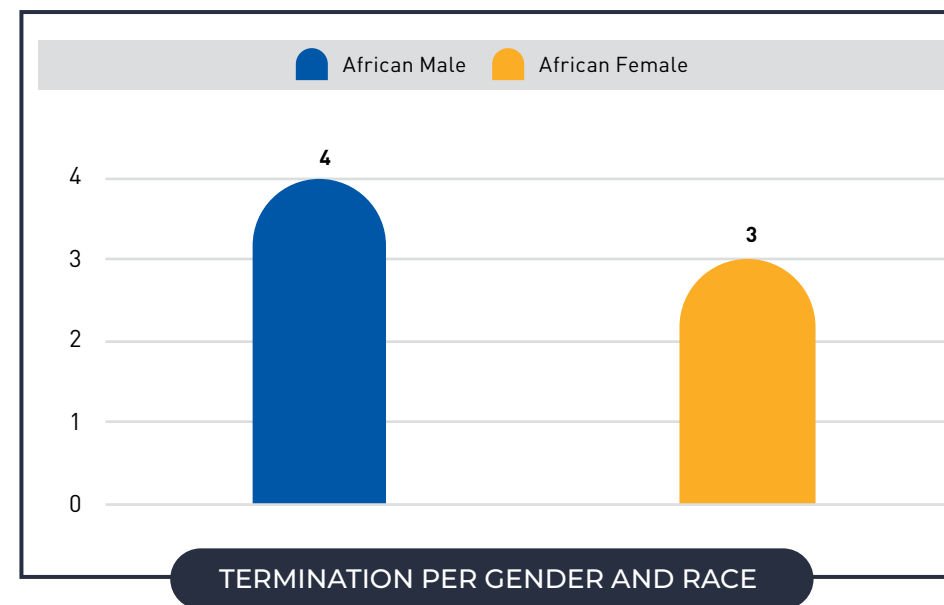
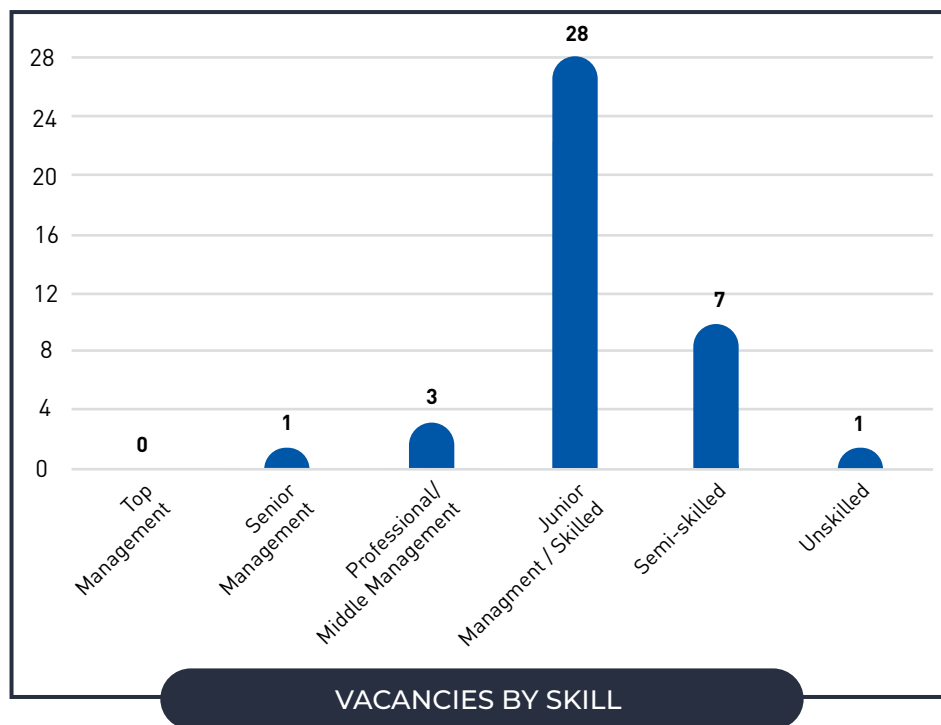
OCCUPATIONAL LEVELS	MALE				FEMALE				FOREIGN NATIONALS		TOTAL
	A	C	I	W	A	C	I	W	MALE	FEMALE	
Top management					1						1
Senior management											
Professionally qualified and experienced specialists and mid-management											
Skilled technical and academically qualified workers, junior management, supervisors, forepersons, and superintendents	1		1	1	1						4
Semi-skilled and discretionary decision making	1				1	1					3
Unskilled and defined decision making											
TOTAL PERMANENT	2		1	1	3	1					8
Temporary employees											
GRAND TOTAL	2		1	1	3	1					8

NOTE: A= Africans | C= Coloureds | I= Indians | W= Whites

The employment equity targets were almost achieved. However, improvement can be made by increasing the representation of people living with disability as well as coloured, Indian, and white employees in both skilled and semi-skilled levels.

Vacancies

Sci-Bono Discovery Centre embarked on an exercise of reviewing the structure to align with the strategic plan 2020 – 2024. The design was carefully examined to ensure that the cost of the structure and salary bill was affordable. The configuration was trimmed down, and **24** vacancies were identified. A new business unit DLMC, was also established. Only critical positions will be prioritised to maintain a healthy financial state. Below is a breakdown of vacancies per occupational level.



Recruitment as at 31 March 2021/22

- Recruitment was put on hold during the review of the structure. As of 31st March 2021, the vacancy rate was at **18%**.
- Only **20** Fixed Term Contract (FTC) appointments linked to Robotics project within ICT were concluded. These appointments are project based and therefore when the project is completed the contract of employment will be terminated.

Terminations as at 31 March 2021/22

Reason for staff leaving:

- The reason for leaving was cited as voluntary terminations

Training and Development

The organisation supports the employee's skills improvement in furtherance of the strategic goals of the organisation. Bursary applications for the 2021/22 financial year were approved, and all the planned training in our Workplace Skills Plan and other statutory training were implemented.

Policy Development

Sci-Bono's policies are reviewed annually to ensure standardisation and alignment. The Human Resources Management (HRM) policies are aligned with the employment law statutes of South Africa.

Employee Relations: Misconduct and Disciplinary Action

Management and employees strive to promote healthy actions and behaviours to maintain a conducive environment.



Employee Wellness (Well-Maintained Work/Life Balance)

Wellness events aim to promote and maintain our employees' physical and mental health. It is also about reducing risks to employees' health and promoting wellness through safe work practices, healthy work environments, and responsible hosting of company events. The health/wellness initiative is one of our strategy components that aim to improve employee health behaviours, while lowering health risks and reducing absenteeism due to health issues. The Board approved the Employee Health and Wellness policy, and Sci-Bono will partner with the Independent Counselling and Advisory Services (ICAS) to implement the wellness programme for staff.

Covid-19 Pandemic: Initiatives That Were Taken

The Covid-19 virus is not a typical business disruption; it threatens the workforce directly and requires a specific set of strengths to weather the storm. It demands strong leadership, an extensive collection of activities to assess the risk, pandemic plans and putting people first. Prioritising employees to ensure they are safe and productive – and kept engaged during the unprecedented time – is paramount. Line managers were kept updated and encouraged to keep their officials informed.

The Sci-Bono Discovery Centre continued to implement preventive measures to contain and/or prevent the virus's spread in the workplace. Below are a few examples of how we actioned this plan:

- The Sci-Bono Centre operated with minimum staff (rotational schedule) until February 2022 to ensure we do not expose our team to Covid-19. When the Covid-19 restrictions were relaxed, all staff returned to the office.
- We updated our occupational safety measures to the regulations and directives as they unfolded.

- The Covid-19 policy was implemented fully.
- The work-from-home policy was implemented fully.
- Staff training was conducted, and employees were assisted in transitioning back to work.
- Employees have been vaccinated, with the exception of a few who opted not to receive the vaccination.

Impact of Covid-19

- The organisation had one fatality due to Covid-19.
- The productivity levels of the organisation were also affected.
- The morale of the staff was low as some employees had lost their loved ones due to Covid-19.
- Employees were dealing with fear and anxiety.

As part of the support to employees, we partnered with our Career Centre Business Unit, and they provided employees with the psychological help they needed. ICAS, an international wellness provider that takes care of employees' physical and mental health, also assisted in offering counselling.

Performance Management And Appraisal

Sci-Bono has completed the revision of the performance development & management system and will be implementing it from the beginning of the next financial year (1 April 2022).

Job Evaluation

Sci-Bono adopted the Paterson job grading system in February 2022. All the Sci-Bono positions were graded, and new salary scales were implemented effective April 2022.



Facilities Management

The Facilities Management Department is the holistic management of buildings and services to provide a clean, safe, hygienic and conducive environment for all staff, visitors and stakeholders.

The Facilities Management Department manages all physical resources of the organisation, which embraces the planning, development and execution of major projects and refurbishments. The department also ensures timeous and effective repairs and maintenance, space allocations and health, safety and risk management. Furthermore, the department takes care of the property portfolio, fleet and transport management, as well as security and cleaning. We prioritise a sustainable approach to our projects, duties and outputs.

The Facilities Management Department ensures that the building and environment support the core business with minimum impact on natural resources.

Property Management

The property market is not performing very well in general in South Africa and, in particular, Johannesburg.

Historically, the shops in Helen Joseph Street have not performed impressively in terms of sustainable income generation activity. The location is not ideal for shops, as there is not much footfall in the area for a small shop owner. The department has been tasked to investigate the option of turning these spaces into offices/venues.

Facilities Management

Considering the effect of the Covid-19 lockdowns on the sector and the economy in general, the Facilities Management Department has attended to multiple repair and maintenance projects over this period. The highlights are below:

- Waterproofing project: Identified areas across the building's roof has been re-waterproofed.
- Preparing the ICT Drone Lab.
- Refurbishing the clubhouse
- Re-instating the solar panels in the solar lab in Rust Ter Vaal.

- Repainting several key areas, including labs, VIP Boardroom, passages outside auditorium, classrooms, ETC.
- All cracked and damaged windows have been replaced.
- Access control and CCTV upgrades: A new access control system and **104** new CCTV cameras have been installed. This is the initial phase of this project. A second phase is in the planning stages.
- Additional fencing along Helen Joseph Street.

There are multiple additional maintenance projects to be enacted in the next financial year, should budgets be approved.

- HVAC: Multiple air conditioners throughout the centre have surpassed their lifecycle and must be replaced to ensure comfort, efficiency and longevity.
- Auditorium: The auditorium requires a makeover to bring it up to date with modern technology and ensures that the venue is compatible with new requirements from clients.

Cleaning

The Cleaning Department ensures a clean and hygienic environment throughout Sci-Bono. The department also prioritised cost efficiency by providing additional services such as sanitising and fumigation of the centre. As an added service, the Cleaning Department operated a mini laundry to ensure timeous delivery of lab coats, tablecloths etc. This has shown a substantial saving versus external service providers.

This year, at an approximate cost of **R15 000**, we have saved an estimated **R100 000** by providing this service internally.

Safety and Security

The centre is governed by a Health and Safety Policy as well as relevant legislation. The centre complies with all applicable legislation and directives issued by the National Government as reasonably practicable.

Fleet Management

Fleet management ensures operational efficiency by managing vehicle usage and timeous repairs and maintenance of company-owned vehicles.

IT Management

For the financial year 2021/22, the focus of the IT Management Department was to implement the approved IT governance and Management framework, improve on services delivered to the organisation, and continually migrate services to the cloud, where feasible.

The IT governance framework adopted by Sci-Bono is the control objective for the Information and Related Technology (COBIT) 2019 IT Governance and Management Framework. The IT governance framework and policy was completed and approved at the end of September 2021. The required internal committees, as outlined in the framework – namely, the Technology Investment Committee and IT Steering Committee – have been established and Members appointed.

The IT Management Department assisted with hosting live virtual events internally, and for the GDE. We have hosted five successful webinars for the Foundation and senior phase of the year across different subjects. We also successfully hosted the Education Management Association of South Africa (EMASA) virtual conference in October 2021, which included the virtual elections as this was an elective conference. We also hosted the UNDP Awards Ceremony. On the back of this, the Sci-Bono virtual Annual General Meeting (AGM) for the financial year 2020/21 was also a successful event.

Key projects that were completed this year are below:

1. Replacing faulty cabling in parts of the building.
2. Implementing the IT governance and management framework.
3. Updating/upgrading to finance enterprise resource planning (ERP) system.
4. Rebuilding of the human resources management and payroll ERP system.
5. Drafting the IT disaster recovery plan.

The IT Management Department also supports other departments in providing virtual experiences of Sci-Bono and will continue working closely with various organisational stakeholders on different IT initiatives.





Marketing and Communications

The Marketing and Communications Department is responsible for Sci-Bono's marketing, media relations and advertising, as well as internal and external communications. It is also responsible for general and online communications.

In ensuring that Sci-Bono maintains a strong profile in the education domain, we continued with our primary marketing and communications objective: to drive footfall to the centre through social media engagements and PR. We always strive to explore avenues to sustain publicity and continue to work towards the goal of driving foot traffic to the centre. This financial year, the primary objective was an especially pressing requirement in the wake of the impact of Covid-19 on visitor figures in 2021/22.

While stimulating footfall is an ongoing imperative and remains essential, this financial year was targeted as a prime period to pinpoint communication as an objective for the following reasons:

- School holidays meant children were at loose ends for much of the month.
- Covid-19 curtailed the travel plans of many Johannesburg residents, resulting in more families opting for staycations and seeking activities close to home.

The Marketing and Communications Department developed and presented a Marketing, Communications and PR strategy and plan for the visibility of our unique facility and the funders to the media and the general public through suitable platforms. The secondary purpose was to give evidence of Sci-Bono's commitment to profiling our investment and celebrating the spirit of partnership that enables the centre to positively impact learners and the general public. We also positioned Sci-Bono as a champion of, and enabler for, fostering youth skills acquisition and direction in STEM vocations.

The number of followers on social media continues to increase across all social media platforms. The Sci-Bono Facebook page boasts more than **10,000** followers, and the Twitter page shows more than **4,000** followers.

The Marketing and Communications Department remains focused on supporting the organisation's core business, including all the internal and external programmes and activities designed to inspire our stakeholders.

Events Management

The Events Management Department's key focus is to manage the following:

- External venue bookings
- Internal venue bookings
- Events management
- Team building
- Filming and photo shoots
- Conference booking and management
- Exhibition and expo management

Even though we faced the pandemic and had to adhere to restrictions, there was a slight increase in revenue this financial year compared to the previous year.

The following stood out as highlights of the year:

- GCRA career and guidance programme for Grades 4 and 12. The key purpose of this programme was to provide career guidance and support to 300 primary and **300** high schools in Gauteng in the year 2021/22.
- The FemSTEM Coaching project hybrid event. Topic: 'Think Big Start Small: Youth-led robotics for multi-dimensional climate solutions'.
- Four film shoots/photo shoots were held in the Science Centre.
- Visit and tour for **40** children who won tickets from Eldos FM to enjoy an outing at Sci-Bono for the day.
- Play Movement event. An exhibition by the Play Movement Organisation that works hard within the non-profit organisation (NPO) community to create a collaborative movement with partners. They aim to support the education and rollout of ECD programmes.
- Afijiki.org.za. This conference was held for all stakeholders and funders.
- The Music in Africa Conference. The three-day conference provides a platform for musicians and contributors to embed music and videos solely for promotional purposes.

Corporate Governance

Board of Directors

All Members of the Board are Non-Executive Directors (NEDs) in the Sci-Bono Memorandum of Incorporation. It is important to note that the Chief Executive Officer (CEO) is an ex officio Member of the Board of Directors. As at 31 March 2022, the Sci-Bono Board of Directors was composed of the following Members:

- Mr Witbooi, Abbey (Chairperson)
- Dr Madiba, Nandipha Daphne (Deputy Chairperson)
- Prof Bantwini, Bongani Douglas
- Dr Chakane, Moretsele Morrison (Chief Executive Officer)
- Mr Malele, Ganelang Zeth
- Adv Mokgatle, Lentswe Gabriel
- Ms Moloka, Patricia Ntepane
- Mr Mphahlele, Mashane Johannes
- Dr Papu-Zamxaka, Vathiswa Belinda
- Prof Sitole, Khulekani
- Mr Tsotetsi, Coffee Godfrey

Ex Officio Member

Dr Chakane, Moretsele Morrison
(1 April 2017 – present)

The Board met thirteen times during the financial year (see Table 1 for members' attendance).

Table 1: Board Meetings Attended

MEETING DATES					
DIRECTORS	23-Apr-21	23-Jun-21	31-Jul-21	1-Aug-21	19-Aug-21
Mr Witbooi, Abbey (Chairperson)	√*	√*	√*	√*	√*
Dr Madiba, Nandipha Daphne (Deputy Chairperson)	√*	√*	√*	√*	√*
Prof Bantwini, Bongani Douglas	√*	√*	√*	√*	√*
Mr Malele, Ganelang Zeth	√*	√*	√*	√*	√*
Adv Mokgatle, Lentswe Gabriel	√*	√*	√*	√*	√*
Ms Moloka, Patricia Ntepane	√*	√*	√*	√*	√*
Mr Mphahlele, Mashane Johannes	√*	√*	√*	√*	√*
Dr Papu-Zamxaka, Vathiswa Belinda	√*	√*	√*	√*	√*
Prof. Sitole, Khulekani	√*	√*	√*	√*	√*
Mr. Tsotetsi, Coffee Godfrey	√*	√*	√*	√*	√*

SPECIAL MEETINGS								
DIRECTORS	29-Sep-21	9-Dec-21	5-Feb-22	6-Feb-22	28-Feb-22	14-Oct-21	19-Jan-22	17-Mar-22
Mr Witbooi, Abbey (Chairperson)	√*	√*	√*	√*	√	√*	√*	√*
Dr Madiba, Nandipha Daphne (Deputy Chairperson)	√*	√*	√*	√*	√	√*	√*	√*
Prof Bantwini, Bongani Douglas	√*	√*	√*	√*	√	√*	√*	√*
Mr Malele, Ganelang Zeth	√*	√*	√*	√*	√*	√*	√*	√*
Adv Mokgatle, Lentswe Gabriel	√*	√*	√*	√*	√*	√*	√*	√*
Ms Moloka, Patricia Ntepane	√*	√*	√*	√*	√*	√*	√*	√*
Mr Mphahlele, Mashane Johannes	√*	√*	√*	√*	√*	√*	√*	√*
Dr Papu-Zamxaka, Vathiswa Belinda	√*	√*	√*	√*	*	√*	√*	√*
Prof Sitole, Khulekani	√*	√*	√*	√*	√*	√*	√*	√*
Mr Tsotetsi, Coffee Godfrey		√*	√*	√*	√	√*	√*	√*

KEY:

√ Present | * Apology noted | - Absent | √* Teleconference | N/A Not appointed at the time | ** Not a Member anymore



Mr Witbooi, Abbey

CHAIRPERSON
Appointed 24 July 2015



Dr Madiba, Nandipha Daphne

DEPUTY CHAIRPERSON
Appointed 14 November 2016



Prof Bantwini, Bongani Douglas

Appointed
14 November 2016



Dr Chakane, Moretsele Morrison

CHAIRPERSON
Ex Officio Member
1 April 2017 - present



Mr Malele, Ganelang Zeth

Appointed
14 November 2016



Adv Mokgatle, Lentswe Gabriel

Appointed
24 July 2015



Ms Moloka, Patricia Ntepane

Appointed
24 July 2015



Mr Mphahlele, Mashane Johannes

Appointed
28 October 2020



Dr Papu-Zamxaka, Vathiswa Belinda

Appointed
20 November 2013



Prof Sitole, Khulekani

Appointed
14 November 2016



Mr Tsotetsi, Coffee Godfrey

Appointed
12 October 2020

Audit, Risk and Compliance Committee Report for the Year Ended 31 March 2022

The Audit, Risk and Compliance Committee (ARCC) herewith presents their report for the financial year ended 31 March 2022, as required by the Companies Act 71 of 2008.

Audit, Risk Compliance Committee Members & Attendance

The ARCC was established in accordance with the provision of the Companies Act 71 of 2008. The ARCC Charter requires that the ARCC comprise a minimum of six Members. The ARCC consisted of six Members, half of whom were Board Members; the remainder were independent Members (see Table 2 for Membership and attendance of the ARCC).

The ARCC comprises the following Members:

- Dr Madiba, Nandipha Daphne (Committee Chairperson)
- Ms Abdul, Rochelle[*]
- Mr Malele, Ganelang Zeth
- Ms Manthata, Kgabiso[*]
- Ms Matobako, Monica [*]
- Mr Mphahlele, Mashane Johannes

* Independent ARCC Members

Table 2: Audit, Risk and Compliance Committee Meetings Attended

DIRECTORS	MEETING DATES			
	15-Jun-21	17-Aug-21	22-Nov-21	15-Feb-22
Dr Madiba, Nandipha Daphne (Committee Chairperson)	√*	√*	√*	√*
Ms Abdul, Rochelle	√*	√*	√*	√*
Mr Malele, Ganelang Zeth	√*	√*	√*	√*
Ms Manthata, Kgabiso	√*	√*	√*	√*
Ms Matobako, Monica	√*	√*	√*	√*
Mr Mphahlele, Mashane Johannes	√*	√*	√*	√*

KEY: √ Present | * Apology noted | √* Teleconference | ** Resigned | - Absent | N/A Not appointed at the time

Audit, Risk and Compliance Committee Responsibility

The ARCC reports that it has complied with its responsibilities arising from the ARCC Charter. The ARCC has adopted appropriate formal terms of reference as its charter, has regulated its affairs in compliance with the charter and has discharged all its responsibilities as contained therein.

Internal Audit

The Internal Audit was in its 2nd year of appointment, and the Annual Plan was approved for implementation. The work carried out was in accordance with the approved plan for the year, except for a few areas. In line with the King IV Report on Corporate Governance for South Africa, an internal audit is expected to provide the ARCC and management team with the assurance that the internal controls are appropriate and effective. The company follows a combined assurance approach. The internal auditors issued reports for areas of work conducted and made recommendations to the management team for corrective actions to be implemented. Follow-up on work carried out in the prior year was also conducted, highlighting improvements made.



Effectiveness of Internal Control

The ARCC has reviewed the internal controls environment for effectiveness and adequacy. This was through a review of the work conducted by the internal auditors, progress made by the management team on the prior years' audit findings and the report of the external auditors. Our assessment of these controls, even though progress is visible, is that the overall control environment still requires improvement. The management team has committed to implementing corrective action to avoid the recurrence of the same findings in the coming financial years.

Governance of Risk

The ARCC is responsible for oversight of the risk management function. The ARCC has reviewed the risk registers, tracked prior years' audit findings, and performed an overall assessment of the risk environment. The governance of risk is not at a state desired by the ARCC. The ARCC has made recommendations to the management team on areas requiring improvements.

The Quality of Management and Quarterly Reports

The ARCC was satisfied with the content and quality of management and quarterly reports prepared and issued during the year under review. The actual costs incurred were also monitored against the approved budget throughout the year. The ARCC noted the improvements in the quality of the reports tabled by the management team and made recommendations for remedying any shortcomings.

Evaluation of The Annual Financial Statements

The ARCC evaluated the annual financial statements presented in this Annual Report. The annual financial statements fairly present the financial performance, the cash flows, financial position, and the results of the financial operations for the year ended 31 March 2022. The focus of the review of the annual financial statements was on the following:

- Significant financial reporting judgments and estimates contained in the annual financial statements.
- Clarity and completeness of disclosure and adequacy thereof.
- Quality and acceptability of, and any changes in, accounting policies and practices.
- Compliance with accounting standards and legal requirements.
- Significant adjustments and/or unadjusted differences resulting from the audit.
- Reflection of unusual circumstances or events and management's explanation for the accounting treatment adopted.
- Reasons for major year-on-year fluctuations.
- Valuation of significant estimates.
- Calculation and levels of general and specific provisions.
- Write-offs and reversal thereof.
- The basis for the going concern assumption.

External Auditor's Report

The external auditors raised no unresolved issues, and the ARCC accepted the conclusion and audit opinion of the external auditors on the annual financial statements. The external audit function is independent of the entity. The ARCC has met with the external auditors and acknowledges the diligence and cooperation of its team.

On behalf of the ARCC:

**Nandi Madiba "CD (SA)", (MBA), PhD (Magna Cum Laude),
DBA (Current Candidature)
Chairperson: Audit, Risk & Compliance Committee (AARC)**





Remunerations and Human Resources Committee

The Remunerations and Human Resources Committee (REMC0) has an oversight role over the organisation to oversee employee matters relating to employee remuneration and benefits. A critical part of REMCO's mandate is to establish whether the company is offering competitive and/or acceptable compensation. It's also concerned with the strategic oversight of human resources capital to ensure that critical positions are filled to enable the company to achieve its mission and vision statement.

The REMCO comprises the following Members:

- Prof Sitole, Khulekani (Committee Chairperson)
- Mr Mphahlele, Mashane Johannes
- Mr Tsotetsi, Coffee Godfrey

The REMCO met eight times during the financial year (see **Table 3** for membership attendance).

Table 3: Remunerations and Human Resources Committee Meetings

DIRECTOR	MEETING DATES						SPECIAL DATES	
	09-Apr-21	11-May-21	22-Jul	22-Oct	21-Jan-22	23-Mar-22	21-Sep-21	26-Oct-21
Prof Sitole, Khulekani (Committee Chairperson)		√*	√*	√*	√*	√*	√*	√*
Mr Mphahlele, Mashane Johannes		√*	√*	√*	√*	√*	√*	√*
Mr Tsotetsi, Coffee Godfrey		√*	√*	√*	√*	√*	√*	√*

KEY: √ Present | * Apology noted | √* Teleconference | - Absent | ** Not appointed at the time | N/A Resigned

Finance Committee

The function of the Finance Committee (FINCO) is governed by terms of reference, which effectively determine the areas of governance for the Committee, such as:

- Financial management and administration.
- Policy, legal matters, and compliance.
- Facilities, IT governance and asset management.
- Tenant management.
- Marketing and communications.
- Health and safety.

The FINCO comprises the following Members:

- Ms Moloka, Patricia Ntepane (Committee Chairperson)
- Prof Bantwini, Bongani Douglas
- Prof Sitole, Khulekani

The Committee meets quarterly, four times a year, save for extenuating circumstances when special meetings are called. However, the Committee met seven times this financial year, and the attendance register for the meetings held is reflected in **Table 4**.

Table 4: Finance Board Committee Meetings

DIRECTORS	MEETING DATES			SPECIAL DATES			
	14-Jun-21	14-Sep-21	18-Nov-21	18-Feb-22	28-Sep-21	29-Sep-21	16-Mar-22
Ms. Moloka, Patricia Ntepane (Committee Chairperson)	√*	√*	√*	√*	√*	√*	√*
Prof. Bantwini, Bongani Douglas	√*	√*	√*	√*	√*	√*	√*
Prof. Sitole, Khulekani	√*	√*	√*	√*	√*	√*	√*

KEY: √ Present | * Apology noted | √* Teleconference | - Absent | ** Not appointed at the time | N/A Resigned



Governance, Nominations and Social & Ethics Committee

The Governance, Nominations and Social and Ethics Committee (GNSEC) was established during the governance workshop held on 19 September 2020. The Committee's responsibilities include matters of social and ethics, a statutory committee in terms of the Company's At for qualifying companies. The company also elected to incorporate the Governance and Nominations Committee into this GNSEC. The supervisory GNSEC covers organisational ethics, responsible corporate citizenship, and sustainable development. The Committee's role encompasses not only organisational ethics but also seeks to encourage the creation of value in society beyond organisational compliance and governance.

The GNSEC is composed of the following members:

- Mr Witbooi, Abbey (Committee Chairperson)
- Dr Madiba, Nandipha Daphne
- Adv Mokgatle, Lentswe Gabriel
- Ms Moloka, Patricia Ntepane

The GNSEC should meet four times yearly, save for extenuating circumstances when special meetings should be called. However, the Committee met six times during the financial year. The attendance register for the meeting held is reflected in **Table 5**.

Table 5: Governance, Nominations and Social and Ethics Board Committee Meetings Attended

	MEETING DATES			SPECIAL MEETINGS		
DIRECTORS	07-May-21	05-Aug-21	28-Oct-21	14-Jan-22	15-Mar-22	05-Jul-21
Mr Witbooi, Abbey (Committee Chairperson)	√*	√*	√*	√*	√*	√*
Dr Madiba, Nandipha Daphne	√*	√*	√*	√*	√*	√*
Adv Mokgatle, Lentswe Gabriel	√*	*	√*	√*	√*	√*
Ms Moloka, Patricia Ntepane	√*	√*	√*	√*	√*	√*

KEY: √ Present | * Apology noted | √* Teleconference | ** Resigned | - Absent | N/A Not appointed at the time

Science, Technology, Innovation and Research Committee

The Science, Technology, Innovation and Research Committee (STIR) was established in accordance with the provisions of the Companies Act 71 of 2008. The oversight role of the STIR covers organisational core and non-core business operations.

The STIR is composed of the following Members:

- Prof Bantwini, Bongani Douglas (Committee Chairperson)
- Mr Malele, Ganelang Zeth
- Dr Papu-Zamxaka, Vathiswa Belinda

The STIR should meet four times a year, save for extenuating circumstances when special meetings should be called. However, the Committee met five times during the financial year. The attendance register for the meeting held is reflected in **Table 6**.

Table 6: Science, Technology, Innovation and Research Board Committee Meetings Attended

	MEETING DATES			SPECIAL DATES	
	19-May-21	06-Jul-21	07-Oct-21	27-Jan-22	26-Nov-21
DIRECTORS					
Prof Bantwini, Bongani Douglas (Committee Chairperson)	√*	√*	√*	√*	√*
Mr Malele, Ganelang Zeth	√*	√*	√*	√*	√*
Dr Papu-Zamxaka, Vathiswa Belinda	√*	√*	√*	√*	√*

KEY: √ Present | * Apology noted | √* Teleconference | ** Resigned
| - Absent | N/A Not appointed at the time

Ad Hoc Committee

The Ad Hoc Committee (AD HOC) was established through a board resolution on 17 March 2022, in terms of which the Board of Directors resolved to establish the Committee on an ad hoc basis to address a confidential matter.

The AD HOC is composed of the following Members:

- Prof Sitole, Khulekani (Committee Chairperson)
- Ms Moloka, Patricia Ntepane
- Mr Mphahlele, Mashane Johannes
- Dr Papu-Zamxaka, Vathiswa Belinda
- Mr Tsotetsi, Coffee Godfrey

The AD HOC met three times during the financial year. The attendance register for the meeting held is reflected in **Table 7**.

Table 7: Ad Hoc Board Committee meetings attended

	MEETING DATES		
	22-Mar-22	26-Mar-22	31-Mar-22
DIRECTORS			
Prof Sitole, Khulekani (Committee Chairperson)	√*	√*	√*
Ms Moloka, Patricia Ntepane	√*	√*	√*
Mr Mphahlele, Mashane Johannes	√*	√*	√*
Dr Papu-Zamxaka, Vathiswa Belinda	√*	√*	√*
Mr Tsotetsi, Coffee Godfrey	√*	√*	√*

KEY: √ Present | * Apology noted | √* Teleconference | ** Resigned
| - Absent | N/A Not appointed at the time

Financials

Sci-Bono Discovery Centre NPC | Registration number 2004/010183/08
Annual Financial Statements for the period ended 31 March 2022.

General Information

Country of Incorporation and Domicile

South Africa

Nature of Business and Principal Activities

Science Centre

Directors

- Mr Witbooi, Abbey (Chairperson)
- Dr Madiba, Nandipha Daphne (Deputy Chairperson)
- Prof Bantwini, Bongani Douglas
- Dr Chakane, Moretsele Morisson (Chief Executive Officer)
- Mr Malele, Ganelang Zeth
- Adv Mokgatle, Lentswe Gabriel
- Ms Moloka, Patricia Ntepane
- Mr Mphahlele, Mashane Johannes
- Dr Papu-Zamxaka, Vathiswa Belinda
- Prof Sitole, Khulekani
- Mr Tsotetsi, Coffee Godfrey

Registered Office

Sci-Bono Discovery Centre
c/o Miriam Makeba & Helen Joseph Street Newtown, Johannesburg, 2107

Postal Address

PO Box 61882, Marshalltown, 2107

Bankers

- Standard Bank of South Africa
- Nedbank

Auditor

Rakoma & Associates Inc., Chartered Accountant (SA) Registered Auditor

Block D, Willow Wood Office Park, CNR, 3rd Ave &, Cedar Rd, Johannesburg
2021

PO Box 1002, Randpark Ridge, Randpark, Johannesburg, 2156

Company Registration Number

2004/010183/08

Tax Reference Number

9058859159

Preparer

The annual financial statements were internally compiled by: Mr Maluleke, Nkateko
(Chief Financial Officer)

Directors' Responsibilities and Approval

The directors are required in terms of the Companies Act of South Africa to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards. The external auditor is engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The directors have reviewed the company's cash flow forecast for the year to 31 March 2023 and, in light of this review and the current financial position, they are satisfied that the company has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditor is responsible for independently auditing and reporting on the company's annual financial statements. The annual financial statements have been examined by the company's external auditor and their report is presented on pages **77** to **78**.

The annual financial statements set out on pages **79** to **82**, which have been prepared on the going concern basis, were approved by the board on 15 September 2022 and were signed on their behalf by:

Approval of financial statements

Mr Witbooi, Abbey
(Chairperson)

Dr Chakane, Moretsele Morisson
(Chief Executive Officer)

Director's Report

The directors have pleasure in submitting their report on the annual financial statements of Sci-Bono Discovery Centre NPC for the year ended 31 March 2022.

Review of Financial Results and Activities

The annual financial statements have been prepared in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the company are set out in these annual financial statements.

Events after the Reporting Period

The Board of Directors entered into a settlement agreement with the Company Secretary; to terminate the permanent employment contract of the company secretary; effective on 30 April 2022. This is an adjusting entry into the annual financial statements, as the process was started before financial year-end.

The settlement payout amount is disclosed on note 13 (Provisions). The process of the settlement was concluded in June 2022.

Going Concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The directors believe that the company has adequate financial resources to continue in operation for the foreseeable future and accordingly the annual financial statements have been prepared on a going concern basis. The directors have

satisfied themselves that the company is in a sound financial position and that it has access to sufficient borrowing facilities to meet its foreseeable cash requirements. The directors are not aware of any new material changes that may adversely impact the company. The directors are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the company.

Auditors

Rakoma & Associates Inc. have been appointed as auditors for the company for 2023. At the AGM, the Deputy Chairperson of the Board & Chairperson of the Audit, Risk, Compliance Committee (ARCC), Dr. Madiba, Nandipha Daphne will be requested to reappoint Rakoma & Associates Inc. as the independent external auditors of the company and to confirm Mr. HE Lufhugu as the designated lead audit partner for the 2023 financial year.

The annual financial statements set out on pages **79** to **82**, which have been prepared on the going concern basis, were approved by the board on 15 September 2022, and were signed on its behalf by:

Approval of annual financial statements



Mr Witbooi, Abbey
(Chairperson)
Thursday, 15 September 2022



Dr Chakane, Moretsele Morrison
(Chief Executive Officer)
Thursday, 15 September 2022



Independent Auditor's Report

To the Directors of Sci-Bono Discovery Centre Non-Profit Company

Opinion

We have audited the financial statements of Sci-Bono Discovery Centre NPC set out on pages **79** to **119**, which comprise the statement of financial position, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended 31 March 2022, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Sci-Bono Discovery Centre NPC as at 31 March 2022, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards and the requirements of the Companies Act of South Africa.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs).

Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the document titled "Sci-Bono Discovery Centre NPC Annual Financial Statements for the year ended 31 March 2022", which includes the Directors Report as detailed income statement. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of the Directors for the Financial Statements

The directors are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standards and the requirements of the Companies Act of South Africa, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of financial statements is included in the Appendix to this audit report. The description, which is located in Annexure 1, forms part of our audit report.

Rakoma & Associates Inc.

Rakoma & Associates Incorporated

Per: Lufhugu, Eugene Hangwani

Chartered Accountant (SA) | Engagement Partner | Registered Auditor

Date: 28 September 2022

**Block D, Willow Wood Office Park,
CNR, 3rd Ave &, Cedar Rd, Johannesburg, 2021**

Annexure 1

Auditors Responsibilities for the Audit of Financial Statements

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the company's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Statement of Financial Position as at 31 March 2022

Figures in Rand	Note(s)	2022	2021 Restated*	2020 Restated*
Assets				
Non-Current Assets				
Property, plant and equipment	4	491,292,112	405,125,179	410,983,875
Intangible assets	5	15,807,473	348,446	72,379
		507,099,585	405,473,625	411,056,254
Current Assets				
Inventories	6	4,563	4,492	10,921
Trade and other receivables	7	25,433,444	13,439,753	14,005,535
Investments at fair value	8	201,413,191	245,201,090	203,320,044
Cash and cash equivalents	9	11,169,587	14,526,877	8,732,915
		238,020,785	273,172,212	226,069,415
Total Assets		745,120,370	678,645,837	637,125,669
Equity and Liabilities				
Equity				
Reserves		203,903,512	159,804,606	162,743,022
Retained income		311,401,262	270,673,454	273,474,438
		515,304,774	430,478,060	436,217,460
Liabilities				
Non-Current Liabilities				
Deferred income	13	180,011,396	183,174,114	186,600,392
Current Liabilities				
Trade and other payables	12	45,596,793	20,289,382	12,703,790
Deferred income	13	-	43,000,000	-
Provisions	11	4,207,407	1,704,281	1,604,027
		49,804,200	64,993,663	14,307,817
Total Liabilities		229,815,596	248,167,777	200,908,209
Total Equity and Liabilities		745,120,370	678,645,837	637,125,669

* See Note 2 & 24

Statement of Financial Performance

Figures in Rand	Note(s)	2022	2021 Restated*	2020 Restated*
Revenue	14	2,629,277	5,588,510	5,283,945
Cost of sales	15	(81,355)	(6,428)	(164,378)
Gross profit		2,547,922	5,582,082	5,119,567
Other operating income	16	5,036,994	8,419,041	4,035,075
Other operating gains (losses)	17	(140,914)	(471,964)	(226,396)
Other operating expenses		(108,107,778)	(41,338,273)	(86,463,712)
Grant income-Operations		23,852,000	21,497,250	21,450,000
Grant income-Project activities		299,095,217	224,644,379	225,033,433
Project activities expenses		(208,155,348)	(175,528,408)	(160,865,406)
Operating surplus(deficit)		14,128,093	(6,311,864)	8,082,561
Investment income		11,452,752	12,072,137	11,595,498
Finance costs	18	(38)	(45)	(1,463)
Surplus/(Deficit) for the year		25,580,807	5,760,228	19,676,596

* See Note 2 & 24

Statement of Changes in Equity

Figures in Rand	Revaluation reserve	Retained income	Total equity
Opening balance as previously reported	165,455,406	287,184,922	452,640,328
Adjustments	-	(23,694,351)	(23,694,351)
Prior period error	-	7,271,483	7,271,483
Change in accounting policy	(2,712,384)	2,712,384	-
Transfer between Reserves	162,743,022	273,474,438	436,217,460
Restated* Balance at 01 April 2020 as restated	-	5,760,228	5,760,228
Surplus for the year	(2,938,416)	2,938,416	-
Transfer between Reserves	(2,938,416)	8,698,644	5,760,228
Total comprehensive income for the year	159,804,606	269,302,804	429,107,410
Opening balance as previously reported	-	1,370,650	1,370,650
Adjustments	159,804,606	270,673,454	430,478,060
Change in accounting policy	-	25,580,807	25,580,807
Balance at 01 April 2021 as restated	(2,712,384)	2,712,384	-
Surplus for the year	(2,712,384)	28,293,191	25,580,807
Transfer between Reserves	46,811,290	12,434,620	59,245,910
Total comprehensive income for the year	46,811,290	12,434,620	59,245,910
Non-cash movements resulting from Revaluation of Buildings	203,903,512	311,401,265	515,304,777
Total contributions by and distributions to owners of company recognised directly in equity	10		
Balance at 31 March 2022			
Note(s)			

* See Note 2 & 24

Statement of Cash Flows

Figures in Rand	Note(s)	2022	2021 Restated*	2020 Restated*
Cash flows from operating activities				
Cash generated from operations	20	(5,480,783)	50,931,428	35,816,346
Interest income		11,452,752	12,072,137	11,595,498
Finance costs		(38)	(45)	(1,463)
Net cash from operating activities		5,971,931	63,003,520	47,410,381
Cash flows from investing activities				
Purchase of property, plant and equipment	4	(36,741,967)	(10,816,186)	(3,428,479)
Purchase of other intangible assets	5	(16,324,840)	(370,329)	-
Net cash movement in investments at fair value		43,787,899	(41,881,046)	(54,366,249)
Net cash from investing activities		(9,278,908)	(53,067,561)	(57,794,728)
Cash flows from financing activities				
Other non-cash item		-	(4,141,997)	(2,570,871)
Total cash movement for the year		(3,306,977)	5,793,962	(12,955,218)
Cash at the beginning of the year		14,526,877	8,732,915	21,688,133
Effect of exchange rate movement on cash balances		(50,313)	-	-
Total cash at end of the year	9	11,169,587	14,526,877	8,732,915

* See Note 2 & 24



Accounting Policies

Corporate Information

Sci-Bono Discovery Centre NPC is a non-profit company incorporated and domiciled in South Africa.

The annual financial statements for the year ended 31 March 2022 were authorised for issue in accordance with a resolution of the directors on Tuesday, 30 August 2022.

Significant Accounting Policies

The principal accounting policies applied in the preparation of these annual financial statements are set out below.

Basis of Preparation

The annual financial statements have been prepared on the going concern basis in accordance with, and in compliance with, International Financial Reporting Standards ("IFRS") and International Financial Reporting Interpretations Committee ("IFRIC") interpretations issued and effective at the time of preparing these annual financial statements and the Companies Act of South Africa of South Africa, as amended.

These annual financial statements comply with the requirements of the SAICA Financial Reporting Guides as issued by the Accounting Practices Committee and the Financial Reporting Pronouncements as issued by the Financial Reporting Standards Council.

The annual financial statements have been prepared on the historic cost convention, unless otherwise stated in the accounting policies which follow and incorporate the principal accounting policies set out below. They are presented in Rands, which is the company's functional currency.

These accounting policies are consistent with the previous period.

Property, Plant and Equipment

The cost of an item of property, plant and equipment is recognised as an asset where it is probable that future economic benefits associated with the item will flow to the company; and the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost.

Costs include costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Property, plant and equipment are carried at cost less accumulated depreciation and any impairment losses except for buildings which is carried at revalued amount being the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses

Revaluations are made with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period. Any increase in an asset's carrying amount, as a result of a revaluation, is recognised to other comprehensive income and accumulated in the revaluation surplus in equity. The increase is recognised in surplus or loss to the extent that it reverses valuation decrease of the same asset previously recognised in surplus or loss.

Any decrease in an asset's carrying amount, as a result of a revaluation, is recognised in surplus or loss in the current period.

The decrease is recognised in other comprehensive income to the extent of any credit balance existing in the revaluation surplus in respect of that asset. The decrease recognised in other comprehensive income reduces the amount accumulated in the revaluation surplus in Reserves.

The revaluation surplus in reserves related to a specific item of property, plant and equipment is transferred directly to retained earnings as the asset is used. The amount transferred is equal to the difference between depreciation based on the revalued carrying amount and depreciation based on the original cost of the asset.

Property, plant and equipment are depreciated on the straight line basis over their expected useful lives to their estimated residual value.

The useful lives of items of property, plant and equipment have been assessed as follows:

ITEM	DEPRECIATION METHOD	AVERAGE USEFUL LIFE (PREVIOUS)	AVERAGE USEFUL LIFE (NEW)
Buildings	Straight-line	70 Years	70 Years
Appliances	Straight-line	4 Years	10 Years
Plant and machinery	Straight-line	5 Years	10 Years
Furniture and fixtures	Straight-line	7 Years	10 Years
Motor vehicles	Straight-line	7 Years	10 Years
Office equipment	Straight-line	5 Years	10 Years
IT equipment	Straight-line	4 Years	10 Years
Exhibits	Straight-line	10 Years	20 Years
Laboratory Equipment	Straight-line	4 Years	10 Years
Signage	Straight-line	4 Years	20 Years
Telephone equipment	Straight-line	7 Years	10 Years
Tools	Straight-line	5 Years	10 Years

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting year. If the expectations differ from previous estimates, the change is accounted for prospectively as a change in accounting estimate.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation charge for each year is recognised in surplus or loss unless it is included in the carrying amount of another asset.

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property,

plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in surplus or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in surplus or loss when the item is derecognised.

Capital work in progress

The company has capital work in progress that are disclosed as property, plant and equipment for the current projects. The cost of these projects will be capitalised to the asset. Completed projects will be recognised under property, plant and equipment on completion.

Once the asset has reached the location and condition as intended by management, capitalisation of the costs cease. These costs are expensed in the statement of surplus.

Intangible Assets

An intangible asset is recognised when:

- it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and
- the cost of the asset can be measured reliably.

Intangible assets are initially recognised at cost.

Expenditure on research (or on the research phase of an internal project) is recognised as an expense when it is incurred. An intangible asset arising from development (or from the development phase of an internal project) is recognised when:

- it is technically feasible to complete the asset so that it will be available for use or sale.
- there is an intention to complete and use or sell it.
- there is an ability to use or sell it.

- it will generate probable future economic benefits.
- there are available technical, financial and other resources to complete the development and to use or sell the asset.
- the expenditure attributable to the asset during its development can be measured reliably.

Intangible assets are carried at cost less any accumulated amortisation and any impairment losses.

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows. Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight line basis over their useful life.

The amortisation period and the amortisation method for intangible assets are reviewed every period-end.

Reassessing the useful life of an intangible asset with a finite useful life after it was classified as indefinite is an indicator that the asset may be impaired. As a result the asset is tested for impairment and the remaining carrying amount is amortised over its useful life.

Internally generated brands, mastheads, publishing titles, customer lists and items similar in substance are not recognised as intangible assets.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

ITEM	USEFUL LIFE (OLD)	USEFUL LIFE (NEW)
Software	5 Years	10 Years
Website	5 Years	10 Years

Financial Instruments

Financial instruments held by the company are classified in accordance with the provisions of IFRS 9 Financial Instruments.

Classification

The company classifies financial assets and financial liabilities into the following categories:

- financial assets at fair value through surplus or loss - designated
- loans and receivables
- financial liabilities measured at amortised cost



Classification depends on the purpose for which the financial instruments were obtained / incurred and takes place at initial recognition. Classification is re-assessed on an annual basis, except for derivatives and financial assets designated as at fair value through surplus or loss, which shall not be classified out of the fair value through surplus or loss category.

Initial recognition and measurement

Financial instruments are recognised initially when the company becomes a party to the contractual provisions of the instruments.

The company classifies financial instruments, or their component parts, on initial recognition as a financial asset, a financial liability or a reserves instrument in accordance with the substance of the contractual arrangement.

Financial instruments are measured initially at fair value, except for Reserves investments for which a fair value is not determinable, which are measured at cost and are classified as available-for-sale financial assets.

For financial instruments which are not at fair value through surplus or loss, transaction costs are included in the initial measurement of the instrument.

Transaction costs on financial instruments at fair value through surplus or loss are recognised in surplus or loss.

Subsequent measurement

Financial instruments at fair value through surplus or loss are subsequently measured at fair value, with gains and losses arising from changes in fair value being included in surplus or loss for the period.

Loans and receivables are subsequently measured at amortised cost, using the effective interest method, less accumulated impairment losses.

Financial liabilities at amortised cost are subsequently measured at amortised cost, using the effective interest method.

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the company has transferred substantially all risks and rewards of ownership.

Fair value determination

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the company establishes fair value by using valuation techniques. These include the use of recent arm's length transactions, reference to other instruments that are substantially the same, discounted cash flow analysis, and option pricing models making maximum use of market inputs and relying as little as possible on entity-specific inputs.

Trade and other receivables

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in surplus or loss when there is objective evidence that the asset is impaired. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The allowance recognised is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the effective interest rate computed at initial recognition.

The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in surplus or loss within operating expenses. When a trade receivable is uncollectable, it is written off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written off are credited against operating expenses in surplus or loss.

Trade and other receivables are classified as loans and receivables.



Trade and other payables

Trade payables are initially measured at fair value, and are subsequently measured at amortised cost, using the effective interest rate method.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

Hedge Accounting

At the inception of the hedge relationship, the company documents the relationship between the hedging instrument and the hedged item, along with its risk management objectives and its strategy for undertaking various hedge transactions. Furthermore, at the inception of the hedge and on an ongoing basis, the company documents whether the hedging instrument is effective in offsetting changes in fair values or cash flows of the hedged item attributable to the hedged risk, which is when the hedging relationships meet all of the following hedge effectiveness requirements:

- there is an economic relationship between the hedged item and the hedging instrument;
- the effect of credit risk does not dominate the value changes that result from that economic relationship; and
- the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the company actually hedges and the quantity of the hedging instrument that the company actually uses to hedge that quantity of hedged item.

If a hedging relationship ceases to meet the hedge effectiveness requirement relating to the hedge ratio but the risk management objective for that designated hedging relationship remains the same, the company adjusts the hedge ratio of the hedging relationship (i.e. rebalances the hedge) so that it meets the qualifying criteria again.

The company designates the full change in the fair value of a forward contract (i.e. including the forward elements) as the hedging instrument for all of its hedging relationships involving forward contracts.

The company excludes the time value of options and designates only the intrinsic value of options as the hedging instruments in hedges involving options as the hedging instruments. The change in fair value attributable to the time value of options is recognised in other comprehensive income and accumulated in equity as deferred hedging gains (losses). The company only hedges time period related hedged items using options. The change in the aligned time value is recognised in other comprehensive income and is amortised on a systematic and rational basis over the period during which the hedge adjustment for the option's intrinsic value could affect profit or loss (or other comprehensive income, if the hedged item is an equity instrument at fair value through other comprehensive income). However, if hedge accounting is discontinued the net amount (i.e. including cumulative amortisation) that has been accumulated in the deferred hedging reserve is immediately reclassified into profit or loss.

Leases

The company assesses whether a contract is, or contains a lease, at the inception of the contract.

A contract is, or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

In order to assess whether a contract is, or contains a lease, management determine whether the asset under consideration is "identified", which means that the asset is either explicitly or implicitly specified in the contract and that the supplier does not have a substantial right of substitution throughout the period of use. Once management has concluded that the contract deals with an identified asset, the right to control the use thereof is considered. To this end, control over the use of an identified asset only exists when the company has the right to substantially all of the economic benefits from the use of the asset as well as the right to direct the use of the asset.

In circumstances where the determination of whether the contract is or contains a lease requires significant judgement, the relevant disclosures are provided in the significant judgments and sources of estimation uncertainty section of these accounting policies.

Inventories

Inventories are measured at the lower of cost and net realisable value on the weighted average cost.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

The cost of inventories comprises of all costs of purchase, costs of conversion and other costs incurred in bringing the inventories to their present location and condition.

The cost of inventories of items that are not ordinarily interchangeable and goods or services produced and segregated for specific projects is assigned using specific identification of the individual costs.

The cost of inventories is assigned using the weighted average cost formula. The same cost formula is used for all inventories having a similar nature and use to the entity.

When inventories are sold, the carrying amount of those inventories are recognised as an expense in the period in which the related revenue is recognised. The amount of any write-down of inventories to net realisable value and all losses of inventories are recognised as an expense in the period the write-down or loss occurs. The amount of any reversal of any write-down of inventories, arising from an increase in net realisable value, are recognised as a reduction in the amount of inventories recognised as an expense in the period in which the reversal occurs.

Inventories includes a “right to returned goods asset” which represents the company right to recover products from customers where customers exercise their right of return under the company returns policy. The company uses its accumulated historical experience to estimate the number of returns on a portfolio level using the expected value method. A corresponding adjustment is recognised against cost of sales.

Impairment of Assets

The company assesses at each end of the reporting period whether there is any indication that an asset may be impaired. If any such indication exists, the company estimates the recoverable amount of the asset.

Irrespective of whether there is any indication of impairment, the company also:

- tests intangible assets with an indefinite useful life or intangible assets not yet available for use for impairment annually by comparing its carrying amount with its recoverable amount. This impairment test is performed during the annual period and at the same time every period.
- tests goodwill acquired in a business combination for impairment annually.

If there is any indication that an asset may be impaired, the recoverable amount is estimated for the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined.

The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use.

If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That reduction is an impairment loss.

An impairment loss of assets carried at cost less any accumulated depreciation or amortisation is recognised immediately in surplus or loss. Any impairment loss of a revalued asset is treated as a revaluation decrease.

An entity assesses at each reporting date whether there is any indication that an impairment loss recognised in prior periods for assets other than goodwill may no longer exist or may have decreased. If any such indication exists, the recoverable amounts of those assets are estimated.

The increased carrying amount of an asset other than goodwill attributable to a reversal of an impairment loss does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior periods.



A reversal of an impairment loss of assets carried at cost less accumulated depreciation or amortisation other than goodwill is recognised immediately in surplus or loss. Any reversal of an impairment loss of a revalued asset is treated as a revaluation increase.

Employee Benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

Defined contribution plans

Payments to defined contribution retirement benefit plans are charged as an expense as they fall due.

Provisions and Contingencies

Provisions are recognised when:

- the company has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation. The amount of a provision is the present value of the expenditure expected to be required to settle the obligation. The provision shall be initially recognised at the best possible estimate at the reporting date. This value should take into account, if material, the time value of money. When the provision has a re-imbursive condition from a third party, the reimbursement asset is to be recognised separately on when it is virtually certain payment will be received. Provisions are not recognised for future operating losses.

Contingent assets and contingent liabilities are not recognised.

Government Grants

Government grants are recognised when there is reasonable assurance that:

- the company will comply with the conditions attaching to them; and
- the grants will be received.

Government grants are recognised as income over the periods necessary to match them with the related costs that they are intended to compensate.

Government grants related to assets, including non-monetary grants at fair value, are presented in the statement of financial position by setting up the grant as deferred income or by deducting the grant in arriving at the carrying amount of the asset.

Grants related to income are presented as a credit in the surplus or loss (separately).

Revenue

Revenue is measured at the fair value of the consideration received or receivable and represents the amounts receivable for goods and services provided in the normal course of business, net of trade discounts and volume rebates, and value added tax.

Interest is recognised, in surplus or loss, using the effective interest rate method.

Gate entrance fee is recognised when the amount is received.

Donations are recognised to the extent that it is probable that future economic benefits will flow into the company and revenue can be reliably measured.

Borrowing Costs

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of the cost of that asset until such time as the asset is ready for its intended use. The amount of borrowing costs eligible for capitalisation is determined as follows:

- Actual borrowing costs on funds specifically borrowed for the purpose of obtaining a qualifying asset less any temporary investment of those borrowings.
- Weighted average of the borrowing costs applicable to the entity on funds generally borrowed for the purpose of obtaining a qualifying asset. The borrowing costs capitalised do not exceed the total borrowing costs incurred.

The capitalisation of borrowing costs commences when:

- expenditures for the asset have occurred;
- borrowing costs have been incurred, and
- activities that are necessary to prepare the asset for its intended use or sale are in progress.

Capitalisation is suspended during extended periods in which active development is interrupted.

Capitalisation ceases when substantially all the activities necessary to prepare the qualifying asset for its intended use or sale are complete.

All other borrowing costs are recognised as an expense in the period in which they are incurred.

Translation of Foreign Currencies

Foreign currency transactions

A foreign currency transaction is recorded, on initial recognition in Rands, by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

At the end of the reporting period:

- foreign currency monetary items are translated using the closing rate;
- non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rate at the date of the transaction; and
- non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined.

In circumstances where the company receives or pays an amount in foreign currency in advance of a transaction, the transaction date for purposes of determining the exchange rate to use on initial recognition of the related asset, income or expense is the date on which the company initially recognised the non-monetary item arising on payment or receipt of the advance consideration.

If there are multiple payments or receipts in advance, company determines a date of transaction for each payment or receipt of advance consideration.

Exchange differences arising on the settlement of monetary items or on translating monetary items at rates different from those at which they were translated on initial recognition during the period or in previous annual financial statements are recognised in profit or loss in the period in which they arise.

When a gain or loss on a non-monetary item is recognised to other comprehensive income and accumulated in equity, any exchange component of that gain or loss is recognised to other comprehensive income and accumulated in equity. When a gain or loss on a non-monetary item is recognised in profit or loss, any exchange component of that gain or loss is recognised in profit or loss.

Cash flows arising from transactions in a foreign currency are recorded in Rands by applying to the foreign currency amount the exchange rate between the Rand and the foreign currency at the date of the cash flow.

Deferred Income

Government grants shall be recognised in surplus or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate.

Grants related to income are presented as part of surplus or loss, either separately or under a general heading such as 'Other income'; alternatively, they are deducted in reporting the related expense.



Notes to the Financial Statements for the Year Ended 31 March 2022

2. Changes In Accounting Policy

The annual financial statements have been prepared in accordance with International Financial Reporting Standards on a basis consistent with the prior year except for the adoption of the following new or revised standards.

Change in Use Lives Period

During the year, the company changed its accounting policy with respect to the the useful lives of Property, Plant & Equipment, and Intangible assets. The useful lives have been increased as disclosed in Accounting Policy section 1.2 (Property, Plant & Equipment) and 1.3 (intangible assets) above. The changes are treated and/or effected restrospectively.

The aggregate effect of the changes in accounting policy on the annual financial statements for the year ended 31 March 2022 is as follows:

Statement of Financial Position			
	2022	2021 Restated*	2020 Restated*
Property, plant and equipment			
Previously stated	-	404,102,975	403,784,771
Adjustment	-	1,370,650	7,271,483
	-	405,473,625	411,056,254
Retained Earnings			
Previously stated	-	273,402,751	264,787,750
Adjustment	-	1,370,650	7,271,483
	-	274,773,401	272,059,233
Profit or Loss			





3. New Standards and Interpretations

Standards and Interpretations Not Yet Effective

The company has chosen not to early adopt the following standards and interpretations, which have been published and are mandatory for the company's accounting periods beginning on or after 01 April 2022 or later periods:

The interpretation applies to circumstances when an entity has either paid or received an amount of consideration in advance and in a foreign currency, resulting in a non-monetary asset or liability being recognised. The specific issue addressed by the interpretation is how to determine the date of the transaction for the purposes of determining the exchange rate to use on the initial recognition of the related asset, expense or income when the non-monetary asset or liability is derecognised. The interpretation specifies that the date of the transaction, for purposes of determining the exchange rate to apply, is the date on which the entity initially recognises the non-monetary asset or liability.

The effective date of the interpretation is for years beginning on or after 01 January 2018.

The company expects to adopt the interpretation for the first time in the 2019 annual financial statements.

The amendment provides clarification and further guidance regarding certain issues in IFRS 15. These items include guidance in assessing whether promises to transfer goods or services are separately identifiable; guidance regarding agent versus principal considerations; and guidance regarding licenses and royalties.

The effective date of the amendment is for years beginning on or after 01 January 2018.

The company expects to adopt the amendment for the first time in the 2019 annual financial statements.

4. Property, Plant and Equipment

	2022			2021			2020		
Figures in Rand	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Buildings	544,354,501	(92,942,572)	451,411,929	444,102,475	(57,125,179)	386,977,296	443,054,600	(51,209,080)	391,845,520
Furniture and fixtures	5,406,453	(2,907,386)	2,499,067	4,321,183	(3,050,905)	1,270,278	4,299,514	(2,354,953)	1,944,561
Motor vehicles	2,373,008	(1,354,757)	1,018,251	2,372,775	(1,393,072)	979,703	1,907,470	(987,743)	919,727
Office equipment	4,064,395	(2,628,966)	1,435,429	4,074,921	(3,100,393)	974,528	3,757,778	(2,129,861)	1,627,917
IT equipment	20,006,746	(7,177,453)	12,829,293	17,977,664	(9,407,647)	8,570,017	12,323,359	(4,759,291)	7,564,068
Appliances	10,499,503	(611,855)	9,887,648	930,360	(161,665)	768,695	537,607	(60,413)	477,194
Exhibits	17,567,750	(10,558,258)	7,009,492	17,552,739	(12,470,118)	5,082,621	15,162,721	(9,682,264)	5,480,457
Laboratory equipment	1,141,766	(805,294)	336,472	1,141,766	(1,033,289)	108,477	1,141,766	(634,502)	507,264
Signage	237,998	(118,157)	119,841	230,498	(181,926)	48,572	234,709	(100,155)	134,554
Telephone equipment	392,431	(140,172)	252,259	390,786	(115,506)	275,280	101,054	(90,921)	10,133
Tools	350,582	(150,939)	199,643	153,582	(138,601)	14,981	153,582	(131,342)	22,240
Capital - Work in progress	4,292,788	-	4,292,788	54,731	-	54,731	450,240	-	450,240
Total	610,687,921	(119,395,809)	491,292,112	493,303,480	(88,178,301)	405,125,179	483,124,400	(72,140,525)	410,983,875

4. Property, Plant and Equipment (continued)

Reconciliation of Property, Plant and Equipment – 2022

Figures in Rand	Opening balance	Additions	Disposals	Revaluations	Other changes, movements	Depreciation	Total
Buildings	386,977,296	23,525,857	-	46,811,290	-	(5,902,514)	451,411,92
Furniture and fixtures	1,270,278	1,072,072	(36,190)	-	517,302	(324,395)	2,499,06
Motor vehicles	979,703	-	-	-	203,960	(165,412)	1,018,25
Office equipment	974,528	-	(5,732)	-	855,567	(388,934)	1,435,42
IT equipment	8,570,017	2,213,785	(47,842)	-	3,797,712	(1,704,379)	12,829,29
Appliances	768,695	9,491,022	-	-	105,378	(477,447)	9,887,64
Exhibits	5,082,621	-	-	-	2,505,257	(578,386)	7,009,49
Laboratory equipment	108,477	-	-	-	307,498	(79,503)	336,47
Signage	48,572	7,500	-	-	74,486	(10,717)	119,84
Telephone equipment	275,280	4,829	(838)	-	2,550	(29,562)	252,25
Tools	14,981	197,000	-	-	7,217	(19,555)	199,64
Capital - Work in progress	54,731	4,238,057	-	-	-	-	4,292,78
	405,125,179	40,750,122	(90,602)	46,811,290	8,376,927	(9,680,804)	491,292,11

4. Property, Plant and Equipment (continued)

Reconciliation of Property, Plant and Equipment – 2021

Figures in Rand	Opening balance	Additions	Disposals	Other changes, movements	Depreciation	Total
Buildings	391,845,520	1,047,875	-	251,134	(6,167,233)	386,977,296
Furniture and fixtures	1,944,561	21,669	-	(508,275)	(187,677)	1,270,278
Motor vehicles	919,727	475,886	-	(190,131)	(225,779)	979,703
Office equipment	1,627,917	266,416	-	(881,221)	(38,584)	974,528
IT equipment	7,564,068	6,283,466	(471,964)	(3,245,039)	(1,560,514)	8,570,017
Appliances	477,194	392,754	-	83,445	(184,698)	768,695
Exhibits	5,480,457	2,390,662	-	(2,439,699)	(348,799)	5,082,621
Laboratory equipment	507,264	1,405	-	(327,754)	(72,438)	108,477
Signage	134,554	-	-	(72,551)	(13,431)	48,572
Telephone equipment	10,133	333,044	-	11,901	(79,798)	275,280
Tools	22,240	1,227	-	(7,020)	(1,466)	14,981
Capital - Work in progress	450,240	-	-	(395,509)	-	54,731
	410,983,875	11,214,404	(471,964)	(7,720,719)	(8,880,417)	405,125,179

4. Property, Plant and Equipment (continued)

Reconciliation of Property, Plant and Equipment – 2020

Figures in Rand	Opening balance	Additions	Disposals	Transfers	Depreciation	Total
Buildings	396,865,953	442,482	-	219,556	(5,682,471)	391,845,520
Furniture and fixtures	1,238,623	797,867	(269)	516,152	(607,812)	1,944,561
Motor vehicles	855,579	-	-	224,315	(160,167)	919,727
Office equipment	1,183,846	137,087	(3,246)	867,259	(557,029)	1,627,917
IT equipment	5,024,291	1,051,786	(222,636)	3,898,180	(2,187,553)	7,564,068
Appliances	45,105	438,116	-	30,822	(36,849)	477,194
Exhibits	3,419,878	217,963	-	2,546,021	(703,405)	5,480,457
Laboratory equipment	287,968	11,135	-	315,264	(107,103)	507,264
Signage	97,072	899	-	87,254	(50,671)	134,554
Telephone equipment	12,998	-	(245)	1,846	(4,466)	10,133
Tools	16,100	4,298	-	5,389	(3,547)	22,240
Capital - Work in progress	123,394	326,846	-	-	-	450,240
	409,170,807	3,428,479	(226,396)	8,712,058	(10,101,073)	410,983,875

Revaluations

Land and buildings are re-valued independently every 5 years. Revaluations are performed with sufficient regularity such that the carrying amounts do not differ materially from those that would be determined using fair values at the end of each reporting period. Any revaluation increase arising on the revaluation of such land and buildings is recognised in other comprehensive income and accumulated in equity, except to the extent that it reverses a revaluation decrease for the same asset previously recognised in surplus or loss, in which case the increase is credited to surplus and loss to the extent of the decrease previously expensed. A decrease in the carrying amount arising on the revaluation of such land and buildings is recognised in surplus or loss to the extent that it exceeds the balance, if any, held in the properties revaluation reserve relating to a previous revaluation of that asset. The buildings were revalued during the year, and the revaluation was conducted on the 28th March 2022, by an independent valuation brokering company, Mirfin Valuation Services (Valuation Report No.: MVS-24689); and Mr Elridge Fuller (Professional Associate Valuer) with valuer registration number 7529 was seconded to conduct the valuation, based on market equivalent values in the area.

These assumptions were based on current market conditions in 2022.

Figures in Rand	2022	2021 Restated *	2020 Restated *
Buildings	286,028,889	285,756,326	285,483,763

A register containing the information required by Regulation 25(3) of the Companies Regulations, 2011 is available for inspection at the registered office of the company.

5. Intangible Assets

	2022			2021			2020		
Figures in Rand	Cost/ Valuation	Accumulated Amortisation	Carrying value	Cost/ Valuation	Accumulated Amortisation	Carrying value	Cost/ Valuation	Accumulated Amortisation	Carrying value
Computer software	17,026,387	(1,218,914)	15,807,473	701,550	(353,104)	348,446	329,994	(257,615)	72,379
Website development costs	49,840	(49,840)	-	49,840	(49,840)	-	49,840	(49,840)	-
Total	17,076,227	(1,268,754)	15,807,473	751,390	(402,944)	348,446	379,834	(307,455)	72,379

Reconciliation of Intangible Assets – 2022

Figures in Rand	Opening balance	Additions	Amortisation	Total
Computer software	348,446	16,374,376	(915,349)	15,807,473

Reconciliation of Intangible Assets – 2021

Figures in Rand	Opening balance	Additions	Other changes, movements	Amortisation	Total
Computer software	37,221	370,329	(42,819)	(16,285)	348,446

Reconciliation of Intangible Assets – 2020

Figures in Rand	Opening balance	Additions	Amortisation	Total
Computer software	37,224	51,218	(16,063)	72,379

6. Inventories

Figures in Rand	2022	2021 Restated *	2020 Restated *
Inventories (Science Shop)	4,563	4,492	10,921

A souvenir shop was opened in July 2018 to service the customers with educational consumables (especially related to the science shows offered at the centre). Inventories are stated at the lower of cost and net realisable value. Cost is calculated using the weighted average method. Net realisable value represents the estimated selling price less all estimated costs to be incurred in marketing and selling.



7. Trade and Other Receivables

Figures in Rand	2022	2021 Restated *	2020 Restated *
Financial instruments:			
Trade receivables	7,822,771	10,663,045	12,814,176
Deposits	324,150	324,150	324,150
Payments in advance	540,073	540,073	540,073
Non-financial instruments:			
VAT	15,860,910	1,478,811	-
Employee costs in advance	885,540	433,674	327,136
Total trade and other receivables	25,433,444	13,439,753	14,005,535
Split between non-current and current portions			
Current assets	25,433,444	13,439,753	14,005,535
Categorisation of trade and other receivables			
Trade and other receivables are categorised as follows in accordance with IFRS 9: Financial Instruments:			
At amortised cost	8,686,994	11,527,268	13,678,399
Non-financial instruments	16,746,450	1,912,485	327,136
	25,433,444	13,439,753	14,005,535

As of 31 March 2021, trade and other receivables of R3,288,243 (2020/21: R2,437,097; 2019/20: R1,184,575) were impaired and provided for. The ageing of these receivables is over 180 days.

7. Trade and Other Receivables (continues)

Gross receivables can be analysed as follows:

2022	Advances	Current not yet past due	Past due but not impaired	Impaired amount	Total gross amount
Advances	540,073	-	-	-	540,073
Trade receivables	-	328,132	10,348,652	(3,288,243)	7,388,541
Sundry receivables	-	178,232	1,163,798	-	1,342,030
VAT	-	-	15,860,910	-	15,860,910
Deposits	-	-	324,150	-	324,150
	540,073	506,364	27,697,510	(3,288,243)	25,455,704

Gross receivables can be analysed as follows:

2021	Advances	Current not yet past due	Past due but not impaired	Impaired amount	Total gross amount
Advances	540,073	-	-	-	540,073
Trade receivables	-	883,231	12,216,912	(2,437,097)	10,663,046
Sundry receivables	-	22,947	410,727	-	433,674
VAT	-	-	1,478,810	-	1,478,810
Deposits	-	-	324,150	-	324,150
	540,073	906,178	14,430,599	(2,437,097)	13,439,753

Gross receivables can be analysed as follows:

2020	Advances	Current not yet past due	Past due but not impaired	Impaired amount	Total gross amount
Advances	540,073	-	-	-	540,073
Trade receivables	-	8,052,136	5,946,615	(1,184,575)	12,814,176
Sundry receivables	-	71,300	255,836	-	327,136
Deposits	-	-	324,150	-	324,150
	540,073	8,123,436	6,526,601	(1,184,575)	14,005,535

8. Investments at Fair Value

Figures in Rand	2022	2021 Restated *	2020 Restated *
Investments held by the company which are measured at fair value, are as follows:			
Nedgroup Investments Core Income Fund C2	97,441,794	245,201,090	203,320,044
Fixed Deposit with maturity date of August 2026; at Future Value (FV) of R152 million, at an interest rate of 8.68%	103,971,397	-	-
	201,413,191	245,201,090	203,320,044
Designated at fair value through surplus or deficit Investments at fair value			
Fixed Deposit with maturity date of August 2026; at Future Value (FV) of R152 million, at an interest rate of 8.68%	103,971,397	245,201,090	203,320,044
	201,413,191	245,201,090	203,320,044

Fair Value Information

Financial assets at fair value through surplus or loss are recognised at fair value, which is therefore equal to their carrying amounts. The following classes of financial assets at fair value through surplus or loss are measured to fair value using quoted market price. The listed units as at 31 March 2022 are as follows:

* Nedbank Group Investment Core Income Fund C2 97,363,903.33 units at 1.0008 cents / unit

Fair value hierarchy of financial assets at fair value through surplus or loss

For financial assets recognised at fair value, disclosure is required of a fair value hierarchy which reflects the significance of the inputs used to make the measurements.

Level 1 represents those assets which are measured using unadjusted quoted prices for identical assets.

Level 2 applies inputs other than quoted prices that are observable for the assets either directly (as prices) or indirectly (derived from prices).

Level 3 applies inputs which are not based on observable market data.

Fixed Deposit with maturity date of August 2026; at Future Value (FV) of R152 million:

The fixed deposit is the sustainability account of the Organisation, it's a long-term (5 years) Capital Guaranteed Investment.

The funds were invested on 15 October 2021, in Standard Bank the present value (PV) of which was R100 million. The maturity date is after 5 years, i.e. 31 August 2026; at a guaranteed future value (FV) of R152 million, at an interest rate of 8.68%.

9. Cash and Cash Equivalents

Figures in Rand	2022	2021 Restated *	2022 Restated *
Cash and cash equivalents consist of:			
Cash on hand	243	53,554	579
Bank balances	5,676,907	1,221,537	1,671,641
Other cash and cash equivalents	5,492,437	13,251,786	7,060,695
	11,169,587	14,526,877	8,732,915

10. Revaluation Reserve

The revaluation reserve relates to the take-on assets from Jet Education Services on inception of Sci-Bono Discovery Centre NPC for no consideration in the period ended 28 February 2005. The asset taken over, where accounted for at the fair value at the date of transfer.

Figures in Rand	2022	2021 Restated *	2022 Restated *
Revaluation Reserve	206,615,895	162,743,022	165,455,406
Grant income utilised through statement of financial performance	(2,712,383)	(2,938,416)	(2,712,384)
	203,903,512	159,804,606	162,743,022

11. Provisions

Reconciliation of Provisions – 2022

Figures in Rand	Opening balance	Additions	Utilised during the year	Total
Provision for a settlement payout	-	2,226,343	-	2,226,343
Provision for leave pay	1,704,281	657,150	(380,367)	1,981,064
	1,704,281	2,883,493	(380,367)	4,207,407

Reconciliation of Provisions – 2021

Figures in Rand	Opening balance	Additions	Utilised during the year	Total
Provision for leave pay	1,604,027	397,216	(296,962)	1,704,281

Reconciliation of Provisions – 2020

Figures in Rand	Opening balance	Additions	Utilised during the year	Total
Provision for leave pay	1,596,467	174,756	(167,196)	1,604,027

12. Trade and Other Payables

Figures in Rand	2022	2021 Restated *	2020 Restated *
Financial instruments:			
Trade payables	35,271,405	7,291,751	6,986,335
Accrued expenses	7,284,133	708,198	2,454,170
Payroll accruals	2,929,883	12,178,061	3,151,913
Deposits received	111,372	111,372	111,372
	45,596,793	20,289,382	12,703,790

The average credit period for certain goods is five months. Interest is not charged on these amounts as they are within the credit limits granted by the suppliers. Interest is charged at an average rate of 4.5% on overdue outstanding balances. The amount of interest paid on overdue amounts is R38 (2020/21 :R45; 2019/20 :R1,463).

13. Deferred Income

Figures in Rand	2022	2021 Restated *	2020 Restated *
Non-current liabilities	180,011,396	183,174,114	186,600,392
Current liabilities	-	43,000,000	-
	180,011,396	226,174,114	186,600,392

Deferred Income Reconciliation – 2022

Figures in Rand	Opening balance	Deferred income recognised during the year	Grant income received	Grant income utilised	Total
Non-current liabilities	183,174,115	(3,162,718)	-	-	180,011,397
Current liabilities	43,000,000	(43,000,000)	279,947,218	(279,947,218)	-
	226,174,115	(46,162,718)	279,947,218	(279,947,218)	180,011,397

13. Deferred Income (continues)

Deferred Income Reconciliation – 2021

Figures in Rand	Opening balance	Deferred income recognised during the year	Grant income received	Grant income utilised	Total
Non-current liabilities	186,600,393	(3,426,278)	-	-	183,174,115
Current liabilities	-	-	289,141,629	(246,141,629)	43,000,000
	186,600,393	(3,426,278)	289,141,629	(246,141,629)	226,174,115

Deferred Income Reconciliation – 2020

Figures in Rand	Opening balance	Deferred income recognised during the year	Grant income received	Grant income utilised	Total
Non-current liabilities	189,763,111	(3,162,718)	-	-	186,600,393
Current liabilities	-	-	247,355,790	(247,355,790)	-
	189,763,111	(3,162,718)	247,355,790	(247,355,790)	186,600,393

Non-current liabilities

The deferred income relates to government grant received for the construction of phase I and II, which was completed in the financial year ended 28 February 2011. The deferred income would be amortised and realised as income over the useful lives of the building. The nature and extent of government grants recognised in the audited annual financial statements and an indication of other forms of government assistance from which the entity has directly benefited.

Current liabilities

The deferred income recognised is relating to unfulfilled conditions attached to the grant assistance received in the 2020/21 financial year. The conditions of the grant have been met in the 2021/22 financial year; and, the grant income has been recognised in the Statement of Financial Performance.

* Sci-Bono Distance Multimedia Support Centre R43,000,000

14. Revenue

Figures in Rand	2022	2021 Restated *	2020 Restated *
Revenue from contracts with customers			
Souvenir Shop sales	846,708	504,318	3,479,620
Gate takings, venue hire, and training income	1,351,243	1,077,347	1,112,742
Climbing wall income	15,448	2,130	126,960
Team building Income	278,684	3,911,840	48,326
Rental Income	137,194	92,875	516,297
	2,629,277	5,588,510	5,283,945

15. Cost of Sales

Sale of goods	81,355	6,428	164,378
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A souvenir shop was opened in July 2018 to service the customers with educational consumables (especially related to the science shows offered at the centre). The amount also includes cost variances that are higher than the Purchase Order amounts.

16. Other Operating Income

Compensation from insurance claims	-	840,631	-
Donations	1,874,275	4,152,132	862,796
Realisation of deferred income	3,162,718	3,426,278	3,162,718
Grants income	322,947,218	246,141,629	246,492,994
	327,984,211	254,560,670	250,518,508

17. Other Operating Gains/(losses)

Gains (losses) on disposals, scrappings and settlements

Property, plant and equipment

4	<u>(90,601)</u>	<u>(471,964)</u>	<u>(226,396)</u>
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Foreign exchange gains (losses)

Net foreign exchange gains

<u>(50,313)</u>	<u>-</u>	<u>-</u>
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Total other operating gains (losses)

<u>(140,914)</u>	<u>(471,964)</u>	<u>(226,396)</u>
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18. Finance Costs

Interest paid

<u>38</u>	<u>45</u>	<u>1,463</u>
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19. Taxation

The company has been approved as a public benefit organisation (pbo) in terms of section 30 of the income tax act, (the act) and the receipts and accruals are exempt from income tax in terms of section 10(1)(cn) of the act.

Figures in Rand	2022	2021 Restated *	2020 Restated *
20. Cash (Used in)/Generated from Operations			
Surplus/(Loss) before taxation	25,580,807	5,760,228	19,676,596
Adjustments for:			
Depreciation and amortisation	10,596,153	8,939,549	10,115,797
Losses on disposals, scrappings and settlements of assets and liabilities	90,601	471,964	226,396
Gains on foreign exchange			
Interest income	50,313	-	-
Finance costs	(11,452,752)	(12,072,137)	(11,595,498)
Movements in provisions	38	45	1,463
Other non-cash items 1	2,503,126	100,254	7,560
Changes in working capital:			
Inventories	(71)	6,429	19,685
Trade and other receivables	(11,993,691)	565,782	14,479,852
Trade and other payables	25,307,411	7,585,592	6,047,213
Deffered income	(46,162,718)	39,573,722	(3,162,718)
	(5,480,783)	50,931,428	35,816,346

Figures in Rand

2022

2021
Restated *

2020
Restated *

21. Contingencies

Contingent Asset

As at 31 March 2021, the Debtors balance of Value Added Tax (VAT) refunds was unmatched by the actual payments from the South African Revenue Services (SARS). There is a number of returns that are still under consideration from the SARS dating back from as early as 2015/16 financial year. The total value these VAT returns at the end of 2020/21 financial year is R25,363,827 (accumulated).

Due to the life span of the debt, the certainty of receiving the payment is in question; thus we have decided to move the balance from the Statement of Financial Position into a Contingent Asset.

22. Related Parties

Relationships

Gauteng Department of Education
Matthew Goniwe School of Leadership

Related party balances

Gauteng Department of Education (GDE)	262,052,000	260,586,000	220,245,500
Matthew Goniwe School of Leadership (MGSL)	10,000,000	16,500,000	25,000,000

Compensation to directors and other key management

Remuneration to directors and other key management	10,482,295	10,229,446	8,609,209
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23. Directors' Emoluments

Figures in Rand

Executive – 2022

Services as director or prescribed officer

	Emoluments	Other Benefits (*)	Company contributions (**)	Total
Dr Chakane, Moretsele Morrison	1,734,619	46,742	215,731	1,997,092
Mr Davids, Anele Jeremiah Stephen	1,237,565	29,885	139,959	1,407,409
Mr Maluleke, Nkateko Raymond	1,137,449	30,420	141,206	1,309,075
Ms Mapela, Fikile Daphney	1,112,286	29,885	138,707	1,280,878
Ms Mtshali, Mbali	718,820	27,155	90,723	836,698
	5,940,739	164,087	726,326	6,831,152

2021

Services as director or prescribed officer

Dr Chakane, Moretsele Morrison	1,830,933	72,144	225,574	2,128,651
Mr Davids, Anele Jeremiah Stephen	1,198,401	46,125	145,197	1,389,723
Mr Maluleke, Nkateko Raymond	1,201,192	46,952	147,576	1,395,720
Ms Mapela, Fikile Daphney	1,174,497	46,126	144,958	1,365,581
Ms Mtshali, Mbali	759,255	37,422	94,733	891,410
	6,164,278	248,769	758,038	7,171,085

2020

Services as director or prescribed officer

Dr Chakane, Moretsele Morrison	1,795,980	69,058	179,086	2,044,124
Mr Davids, Anele Jeremiah Stephen	1,163,864	63,470	114,499	1,341,833
Ms Gule, Tebogo	520,936	43,138	52,185	616,259
Mr Maluleke, Nkateko Raymond	892,090	51,413	76,060	1,019,563
Ms Mapela, Fikile Daphney	1,152,953	107,698	114,499	1,375,150
Ms Mtshali, Mbali	798,536	36,790	74,316	909,642
	6,324,359	371,567	610,645	7,306,571

* Other benefits comprise of, performance and discretionary bonuses, re-imbursive travelling costs and subsistence allowances.

** Company contributions comprise of both, medical aid and provident fund contributions.

23. Directors' Emoluments (continues)

Non-Executive – 2022

Figures in Rand	Emoluments	Other fees (**)	Total
Services as director or prescribed officer			
Mr Witbooi, Abbey (Chairperson)	444,000	10,402	454,402
Dr Madiba, Nandipha Daphne (Deputy Chairperson)	359,000	9,821	368,821
Prof Bantwini, Bongani Douglas	336,000	8,983	344,983
Mr Malele, Ganelang Zeth	260,000	7,800	267,800
Adv Mokgatle, Lentswe Gabriel	190,000	7,245	197,245
Ms Moloka, Patricia Ntepane	432,000	11,400	443,400
Mr Mphahlele, Mashane Johannes	360,000	10,800	370,800
Dr Papu-Zamxaka, Vhathiswa Belinda	210,000	6,300	216,300
Prof Sitole, Khulekani	453,000	11,777	464,777
Mr Tsotetsi, Coffee Godfrey	321,000	8,915	329,915
Ms Abdul, Rochelle (*)	60,000	1,800	61,800
Ms Matobako, Monica (*)	60,000	1,800	61,800
Ms Manthata, Kgabiso (*)	50,000	1,500	51,500
	3,535,000	98,543	3,633,543

24. Directors' Emoluments (continues)

Non-Executive – 2021

Figures in Rand	Emoluments	Other fees (**)	Total
Services as director or prescribed officer			
Mr Witbooi, Abbey (Chairperson)	339,000	8,730	347,730
Dr Madiba, Nandipha Daphne (Deputy Chairperson)	298,000	7,775	305,775
Prof Bantwini, Bongani Douglas	375,000	11,228	386,228
Rev Chikane, Frank	67,000	1,846	68,846
Mr Gounden, Sathiaselvan	109,000	2,782	111,782
Mr Malele, Ganelang Zeth	220,000	6,602	226,602
Adv Mokgatle, Lentswe Gabriel	188,000	5,345	193,345
Ms Moloka, Patricia Ntepane	481,000	13,240	494,240
Mr Mphahlele, Mashane Johannes	140,000	4,200	144,200
Dr Papu-Zamxaka, Vathiswa Belinda	241,000	8,251	249,251
Prof Sitole, Khulekani	318,000	8,862	326,862
Mr Tsotetsi, Coffee Godfrey	176,000	4,800	180,800
Ms Abdul, Rochelle (*)	20,000	600	20,600
Ms Manthata, Kgabiso (*)	20,000	600	20,600
Ms Matobako, Monica (*)	30,000	900	30,900
Mr Tibini, Stephen (*)	20,000	600	20,600
	3,042,000	86,361	3,128,361

24. Directors' Emoluments (continues)

Non-Executive – 2020

Figures in Rand	Emoluments	Other fees (**)	Total
Services as director or prescribed officer			
Mr Witbooi, Abbey (Chairperson)	212,500	9,475	221,975
Dr Madiba, Nandipha Daphne (Deputy Chairperson)	91,500	2,582	94,082
Prof Bantwini, Bongani Douglas	148,500	8,045	156,545
Rev Frank Chikane	36,000	2,079	38,079
Mr Gounden, Sathiaselvan	105,000	2,183	107,183
Mr Malele, Ganelang Zeth	101,500	2,826	104,326
Adv Mokgatle, Lentswe Gabriel	74,500	7,454	81,954
Ms Moloka, Patricia Ntepane	159,500	6,685	166,185
Dr Papu-Zamxaka, Vathiswa Belinda	91,500	6,692	98,192
Prof Sitole, Khulekani	123,500	2,099	125,599
Ms Abdul, Rochelle (*)	46,000	1,240	47,240
Ms Manthata, Kgabiso (*)	34,000	1,278	35,278
Mr Tibini, Stephen (*)	25,000	1,000	26,000
Ms Manthata, Kgabiso (*)	1,249,000	53,638	1,302,638
Ms Matobako, Monica (*)	30,000	900	30,900
Mr Tibini, Stephen (*)	20,000	600	20,600
	3,042,000	86,361	3,128,361

* Independent Audit & Risk Committee (ARC) members

** Other fees include Travel and Communications costs

24. Prior Period Errors

Contigent Assets (*)

As at 31 March 2021, the Debtors balance of Value Added Tax (VAT) refunds was unmatched by the actual payments from the South African Revenue Services (SARS). There is a number of returns that are still under consideration from the SARS dating back from as early as 2015/16 financial year. The total value these VAT returns at the end of 2020/21 financial year is R25,363,827 (accumulated).

Due to the life span of the debt, the certainty of receiving the payment is in question; thus we have decided to move the balance from the Statement of Financial Position into a Contigent Asset.

Change in Accounting Policy (Change in Use Lives Period) (**)

During the year, the company changed its accounting policy with respect to the the useful lives of Property, Plant & Equipment, and Intangible assets. The useful lives have been increased as disclosed in Accounting Policy section 1.2 (Property, Plant & Equipment) and 1.3 (intangible assets) above. The changes are treated and/or effected restrospectively.

The correction of the error(s) and change in accounting policy results in adjustments as follows:

Statement of Financial Position

* Property, plant and equipment	-	-	(40,568)
* Retained Earnings	-	-	40,568
** Property, plant and equipment	2,660,260	1,370,650	7,271,483
** Retained Earnings	-	1,370,650	7,271,483

Profit or Loss

** Depreciation & Amortization expenses	2,660,260	-	-
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25. Comparative Figures

The annual financial statements have been prepared on a three[03] year comparative; this is as a result of the change in accounting policy; which affects assets. The effects of the change in accounting policy, which a re applied retrospectively has been disclosed in note 2.

26. Financial Instruments and Risk Management

2022

Figures in Rand	Note(s)	Fair value through Surplus or Loss - Designated	Amortised Cost	Total	Fair Value
Categories of financial instruments					
Categories of financial assets					
Investments at fair value	8	201,413,191	-	201,413,191	201,413,191
Trade and other receivables	7	-	8,686,994	8,686,994	8,686,994
Cash and cash equivalents	9	-	11,229,482	11,229,482	11,229,482
		201,413,191	19,916,476	221,329,667	221,329,667

2021

Figures in Rand	Note(s)	Fair value through Surplus or Loss - Designated	Amortised Cost	Total	Fair Value
Investments at fair value	8	245,201,090	-	245,201,090	245,201,090
Trade and other receivables	7	-	11,527,268	11,527,268	11,527,268
Cash and cash equivalents	9	-	14,526,877	14,526,877	14,526,877
		245,201,090	26,054,145	271,255,235	271,255,235

2020

	Note(s)	Fair value through Profit or Loss - Designated	Amortised Cost	Non Financial Assets	Fair Value
Investments at fair value	8	203,320,044	-	203,320,044	203,320,044
Trade and other receivables	7	-	13,678,399	13,678,399	13,678,399
Cash and cash equivalents	9	-	8,732,915	8,732,915	8,732,915
		203,320,044	22,411,314	225,731,358	225,731,358

26. Financial Instruments and Risk Management (continues)

Categories of financial liabilities

2022

Figures in Rand	Note(s)	Amortised Cost	Total	Fair Value
Trade and other payables	12	45,596,793	45,596,793	-

2021

Figures in Rand	Note(s)	Amortised Cost	Total	Fair Value
Trade and other payables	12	20,289,382	20,289,382	-

2020

Figures in Rand	Note(s)	Amortised Cost	Total	Fair Value
Trade and other payables	12	12,703,790	12,703,790	-

Figures in Rand		2021	2020 Restated *	2019 Restated *
Capital Risk Management				
The company's objective when managing capital is to safeguard the company's ability to continue as a going concern in order to provide returns and benefits for stakeholders and to maintain an optimal capital structure to reduce the cost of capital.				
The capital structure of the company consists of cash and cash equivalents disclosed in note 7, and reserves as disclosed in the statement of financial position.				
Trade and other payables	12	45,596,793	20,289,382	12,703,790
Cash and cash equivalents	9	(11,169,587)	(14,526,877)	(8,732,915)
Net borrowings		34,427,206	5,762,505	3,970,875
Equity		523,479,578	453,799,865	450,978,053
Gearing ratio		7 %	1 %	1 %

Overview

The company is exposed to the following risks from its use of financial instruments:

- Credit risk;
- Liquidity risk; and
- Market risk (currency risk, interest rate risk and price risk).

Credit Risk

Credit risk is the risk of financial loss to the company if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

Credit risk consists mainly of cash deposits, cash equivalents and trade debtors. The company only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party.



Liquidity Risk

The company is exposed to liquidity risk, which is the risk that the company will encounter difficulties in meeting its obligations as they become due.

The company manages its liquidity risk by effectively managing its working capital, capital expenditure and cash flows. The financing requirements are met through a mixture of cash generated from operations and but without long and short term borrowings.

27. Going Concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The directors believe that the company has adequate financial resources to continue in operation for the foreseeable future and accordingly the annual financial statements have been prepared on a going concern basis. The directors have satisfied themselves that the company is in a sound financial position and that it has access to sufficient borrowing facilities to meet its foreseeable cash requirements. The directors are not aware of any new material changes that may adversely impact the company. The directors are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the company.

28. Events After the Reporting Period

The Board of Directors entered into a settlement agreement with the Company Secretary; to terminate the permanent employment contract of the company secretary; effective on 30 April 2022. This is an adjusting entry into the annual financial statements, as the process was started before financial year-end.

The settlement payout amount is disclosed on note 13 (Provisions). The process of the settlement was concluded in June 2022.

Fundraising

Thank You to our Funders, Donors and Sponsors

Sci-Bono Discovery Centre would like to acknowledge and recognise all our Donors for their contributions. We are appreciative of your ongoing and new support. We believe that without your support Sci-Bono would not have continued in its journey to innovatively serve our different communities.

Therefore, Sci-Bono wishes to take this opportunity to thank you for your continuous support. You have made what seemed unfeasible, achievable. The donors listed here include all those who have directly contributed to the improvement and sustainability of Sci-Bono. The list consists of all donations received, and every attempt has been made to respect anonymity where requested.

Tax Benefits

All donations to Sci-Bono are tax deductible in accordance with Act 58 of 1962, as amended. Sci-Bono has obtained its tax-exempt status under Section 10 (1) (cN) of the Income Tax Act, in accordance with Section 18A, which provides for deductions from taxable income. As a Public Benefit Organisation, Sci-Bono is entitled to provide tax exemption benefits. Tax certificates are issued in accordance with the legislation for all donations received.

A list of donors, funders, sponsors, and partners for this financial year:

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