



10 YEARS
2013-2023

2013-2023

PRO BONO ♡ & CSR



PRO BON  & CSR



BOWMANS

This 10-year celebratory compilation is dedicated to:

All members of our staff who assist us daily, and in numerous ways, to undertake our pro bono work and social responsibility initiatives.

Our lawyers across the continent who give of their time selflessly and work on pro bono matters and cases alongside all of their other commitments.

Our stakeholders, for partnering with us and providing extraordinary opportunities for us to engage in pro bono work and serve our communities.

Our pro bono clients, for allowing us to serve them.

The many charities we work with, for collaborating with us so that we can make a sincere contribution.



BOWMANS

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CHAIRMANS FOREWORD

Little of lasting value is built overnight. It is the many incremental steps, taken with conviction and intent over a period of time, that combine to form a sustainable solution.



This 10 year Pro Bono and CSR Report demonstrates what is possible when Big Law collaborates with non-profit organisations, corporates and community groups on projects consequential for society at large.

Bowmans is proud to have been on the right side of history by successfully acting for pro bono clients seeking to protect the rights women

and children in Muslim marriages and to put a halt to hate speech against members of the LGBTQI community, among others.

These are high profile, precedent-setting matters some of which went up to the highest court in one of our jurisdictions (see page 38).

Equally important are the many small victories our lawyers have achieved on behalf of the most vulnerable in our communities. Here it is worth mentioning amongst others, victims of gender-based violence seeking protection orders; refugees on the receiving end of bureaucratic malaise; parolees unlawfully imprisoned; and informal settlement dwellers illegally evicted from their homes.

This 10 year report is a manifestation of the various incremental steps Bowmans and our societal partners have taken with conviction and intent to create a more just society.

We are committed to ensuring that the next 10 years will yield even better outcomes in our collective quest to create a society that we can all be proud of.

Ezra David

Chairman and Senior Partner

MANAGING PARTNERS MESSAGE

The spirit of partnership runs through every page of this 10-year Pro Bono and CSR Report



Over the past decade, Bowmans has built a formidable network of like-minded collaborators, whose contributions have been key to the success of our pro bono efforts. Effective partnerships enable us to achieve far greater reach and impact than would be possible on our own.

Our partners, to mention a few, include international law firms that approach us to help with

the African components of social justice research studies; national and international pro bono organisations and clearing houses; national institutions that advance human rights and democratic values; legal aid bodies that work with indigent and marginalised people; and organisations that assist small businesses and startups to navigate the law.

We also provide pro bono corporate legal services to various respected NGOs and NPOs so that they, in turn, can help others.

Our lawyers across different practice areas regularly contribute their expertise to pro bono work requiring an array of multidisciplinary skills, from employment law and commercial advice on company registrations to dispute resolution.

It has also been extremely encouraging to see the growth in our cross-border pro bono practice, with our Kenyan office being impressively active in offering assistance to NGOs and NPOs dealing with eye health, mental healthcare for military veterans, clean energy and safe water initiatives, environmental education for children, and many more.

While there is an eagerness among our lawyers to work together across geographies, opportunities for this are limited as many pro bono projects are localised. However, we have seen some notable successes in cross-border collaboration on pro bono legal research, covering topics such as the gender pay gap, human rights in business, education rights for girls, and the problem of online harassment of female journalists in Kenya.

We are also seeing cross-cutting pro bono themes emerge across our offices, particularly in using our legal skills to fight gender-based violence.

As this report shows, our pro bono contributions have covered a myriad of initiatives, all ably held together by Fatima Laher, Head of Pro Bono at Bowmans since 2011. The Firm is indebted to Fatima for her dedication in managing our pro bono initiatives; for meticulously monitoring resources used and hours worked; and for going out of her way to build and nurture the partnerships that underpin pro bono at Bowmans.

Together, in the spirit of partnership, we have come a long way.

Alan Keep

Managing Partner



STATISTICS FOR THE DECADE ENDING ON 28 FEBRUARY 2023

While Bowmans has always had a positive culture of engaging in pro bono work, 10 years ago we commenced a new stage of our pro bono journey. We centralised all of our pro bono work into the office of our head of Pro Bono and aligned our pro bono work to deliver access to justice for those who would otherwise not be able to afford legal fees.

All pro bono matters are assessed, approved and allocated internally by our head of Pro Bono.

All pro bono clients are properly onboarded through our firm's internal compliance processes. Lawyers must enter their time against the matters in which they have been involved.

Under the stewardship of our Finance Department, our head of Pro Bono is required to draw and report on quarterly and annual statistics to the Management Board of the Firm.

Our pro bono stats reflect only *direct legal services* rendered to our pro bono clients across all of our offices on the African continent.

Statistics for the 10 year period ending on 28 February 2023

Pro bono hours

96 449



Total value of over

ZAR 231 m

THE REALISATION OF A VISION



Ten years ago, we started a new journey armed with a new vision for the delivery of our firm's pro bono work.

All of our work was centralised into my office as head of Pro Bono. The core focus for our pro bono work was aligned to access to justice for those who would otherwise not be able to afford lawyers. Alongside this, we had a great law firm with

remarkable resources and the heart to make this expertise available for worthy causes.

In every jurisdiction where we have an office, our lawyers delivered corporate-based pro bono legal services and undertook ground-breaking research in favour of marginalised and vulnerable groups of people. We assisted many small business through our small business project, serviced many pro bono access-to-justice helpdesks and undertook public interest litigation that favoured vulnerable persons within our society.

Our pro bono work on gender and gender-based violence has grown exponentially over the past decade. We also forged close relationships with various non-profit organisations and made our resources available for their worthy causes.

On the corporate social responsibility (CSR) front, we have assisted many small charities fighting poverty alleviation.

Our pro bono policy and model for the delivery of pro bono services is that every lawyer within the Firm is expected to deliver an aspirational 50 hours per annum. The cornerstone of this model is to source pro bono work in line with our areas of expertise and the passion of individual lawyers. This has made our journey over the past 10 years very rewarding and was probably one of the most important factors behind the many regional and international awards we have received year after year, highlighting the success of our innovative model.

Worthy of mention is that Bowmans won the Regional Law Firm of the Year Award at the Thomson Reuters TrustLaw Pro Bono Awards in London on 8 June 2022. We were shortlisted with other law firms across other continents, and, to the best of our knowledge, this is not only a milestone achievement for Bowmans, but also a first for Africa. It means that Africa now takes a distinguished place in the delivery of pro bono legal services par excellence. We are honoured and proud to have led the way.

We do not motivate to be nominated for most of these awards – recognition is based on the work we have done. This, then, is for us the most meaningful and sincere recognition of the pro bono work we do in Africa, and is a huge accolade to our lawyers who have consistently put up their hands and gone about delivering pro bono services.

We express our gratitude to our lawyers across our offices for their commitment in delivering quality pro bono services. This report is testament to their hard work over many years. Without their support, none of this would be possible.

We are also thankful to the many national and international clearing houses and non-profit organisations who have trusted us with their matters and referrals, and for providing us with opportunities to partake in interesting and worthy pro bono work.

We express our sincere appreciation to our support staff who have given all the necessary support to ensure the success of our pro bono and CSR programmes over the years.

This special edition 10-year report, like pieces of a puzzle put together, brings together all of our pro bono work spanning a decade and demonstrates to us what is possible when a large law firm with its heart in the right place, collaborates with non-profit organisations, companies and community groups on projects that matter and in service of those less fortunate than ourselves. Collaboration for us is the key to addressing social challenges that seem intractable.

The release of this report has given us a time to pause, express our gratitude, reflect on a vision realised and contemplate the years ahead. As aptly described by Nelson Mandela, 'after climbing a great hill, one only finds that there many more hills to climb'.

I am grateful for the support of all our lawyers, support staff and stakeholders. I express my gratitude to the senior leadership of Bowmans for their unwavering support, trust and confidence in me and the work I do.

On his 90th birthday, Nelson Mandela said 'what counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead'.

It has been an honour and a blessing for me to have served.

Please continue to support and strengthen us in this important area of our firm's work.

Fatima Laher
Head of Pro Bono

A DECADE IN REVIEW

We released 10 annual Pro Bono and CSR reports and held our annual celebratory events from February 2014 to February 2023.

Every year, prior to Covid-19, we celebrated the release of our Annual Pro Bono and CSR report with a celebratory pro bono event held at our offices. We have done this in observance of Human Rights Day in South Africa on 21 March.

We were fortunate and blessed to have so many eminent and respected members of our legal fraternity grace us with their keynote addresses over the past 10 years. This is an important and exciting event in our Firm's calendar. It gives us an opportunity each year to reflect on the past year and assists us in uplifting the profile of pro bono work within our Firm, thereby encouraging more of our lawyers to take up pro bono work. All members of our staff are invited, as well as our pro bono stakeholders and members of the legal fraternity.

2023

In March 2023, we released our tenth annual report.



2022

Since we were still in the midst of the Covid-19 pandemic, we released our Annual Report for the 2021/22 year online.



2021

As a result of the pandemic, we released our 2020/21 Pro Bono and CSR report online instead of hosting our usual annual event.



2020

Our annual celebratory event, which was scheduled for 18 March 2020, was cancelled due to the Declaration of the State of Disaster in South Africa in response to the Covid-19 pandemic. As a result, we released our annual report for the 2019/20 financial year online.



2019

On 20 March 2019, at the launch of this report, our keynote speaker was Justice Sisi Khampepe, an alumnus of our Firm. She spoke broadly about Human Rights Day, reflecting on the last 25 years of democracy in relation to the realisation of human rights, public interest litigation, and the role of pro bono departments in law firms.



2018

On 10 April 2018, our keynote speaker was Advocate Geoff Budlender who delivered his address on the importance of lawyers engaging in pro bono work to provide access to justice to those who could not afford it; to play a moderating role to protect the rights of the poor; to uphold the rule of law; and the reward it brings to each one of us.



2017

On 20 July 2017, at the launch of this report, our keynote speaker for our annual pro bono event was Judge President of the Gauteng High Court, Dunstan Mlambo, a distinguished alumnus of our Firm and former public interest and trade unions lawyer.



2016

In 2016, our keynote speaker was former Constitutional Court Judge Justice Yacoob. He spoke about the notion of lawyers acting against government institutions, and said that law should be used as a weapon to achieve greater good in society. He explained that pro bono lawyering began in South Africa during the days of the struggle and the fight for a just society.



2015

On 18 March 2015, at the launch of this report, our keynote address was delivered by former Constitutional Court judge, Albie Sachs.



2014

On 20 March 2014, we launched our inaugural Pro Bono Report. Our keynote speaker was former Constitutional Court Judge Justice Kate O' Regan, an alumnus of our Firm who gave a thought-provoking and inspiring talk on 'Promoting access to Justice: the legal profession's civic responsibility'.



AWARDS AND RECOGNITION

Bowmans is fortunate to have received many awards over the past 10 years recognising our pro bono work across the African continent.

With the exception of the African Legal Awards, we do not motivate to be nominated for awards – the recognitions are based on the work we have done through various organisations and clearing houses, both national and international. This is, for us, the most meaningful and sincere recognition of the pro bono work we do in Africa.

The awards received highlight the success of our innovative model for the delivery of pro bono legal services. This model aligns with our areas of expertise and our pro bono policy which requires every lawyer to deliver an aspirational 50 hours per annum.

The awards are also a recognition of the many hours of pro bono legal services rendered by so many of our lawyers across the continent. They have consistently, quietly and with deep commitment, delivered excellence in pro bono services to deserving clients

2022-2023

THOMSON REUTERS TRUSTLAW FOUNDATION REGIONAL LAW FIRM OF THE YEAR

Bowmans won the 2022 Regional Law Firm of the Year Award at the Thomson Reuters TrustLaw Pro Bono Awards evening held in London on 8 June 2022.

The award was for the work we had done across Africa.

According to Thomson Reuters, the Regional Firm of the Year Award is a category that recognises a 'Regional Law Firm that has demonstrated exceptional effort and enthusiasm in supporting pro bono clients on projects undertaken through TrustLaw'.

They classify a regional law firm as 'a firm with offices in one or more countries (or states) within their respective continent'. This achievement would not have been possible without the participation and commitment of lawyers from all our offices.

We were shortlisted with other law firms across other continents, and, to the best of our knowledge, this is not only a milestone achievement for Bowmans, but also a first for



Africa. It means that Africa now takes a distinguished place in the delivery of pro bono legal services par excellence. We are honoured and proud to have led the way.

Agnes Akal, associate from our Kenyan office, and John Kawana, senior associate from our Zambian office, represented us at the awards function.

Since we do not self-nominate for these awards, but are put forward by

TrustLaw, the recognition we have received is all the more special to us. It is an acknowledgment of the pro bono work we have done in Africa and is a huge accolade to our lawyers who have consistently put up their hands and gone about delivering pro bono services.



PROBONO.ORG DOMESTIC VIOLENCE AWARD

Bowmans won the Domestic Violence Law Award at the annual ProBono.Org awards event held on 26 January 2023.

The award recognises the significant pro bono contribution made by Bowmans, under the Family Law Category, in particular the help we provide ProBono.Org clients on domestic violence matters.

We service the Domestic Violence Helpdesk at the Randburg Magistrate's Court in Johannesburg every week, where we lend capacity to the courts to assist victims to obtain protection orders. This court also covers Diepsloot, which has a high incidence of domestic violence.



PROBONO.ORG AWARDS

At the ProBono.Org awards ceremony on 27 January 2022, Bowmans received a Director's Special Mention Award for 'their professionalism, their detailed feedback, going all the way for the clients and making them feel welcome and important'.

Bowmans also received a Certificate of Recognition for the generous hours it had committed to serving clients of ProBono.Org.

The virtual ceremony was well attended by members of the legal fraternity and the award was a great recognition of the pro bono work delivered by many of our lawyers.

2021-2022

LEX MUNDI PRO BONO FOUNDATION AWARD

The 12th Annual Lex Mundi Pro Bono Foundation Awards were announced on 5 May 2021 during the organisation's annual conference. Bowmans was one of five member firms recognised for providing exceptional and critical pro bono contributions and support; helping to strengthen the global rule of law; supporting the global social entrepreneurship movement; and improving lives and communities around the world.

This was the second time in three years that Bowmans was honoured in this way.

Numerous pro bono matters referred to us by the Foundation were taken up across all of our offices in the preceding year.

One of the highlights of the event was a special mention of Illara Health.

This organisation provides affordable diagnostic equipment to patients and healthcare providers and has partnered with more than 130 clinics to help thousands of patients across Kenya.

Our Kenyan office advised Illara Health on the collection/use of patient-sensitive information

ranging from demographic data to healthcare-specific data and how best to manage such data within the guidelines on data privacy and storage.

This was an important award for Bowmans because it highlighted our innovative model for the delivery of pro bono legal services aligned with our areas of expertise. The award further recognised the many hours of pro bono legal services rendered by so many of our lawyers across the continent.

2020-2021



PROBONO.ORG DIRECTOR'S SPECIAL MENTION AWARD

Bowmans received the Director's Special Mention Award at ProBono.Org's annual awards ceremony for 2019 on 29 October 2020.

ProBono.Org awards recognise significant pro bono contributions made by lawyers and/or law firms during the year.

We received the award for our work in servicing the Domestic Violence Helpdesk at the Randburg Magistrate's Court. Our lawyers have provided additional capacity to the Court since the inception of the project, helping victims of domestic violence to successfully apply for protection orders.

LIFETIME ACHIEVEMENT AWARD FOR FATIMA LAHER

Our Head of Pro Bono, Fatima Laher, received the 2020 South African Professional Services (SAPS) Lifetime Achievement Award for Excellence in Legal Pro Bono Management.

According to the chair of the adjudication panel, Janette Minnaar, SAPS awards are made 'based on a host of attributes including demonstration of leadership skills, changing of paradigms and innovation within the bounds of available resources'. Lebo Monyatsi, head of Group Market Development and Stakeholder Relations at Sanlam, said that lifetime achievement awards were given 'to deserving recipients who had served their professions faithfully for many years'.



2019-2020

PROBONO.ORG AWARD FOR LARGE LAW FIRM OF THE YEAR

Our efforts in this area saw us receiving the Pro Bono Award in the Large Law Firm category at the ProBono.Org Annual Awards ceremony held in November 2019. We received the award for servicing the Refugee, Housing and Domestic Violence Helpdesk co-ordinated by ProBono.Org.

Our pro bono work in East Africa earned us the distinction of being one of only five member law firms, and the only African law firm, to receive a Lex Mundi Pro Bono Award in 2018.

2018-2019

LEX MUNDI GLOBAL AWARD FOR PRO BONO WORK IN EAST AFRICA

We received the Lex Mundi Global Award for Pro Bono Work in East Africa at the ninth annual awards event, which was held in New York during the 2018 Lex Mundi Leadership Summit and Annual Conference. The awards are intended to honour Lex Mundi member firms that have provided critical pro bono legal services to social entrepreneurs. The other winning law firms were from Colombia, the Netherlands, Pakistan and the United States.

Our contribution included:

- reviewing founding governance documents for Echo Mobile, a social enterprise in Kenya that uses cutting-edge mobile technology to measure impact;
- advising Komaza, an innovative forestry initiative on culturally appropriate contracts with smallholder farmers in rural Kenya;
- advising Landesa, a land rights non-governmental organisation (NGO), on employment laws related to hiring local professionals in Tanzania;
- assisting the Tanzanian office of Trees for the Future, an NGO working on revitalising degraded farming land, with an employment matter; and
- completing a contract review for Peacemaker Corps, a partnership with a Kenyan University, to set up a film studio to train and mentor students.

The award was the first major award presented in recognition of pro bono work completed by our lawyers in East Africa, a milestone that highlights one of the benefits of bringing our pro bono efforts across the group under one umbrella.

LAW SOCIETY AWARD

Deborah Sebola, an associate in our Litigation Practice and Pro Bono Department, received the 2018 Law Society Pro Bono Award in recognition of her outstanding contribution to the pro bono scheme. She received the award at the AGM of the Gauteng Law Council on 15 September 2018.



2017-2018

AFRICAN LEGAL AWARDS

Bowmans was highly commended in the CSR, Diversity, Transformation and Economic Empowerment Award Category for our work on gender and gender violence.

Bowmans was the only firm that was 'highly commended' in the Litigation and Dispute Resolution Team of the Year Category. We received this recognition for representing the South African Human Rights Commission against Mr Jon Qwelane in the Equality Court. We acted in this matter on a pro bono basis

GAUTENG LAW COUNCIL OF THE LAW SOCIETY OF THE NORTHERN PROVINCES AWARDS

Tori Herholdt and Richard Shein from our Litigation Practice received individual awards recognising their outstanding contributions to the Pro Bono Scheme of the Law Society and their contributions to the High Court Help Desk.



LAW SOCIETY OF SOUTH AFRICA AWARDS

We received the Pro Bono Award in recognition of outstanding work for the South Gauteng High Court Helpdesk. Senior lawyers from our Litigation Practice service the helpdesk.

PROBONO.ORG DIRECTOR'S SPECIAL MENTION AWARDS

In September 2017, we were awarded the ProBono.Org Director's Special Mention Award for our work on Children's Court matters and legal assistance to non-profit organisations.

2015-2016

AFRICAN LEGAL AWARDS

Bowmans received the Corporate Social Responsibility Award at the 2014 African Legal Awards ceremony for our Ishishini Lethu Project, involving giving pro bono corporate legal advice to small and start-up businesses.

2016-2017

DIRECTOR'S SPECIAL MENTION AWARD

Professional support lawyer, Jeffrey Phahlamohlaka, received the Director's Special Mention Award acknowledging his extraordinary contribution of 572 pro bono hours during 2015 at ProBono.Org's Annual Pro Bono Awards evening held at Constitutional Hill on 6 September 2016.



Statistics for the 10 year period ending on 28 February 2023

 **96 449**
HOURS

 **ZAR 231m**
VALUE

ISHISHINI LETHU

Ishishini Lethu contribution for the 10 years ending 28 February 2023:

 **9 106**
HOURS

 **ZAR 20.5m**
VALUE

Domestic Violence Helpdesk

Our contribution to the Domestic Violence Helpdesk since 2014:

 **3 170**
HOURS

 **ZAR 5.2m**
VALUE

 **ProBono.Org®**

From 1 March 2013 to 28 February 2023, our ProBono.Org contribution was:

 **27 921**
HOURS

 **ZAR 58.6m**
VALUE

 **SASLAW**
PRO BONO NPC

From 1 March 2013 to 28 February 2023, our Saslaw contribution was:

 **5 109**
HOURS

 **ZAR 10.6m**
VALUE



Fulfilling the United Nations sustainable development goals (SDGs) and working towards sustainable growth



The 2030 Agenda for Sustainable Development was adopted by all United Nations member states in 2015.

This was an important milestone as there was recognition that ending poverty and other deprivations must be complemented by our efforts to improve health and education, reduce inequality, provide access to justice

and spur economic growth – at the same time taking into consideration climate change, protection of our oceans, forests, endangered species and the rights of indigenous communities.

Every year has brought us closer to the 2030 deadline for achieving these 17 UN SDGs. Halfway into this deadline, we have been working to the best of our ability to make our contribution. This report highlights our efforts in this regard.

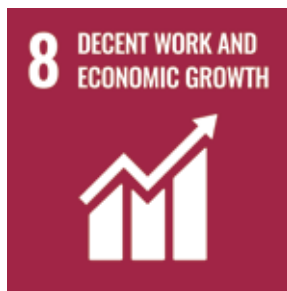


THE GLOBAL GOALS
For Sustainable Development



We promoted the rule of law through **SDG 16 on peace, justice and strong institutions by providing access to justice** for people who would otherwise not be able to afford lawyers, with particular emphasis on:

- protecting the rights of refugees;
- protecting housing rights of indigent people;
- protecting rights of children through legal representation of children and research;
- providing legal assistance to victims of gender-based violence;
- protecting labour law rights of low-income individuals who may have been dismissed; and
- undertaking human rights and public interest litigation where poverty-stricken, marginalised and vulnerable groups of people will benefit for the outcome of such litigation.



Through SDG 8, we worked to promote decent work and economic growth.

We did this through our Ishishini Lethu small business project aimed at delivering corporate-based legal pro bono services to small business and start-ups.



Through SDG 2 we promoted zero hunger by supporting grassroots charities in the frontline of fighting poverty alleviation



Through SDG 4 on quality education, we supported organisations promoting educational opportunities to those who can ill afford it, giving them and their families a ticket out of poverty



Through SDG 17 on partnerships for the goals, we collaborated with civil society organisations, pro bono clearing houses both national and international, as well as non-profit organisations to fulfil and enhance our CSR and pro bono SDG and environmental, social and governance commitments to align with sustainable development. We did this through:

- partnering with non-profit organisations to make our resources available for training, debate and conversations on key topics affecting our society;
- the provision of pro bono legal services;
- undertaking research and/or providing training in line with our areas of expertise so as to create maximum impact;
- financial support; and
- undertaking litigation on their behalf.



FOR THE PUBLIC GOOD: OUR PRO BONO WORK

We approached our work on the public good in a multifaceted manner.

Through the delivery of bono legal services to non-profit organisations across the continent, we assisted them through corporate-based pro bono legal services and by undertaking ground-breaking research. This directly impacted the rights and lives of their beneficiaries who were from the poverty-stricken and marginalised groups within our communities.

We serviced qualifying small business and startups with a range of matters under our Ishishini Lethu Project.

Further, we worked with our longstanding partners, ProBono.Org and the South African Society of Labour Law, to service a number of access- to-justice clinics. We also undertook public interest litigation, the outcome of which benefited marginalised and vulnerable groups within our society.

Finally, we collaborated with many non-profit organisations to make our resources available for worthy causes and to stimulate legal debate



HIGHLIGHTS OF OUR CROSS-BORDER WORK RENDERING LEGAL SERVICES TO NON-PROFIT ORGANISATIONS



2023

THE TRUE NORTH SOCIETY - KENYA

The True North Society (True North) is a Kenyan non-profit organisation that exists to provide mental healthcare and other services to soldiers and their families. True North also convenes civic education sessions targeted at military veterans, as well as interested members of the public, to further educate and sensitise them about their rights.

True North was founded by Major (Rtd) Lucy Wairimu Mukuria, a pioneering psychologist of the Kenya Defence Forces, and also the 2022 recipient of the American Psychological Association's International Humanitarian Award.



Bowmans' role was to conduct focused legal research and thereafter advise True North on the salient provisions of the Military Veterans Act 2022, thus building an understanding of the obligations, benefits and implications of this new law among military veterans and their families.

We also assisted True North in developing a set of simple, easy-to-read Frequently Asked Questions, answering various questions about the Military Veterans Act and other related constitutional provisions and sections that apply to this legislation.

RED ARGENTINA PARA LA COOPERACIÓN INTERNACIONAL - SOUTH AFRICA

Red Argentina para la Cooperación Internacional (RACI) is a network of more than 150 civil society organisations from Argentina that focuses on, among others, advocacy issues, research and capacity-building to democratise access to resources and optimise its own capacity and skills.

RACI approached Bowmans for research on South African laws and regulations related to inequality. In particular, we were requested to identify strengths and weaknesses in the legal and regulatory frameworks and to identify where policies and regulations are connected with inequality and present material risks to investors.



THOMSON REUTERS FOUNDATION - UGANDA

The Thomson Reuters Foundation is a non-profit organisation that leverages the reach and reputation of Thomson Reuters to run free programmes that promote the highest standards in journalism and spread excellence in the practice of legal pro bono.

We carried out a study of the shifting legal landscape that regulates online, print and broadcast media in Uganda, in both traditional and digital spaces, and its implications for reporting on illicit financial flows and tax abuse. This included doing a critical analysis of the laws and regulations that govern Ugandan media practitioners, especially journalists, as well as the applicable legal provisions and regulations that affect international instruments used in the country. We drew from case law, ongoing matters in the media field and media coverage.



2022



EDUCATION RIGHTS FOR GIRLS IN TANZANIA

Lawyers from our Tanzanian Practice undertook research into the education rights of girls in Tanzania.

The work was done on behalf of the Cyrus R. Vance Center for International Justice, a programme of the New York Bar Association that provides legal representation to civil society and human rights bodies in partnership with leading law firms around the world.

We advised on the laws and policies that support the provision of education for girls in Tanzania and provided information about education financing.

GLOBAL CORPORATE DEBT RESTRUCTURING IN MAURITIUS

Our Mauritian Practice assisted The World Bank Group in partnership with INSOL International and the International Association of Insolvency Regulators (IAIR), with a data collection initiative on the workings of corporate debt restructuring around the world.

The work entailed administering a survey on out-of-court workouts, pre-insolvency procedures, formal reorganisation procedures and emergency measures introduced in the debt enforcement and insolvency arena to deal with the effects of the Covid-19 pandemic.

The project culminated in the publication of a joint report.

GENDER PAY-GAP REPORTING IN SOUTH AFRICA

Lawyers from our South African Practice undertook research into, and provided advice on, the legislative and regulatory context of the gender pay-reporting regime in South Africa.

The research formed part of an in-depth case study research project into how gender pay-reporting regimes are carried out and where they are seen to be effective and/or problematic. The project was undertaken by the United Nations Foundation working with the Global Institute for Women's Leadership. Our research was included in a final report (see below), titled 'Bridging the gap - an analysis of gender pay-gap reporting in six countries'.

About

The Fawcett Society

The Fawcett Society is the UK's leading membership charity campaigning for gender equality and women's rights at work, at home and in public life. Our vision is a society in which women and girls in all their diversity are equal and truly free to fulfil their potential creating a stronger, happier, better future for us all.

The Global Institute for Women's Leadership at King's College London

The Global Institute for Women's Leadership works towards a world in which women of all backgrounds have fair and equal access to leadership. Chaired by Julia Gillard, the only woman to have served as Prime Minister of Australia, the institute brings together rigorous research, practice and advocacy to break down the barriers to women becoming leaders, while challenging ideas of what leadership looks like.

The Thomson Reuters Foundation

Thomson Reuters Foundation is the corporate foundation of Thomson Reuters, the global news and information services company. We work to advance media freedom, raise awareness of human rights issues, and foster more inclusive economies. Through news, media development, free legal assistance and convening initiatives, the Foundation combines its unique services to drive systemic change. TrustLaw is the Thomson Reuters Foundation's global pro bono legal programme, connecting the best law firms and corporate legal teams around the world with high-impact NGOs and social enterprises working to create social and environmental change. We produce ground-breaking legal research and offer innovative training courses worldwide.

Bowmans

Bowmans has a track record of providing specialist legal services in the fields of corporate law, banking and finance law and dispute resolution, spans over a century. With eight offices in six African countries and over 400 specialist lawyers, we draw on our unique knowledge of the business and socio-political environment to advise clients on a wide range of legal issues. Our clients include corporates, multinationals and state-owned enterprises across a range of industry sectors as well as financial institutions and governments.

Acknowledgements

This report was written with invaluable assistance from: Selin Akmanlar, Sophie Ash, Maria Garcia Martin, Julie Moonga, Ruchira Rana and Vincenzo Sansone.

This research has been funded by the UN Foundation, for which we are extremely grateful.

The South African case study was supported by generous pro bono legal research provided by Bowmans and facilitated by TrustLaw, the Thomson Reuters Foundation's global pro bono service.

We would also like to acknowledge the Fawcett Society for their collaboration on this project.

We would like to thank the members of the GINL Employers' Board, Facebook and Baker McKenzie for their support and contributions.

We are indebted to our interviewees for making the time to speak to us, providing their insights and sharing their expertise.

Editing and design: Becca Shepard

“We have already begun to use the report to advocate for making improvements to existing regimes and to developing them where they don't exist...”

Thank you so much again for helping us to pursue this work!

Professor Rosie Campbell, director of the Global Institute for Women's Leadership and professor of Politics at King's College London



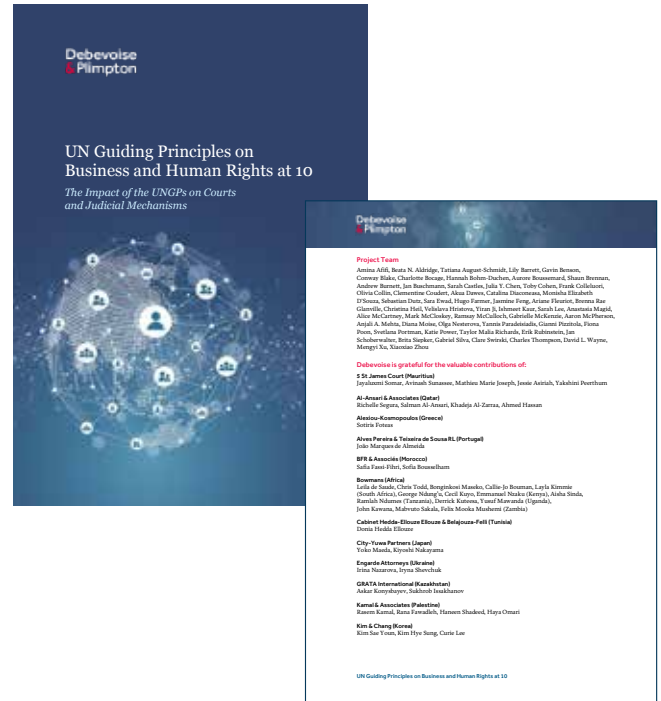
GUIDING PRINCIPLES ON HUMAN RIGHTS

We assisted Debevoise & Plimpton LLP (Debevoise), which had been approached by the United Nations Working Group on Business and Human Rights (Working Group), by undertaking research for a global project in support of the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The project focused on the impact and use of the UNGPs by courts of law and quasi-judicial mechanisms across various jurisdictions.

We provided input from six jurisdictions, namely Kenya, Mauritius, South Africa, Tanzania, Uganda and Zambia. Our work involved identifying judicial decisions that cite or discuss the UNGPs and those that concern other standards relevant to the human rights obligations of businesses. We also provided observations on broader trends around business and human rights.

Debevoise's report was included in the Working Group's report to the United Nations Human Rights Council in June 2021.



ADVISING ON DATA PROTECTION IN KENYA

Our lawyers in Nairobi advised Peek Vision on its new partnership with Operation Eyesight Universal. The partnership will deliver an eye health programme in Kenya using Peek Vision's software and services, which include programme design, training and expert data analysis.

We helped Peek Vision to ensure that the programme could be rolled out as planned in compliance with applicable data protection laws. Peek's systems generate insights from the data gathered, allowing eye health providers to identify gaps in their services and make rapid, sustainable improvements where needed. Inequalities in service provision can be addressed so that more people can receive the treatment they need.

The team also provided data protection advice to the Mara Conservancy on its obligations under the Data Protection Act in relation to the collection, use and processing of personal data.

The Mara Conservancy is a not-for-profit organisation that manages and conserves the Mara Triangle in collaboration with the Narok County Government, conservation professionals and the local Maasai community.



COMPLETING A SURVEY ON SOCIAL ENTERPRISE POLICIES IN MAURITIUS

Our lawyers in Moka (Mauritius) participated in the Catalyst 2030: Social Enterprise Policy Survey, which set out to identify the policies and legal systems that help social enterprises to flourish, as well as to provide recommendations for policies and programmes that governments could adopt to support social enterprises. The partners in this project were the One Family Foundation and Morrison & Foerster LLP.

The questionnaire explored governance, funding and taxation of social enterprises and non-profit organisations in Mauritius, as well as the governmental infrastructure available to these entities.



PROVIDING PROPERTY LAW ADVICE IN SOUTH AFRICA

Members of our Commercial Property Practice in Cape Town advised FoodForward SA on various issues related to the purchase of its new premises in the city. FoodForward is the largest food redistribution organisation in South Africa, distributing good-quality surplus food from retailers to registered NPOs that provide at least four meals per week to needy people.

We reviewed a lease agreement with the existing tenants of the property concerned and assisted FoodForward in the appointment of a consultant to manage the construction of its offices.

We also helped FoodForward to procure the licence required to use and amend the Professional Consultants Services Agreement Committee Client/ Consultant Professional Services Agreement; drafted amendments to the agreement; provided a risk analysis of the amended agreement; and assisted with the negotiation and execution of the final agreement.

ADVISING ON LICENSING EXHIBITIONS IN KENYA

Muthaiga Country Club (MCC) in Kenya is in the process of establishing a charitable trust to be known as the Muthaiga Country Club Heritage Exhibition.

The trust will facilitate donations, bequests and endowments of artefacts by MCC members for exhibition, research and preservation purposes.

The Heritage and Museums Bill 2021 seeks to strengthen the State's approach to regulation of public and private museums by widening the regulatory scope under the existing National Museums and Heritage Act.

We advised MCC on licensing requirements introduced under the Bill, as well as the implications that the Bill may have on the safety and security of its artefacts. Our work extended beyond reviewing the provisions of the Bill and existing laws and regulations to identifying specific legal risks in the Bill and proposing solutions to mitigate them; conducting research on international legal frameworks relating to private museums; and assisting MCC to engage the relevant stakeholders during the public consultation process.

KULCZYK FOUNDATION

We advised the Kulczyk Foundation in Kenya on its proposal to provide funding for a local charity to purchase a piece of land. Because the land will be used to provide education to benefit the local community (charitable purposes only), our advice included the ideal structures for the acquiring entity and the land-holding entity.

The Kulczyk Foundation is a private family foundation headquartered in Poland, which has carried out over 200 humanitarian, educational and economic support projects in more than 60 countries.



11 July 2023

To Bowmans

Letter of Support: 10 Years of Outstanding Pro Bono Service

This letter serves to acknowledge the sterling professional legal services that Bowmans provide to FoodForward SA and has done so for the past 10 years.

FoodForward SA is a national non-profit organisation that focuses on food security, and we rely on the goodwill of corporates like Bowmans, to offer services on a pro bono basis, in order to keep our cost base low, and allocate funds to those who need it most - the food insecure and vulnerable people of South Africa.

Working with the various Bowmans representatives is an absolute privilege and pleasure. They are very professional, prompt, offer exceptional legal advice and assistance, and have been an invaluable resource in the shaping of FoodForward SA's company HR policies and procedures, and helpful in terms of excellent legal advice regarding our various programmes and projects, including the drafting of complex contracts, frameworks, and other legal matters.

We congratulate Bowmans on 10 years of pro bono services. We are proud to be one of Bowmans pro bono beneficiaries, and we are most thankful to have you as our legal representative.

Yours sincerely,

Andy Du Plessis
Managing Director

Physical Address: 21 Polaris Road, Lansdowne, Cape Town | Postal Address: PO Box 564, Howard Place, 7450
NPO Number: 025-709 | Section 21 Company Registration: 2000/014314/08 | PBO Number: 130003715
Directors: C. Sonn (Chairman); A. Du Plessis (MD); M. Letlape; J. Lucas; T. Modise-Harvey; R. Singh; N. Skweyaya; L. Zuhke (Prof.)

www.foodforwardsa.org | info@foodforwardsa.org | 021 531 5670 | Follow us on social media



KULCZYK
FOUNDATION

2021

KIVA - MAURITIUS

KIVA (Mauritius) is a non-profit US organisation that operates an online platform to raise funds for micro loans. We advised on the general lending landscape and the regulatory requirements to help KIVA in the decision to make micro-finance loans available to social enterprises in Mauritius.



Two other projects in Mauritius were for the Nature Conservancy and Institute for Transformative Technologies.

- Nature Conservancy (Mauritius) is a non-profit organisation working towards conserving and restoring land for the benefit of people and wildlife and to combat the effects of climate change. It wishes to set up an appropriate structure to receive donations in Mauritius. We advised on the set-up of such a structure, including the preferred types of vehicle, regulatory and tax implications, ongoing compliance obligations and governance issues.
- Institute for Transformative Technologies (Mauritius) is a US organisation that aims to harness technology for sustainable development, focusing on practical business models with the potential for large-scale impact. We advised them on using Mauritius as a base of operation to franchise medical oxygen equipment and infrastructure for distribution in under-served areas of Africa.

2020

TRUE NORTH SOCIETY - KENYA

The True North Society is a Kenyan NPO that exists to provide mental healthcare and other services to soldiers and their families.



The True North Society was in the process of publishing a memoir on the founder's experience of providing mental health support to military veterans and a collection of stories from military veterans about their experiences.

Our Kenyan lawyers reviewed the draft publishing agreement, advised on copyright and data protection aspects, drafted the interview guidelines to be used in collating the stories, and drafted the consent and release to be signed by the veterans. .

2019

INVESTING IN CHILDREN AND THEIR SOCIETIES - TANZANIA

Investing in Children and Their Societies is an NPO that operates in Tanzania and Uganda. It seeks to strengthen the socio-economic capabilities of families through programmes on skilful parenting and child protection within an agri-business framework.



A team from our office in Dar es Salaam advised on the NGO registration process and outlined the advantages and disadvantages of registering as an international NGO versus a local NGO. We also addressed the question of whether there are any restrictions on foreign nationals becoming board members of an NGO upon registration.

2018

ZANA AFRICA - KENYA

Various lawyers from our Nairobi office assisted Zana Africa, a social enterprise that provides reproductive education and sanitary pads to girls who lack access to both.



We assisted them with a range of legal matters including: drafting template employment contracts and a human resources policy; providing structuring advice and assistance to make their Kenyan operations easier; and advising on intellectual property.

LOCAL INSIGHTS AND SUPPORT FOR LEX MUNDI

As the Lex Mundi member firm for South Africa, we are an instrumental partner for the Lex Mundi Pro Bono Foundation and its clients in East Africa.

In the last six months of 2017 alone, we provided pro bono assistance to five separate social enterprises, operating in two countries, helping them scale their impact in the region as follows:

- **Echo Mobile (Kenya):** reviewing founding governance documents for this social enterprise, which uses cutting-edge mobile technology to measure impact.
- **Komaza (Kenya):** advising this innovative forestry initiative on culturally appropriate contracts with smallholder farmers in rural areas.
- **Landesa (Tanzania):** advising this US land rights NGO on local employment laws in relation to hiring local professionals. Landesa partners with local government to help rural farmers secure rights and access to the land on which they are working. They hope to set up their first office in Africa. We provided employment law advice.
- **Peacemaker Corps (Kenya):** reviewing a contract for a partnership with a Kenyan university to set up a film studio to train and mentor students.
- **Trees for the Future (Tanzania):** assisting the Tanzanian office of this US NGO with employment law advice. Trees for the Future works on the revitalisation of degraded farming land and fights poverty by providing Tanzanian farmers with training and material for agroforestry practices. We advised on a number of employment-related matters pertaining to the injury of a worker and the process of claiming for workmen's compensation. We also advised on whether an employer was obligated to offer health insurance to employees under Tanzanian law, and further assisted with the reviewing of their standard employment contract.

LexMundi



“The Foundation greatly appreciates Bowmans’ generous support of our clients in sub-Saharan Africa. The firm is playing an integral role in ensuring the success of many high-impact enterprises in the region.”

Lex Mundi

LexMundi Pro Bono Foundation

Lawyers helping
social entrepreneurs
change the world

On behalf of the Lex Mundi Pro Bono Foundation, we extend our warmest congratulations and deepest gratitude to you on reaching a remarkable milestone of 10 years of outstanding pro bono service. Your unwavering commitment and dedication have brought about transformative change for our clients in the region.

At the Lex Mundi Pro Bono Foundation, we support social and environmental impact organizations in various ways, and our matchmaking program stands as our flagship service. Through this program, we connect vetted and trusted impact-driven organizations with top-tier, transactional, pro bono legal support across the globe. As the Lex Mundi member firm for South Africa, with offices in several other African jurisdictions, we often turn to Bowmans on behalf of our clients.

Over the past decade, Bowmans has provided invaluable pro bono support on nearly 100 matters, spanning six countries, through our Foundation. Your work has contributed significantly to addressing all of the UN's 17 Sustainable Development Goals, furthering the shared blueprint for peace, prosperity, and sustainability. Whether it be equipping small healthcare providers with life-saving diagnostic tools or implementing restorative agricultural programs, each project undertaken by your firm has had a tremendous impact. Your attorneys have handled a range of legal matters, from registering new organizations and protecting intellectual property to navigating complex regulatory issues and reviewing crucial contracts – and everything in between. By supporting and uplifting these organizations, Bowmans' pro bono program has touched countless lives.

The recognition already received for your exceptional commitment to pro bono services is a testament to the value of your support. Since formalizing your pro bono program in 2013, Bowmans has been honored with the highly competitive Lex Mundi Pro Bono Foundation Award on two occasions. This recognition highlights the outstanding contributions made by Fatima Laher and her colleagues, who have consistently displayed responsiveness, thoughtfulness, and generosity with their time. When a client is partnered with an attorney from Bowmans, we can rest assured that they are receiving comprehensive, high-quality assistance from Africa's top legal professionals.

Words cannot adequately express the depth of our gratitude. We are truly excited to witness the incredible contributions Bowmans will continue to make over the next ten years. Your unwavering dedication to pro bono service is an inspiration, and we look forward to standing alongside you as you forge a path of positive change.

Once again, congratulations on this remarkable achievement!



June 21, 2023

Fatima Laher, Esq.
Head of Pro Bono
Bowmans
11 Alice Lane
Sandton, Johannesburg
South Africa

Dear Fatima,

The Vance Center wishes to congratulate Bowmans on the 10th anniversary of your pro bono program. We also thank you for the program's invaluable collaboration with our work in South Africa, the continent, and the world. Bowmans for many years has been a premier pro bono partner of the Vance Center on our rule-of-law, human rights, environmental, and good governance projects for civil society organizations, international governmental bodies, and other clients.

Examples of this work demonstrate its breadth and impact:

- From 2014 to 2016, Bowmans supported our work on behalf of the UN Special Rapporteur on Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, regarding regulation of solitary confinement in jurisdictions around the world;
- From 2016 to 2017, Bowmans researched legislation and regulations regarding women's access to reproductive health services in South Africa, in connection with a multi-jurisdictional study;
- In 2019, Bowmans participated in our Africa Regional Initiative for our Women in Prison initiative, aimed to improve understanding of, and seek improvements in, causes and conditions of incarceration of women worldwide;
- From 2019 to 2020, Bowmans joined in legal research regarding protection of elephant populations for our Environment Program;
- In 2020, Bowmans contributed significantly to our survey of official responses to the COVID-19 pandemic in key countries of the African continent;
- From 2020 to 2022, Bowmans co-counseled in our work on behalf of the Malala Fund, regarding rights to education for girls in many countries in the world.

Bowmans also has been a key partner in the Vance Center's programs to strengthen the legal profession. These have included:

- The African Legal Fellows Program, originally the South African Visiting Lawyers Program, in which Bowmans lawyers from historically disadvantaged backgrounds have participated throughout the program's 20 years;
- The Women in the Profession Program, which for nearly 20 years in Latin America has sought to improve opportunities and conditions for women lawyers and in the last two years has established programs in the African continent, as well as supporting the US Embassy-funded Advancing Women in the Workforce project, in which Bowmans lawyers have participated and the firm has supported, including hosting events;
- The Pro Bono Promotion program which seeks to institutionalize and strengthen pro bono practice, for which Bowmans has been a model and a leader, as a founding member of probono.org and recently of the Pro Bono Institute of Kenya, for whose registration the firm also provided pro bono legal support, and as a firm committed to the rule of law, fundamental civil and human rights, and diversity, equity, and inclusion.

The Vance Center's own activities and impact over the past decade have depended significantly on our partnership with Bowmans and its pro bono program. The firm is distinctive and exceptional in its commitment to the spirit and fulfillment of pro bono practice. We salute Bowmans and express deep appreciation for your accomplishments and ongoing work, in which we hope and expect to share.

Sincerely,

Edwin S. Maynard
Executive Chair

Alexander Papachristou
Executive Director



Dear BowmansTeam,

TrustLaw would like to sincerely thank Bowmans for their support in providing pro bono legal assistance to high-impact NGOs and social enterprises who are at the forefront of social change in Africa for over a decade. Bowmans has been a member of [TrustLaw](#), the Thomson Reuters Foundation's global pro bono service, since its creation in 2010 and has been one of our strongest partners in Africa. In addition to collaborating with TrustLaw to devote thousands of hours of pro bono legal support, Bowmans supports a number of other Foundation-wide initiatives such as special projects in the areas of media freedom and inclusive economies.

Bowmans is a regional powerhouse of pro bono, providing advisory and research assistance to NGOs and social enterprises across Africa including in Uganda, South Africa, Zambia, Madagascar, Kenya, Malawi, Tanzania and Mauritius. Since becoming a member, Bowmans has taken on over 100 projects. These projects are varied and touch on a range of current topics ranging from structuring advice and assistance for a non-profit addressing menstrual health for women and girls in Tanzania and Kenya, research on social enterprise regulation for Kenya's umbrella body for social enterprises to multi-jurisdictional research such as research on age discrimination laws for a non-profit organisation that fights for older people's rights around the world.

Bowmans also plays an instrumental part in shaping the practice of pro bono in Africa and globally by being a member of the TrustLaw Pro Bono Council. Bowmans has a role in advising and supporting TrustLaw and the Thomson Reuters Foundation to maximise pro bono impact globally. Bowmans won the Regional Law Firm of the year TrustLaw Award in 2022 and was nominated for Domestic Team of the year in 2017; a true testament to their pro bono work.

As Bowmans celebrates 10 years of their official pro bono programme, we would like to congratulate them on this incredible achievement and thank them for their continued invaluable support.

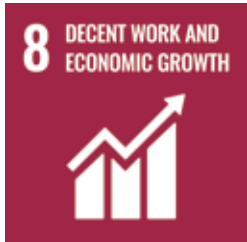
Yours sincerely,

Fahreen Alibhai Bid
Legal Programme Manager, Africa
TrustLaw

The Thomson Reuters Building
5 Canada Square
Canary Wharf
London E14 5AQ

 trust.org

ISHISHINI LETHU



BECAUSE IT'S '*OUR BUSINESS*'

Ishishini Lethu – meaning 'Our Business', is one of several initiatives which make up our overall pro bono offering.

The legal intricacies of starting and maintaining a business can be daunting for entrepreneurs and small and micro enterprises.

Through this project, which we initiated in 2013, we have assisted numerous small businesses to understand and exercise their rights and participate more effectively in the economy. Our core focus has been township economies and small businesses who would otherwise not have access to corporate-based legal services.

Our intention is not only to provide legal assistance in the short term, but also to educate and empower entrepreneurs and small enterprises.

We collaborate with various non-profit organisations that identify and refer small business and start-up clients to us. This allows our commercial lawyers to contribute to the communities in which we operate in line with our areas of expertise.

Our pro bono assistance takes two forms: providing practical legal advice on matters such as registration of businesses and the drafting of shareholder agreements; and offering training and development through workshops, seminars and other events.

The training and development events have been for small businesses ranging from catering and transport services to online education programmes, and cosmetics manufacturers. The types of matters have included drafting partnership and licensing agreements, registering companies, intellectual property advice, trademark registrations, tax advice, contract reviews, and general regulatory and compliance advice.

ISHISHINI LETHU contribution over the past 10 years ending on 28 February 2023

 **9 106**
HOURS

 **ZAR 20.5m**
VALUE



2023

AFRICA CANNABIS ADVISORY GROUP PROPRIETARY LIMITED

Africa Cannabis Advisory Group (ACA) is a cannabis services provider specialising in the medical cannabis and industrial hemp industries. ACA works with governments, corporates, entrepreneurs, communities, investors and institutions, assisting them in creating, calibrating and executing their financial, strategic and operational plans for cannabis projects. The organisation was co-founded by Sibusiso Xaba when he realised the significant opportunity that the newly legal cannabis industry could offer Africa across healthcare, wellness, industrial development and rural upliftment.

With clients in the UK, USA and Africa, ACA has been instrumental in moving the African cannabis industry forward.

We advised ACA on its service level agreements and in particular prepared an overarching service level agreement to regulate ACA's commercial arrangements with its clients.

GATAF SOLUTIONS PROPRIETARY LIMITED

Gataf Solutions supplies operating theatre protective gear to its clients in the medical, pharmaceutical, mining and industrial sectors.

Mr Gugu Fata, the sole director and shareholder of Gataf Solutions, requested us to assist with preparing standard terms and conditions that would be attached to the standard purchase order forms that Gataf Solutions and its customers use. These purchase orders would include deferred payment provisions for its bigger and more established customers. In addition, we provided regulatory advice on the licences and regulatory approvals that Gataf Solutions would require in order to assist with its growth.

SUM1 INVESTMENTS PROPRIETARY LIMITED

We provided advice to Sum1 Investments (Pty) Ltd (Sum1), which provides investment products to low and middle-income clients such as individuals, stokvels and savings groups.

These clients deposit funds into Sum1's bank account, which Sum1 uses to invest in income-generating assets or activities such as livestock and crop farming, delivery bikes, township property and microlending. Clients generate returns based on their contributions and the performance of the underlying assets.

Our advice considered whether Sum1's business triggers any licensing requirements under financial sector laws and if so, the application process to obtain such licensing. Our advice also considered whether Sum1 has to conduct any Know Your Clients (KYC) checks on its clients and if so, how such checks should be conducted.

GKW ENERGY

kW Energy, a small black-owned business that initially supplied solar and wind resource assessment software, has recently ventured into solar project development and the installation of solar equipment for residences, with the assistance of Bowmans. In navigating this unfamiliar area, kW Energy relied on Bowmans' expertise in the construction industry to assist it in drawing up a standard Solar Installation Agreement and related documents.

We received positive feedback from kW Energy that the Solar Installation Agreement and related documents are very useful in navigating the relationships and services with its solar contractors. By assisting more small businesses like kW Energy, we are confident that we can help accelerate South Africa's transition away from fossil fuels to clean and renewable energy and at the same time enable small businesses to grow and prosper.

2022

LAUNCHING A MOBILE APP IN THE HEALTHCARE SECTOR

Vimbo Health, which offers app-based treatment for depression and anxiety, seeks to ensure that Africa is not only included in the future of digital therapeutics but can also be a springboard for global change. It aims to close the treatment gaps in mental healthcare.

We mobilised a team of lawyers with expertise in medical negligence and insurance, data protection and pharmaceuticals to advise Vimbo Health ahead of the market launch of its mobile app. We considered whether the mobile app falls into the definition of a medical device, and whether the information collected on the users of the app was lawful and in accordance with South Africa's data protection laws.

2021

TERMS AND CONDITIONS FOR BLUEAVO'S DIGITAL MARKETPLACE

Launching a digital marketplace has numerous commercial law requirements. We assisted BlueAvo Proprietary Limited (BlueAvo) with its digital marketplace.

As 'Africa's Creative Marketplace', BlueAvo provides a platform that facilitates interaction in the marketing space throughout Africa. Brands that are registered on the BlueAvo website can use it to market their briefs, and creatives can pitch their ideas. Our legal assistance to BlueAvo entailed reviewing the platform's terms and conditions and drafting privacy and cookies policies.

BlueAvo's co-founder and business developer, Indira Tsengiwe, had this to say about our work:

“ Words could never express how thankful we are for all of the work that you have done. This is incredible. Thank you so much for your support and timely response. You are amazing, and we are certain that Bowmans is our legal team of choice. ”

PARTNERSHIP AGREEMENT FOR BASHIA INVESTMENTS

We assisted Bashia Investments, a newly formed small and medium-sized enterprise (SME) that focuses on prospecting and hopes to expand through funding partnerships.

We reviewed the company documents needed to protect Bashia as a minority shareholder in its first partnership.

Karabo Molekwa, shareholder in Bashia Investments, sent the following message of appreciation:

“ I would once again like to thank and commend you on the quality of service and attention you allowed on this matter and trust that our paths will cross again in the near future at a different service level. Thanks... for realising the need to assist young and small emerging businesses to have a legal stand. ”

We make a concerted effort to reach out to communities through various initiatives and partnerships.

We do this to ensure that we promote and create awareness of our services among disadvantaged small business communities who would never otherwise have access to our services.

2023

YOUTH ENTREPRENEURSHIP EXPO

The Young African Entrepreneurs Institute (YAEI) is a registered youth-led, non-profit company that aims to empower the youth with practical skills, organised knowledge and proactive support so that they can successfully transition from venture ideas to venture startups driving measurable venture impact.

Bowmans was invited to participate in the Youth Entrepreneurship Expo, a one-week experience that took place at the University of the Witwatersrand.

The purpose of the Expo was to experience, recognise and showcase youth businesses and attract investment in youth entrepreneurship. Additionally, the entrepreneurship week provided young entrepreneurs with an opportunity to connect and explore synergies for growth. Finally, the platform helps students, early-career professionals and budding entrepreneurs to enhance their innovative capability and personality to think like job creators and not job seekers.

Bowmans's participation was twofold:

Kgabo Senyatsi, a corporate lawyer at the Firm, delivered a Masterclass to entrepreneurs on the legalities of business.

On 9 July, three of our candidate attorneys served at our exhibition desk, engaging with entrepreneurs to promote our Ishishini Lethu project and rendering initial advice to entrepreneurs seeking legal assistance with their corporate-related legal matters.



PRO BONO OUTREACH TO STARTUPS THROUGH PRANARY

Pranary is a venture-backed edtech entrepreneurship company that offers practical business education for startups and SME entrepreneurs. The founder, Sandras Phiri, is also a fund manager at Enygma Ventures, a venture capitalist firm. Both Pranary and Enygma Ventures have branches across Africa.

Bowmans was invited to the Pranary networking event hosted in Johannesburg with over 30 entrepreneurs in attendance. Bowmans candidate attorneys, Phetha Mchunu, Karabo Mahlangu and Milda Mojapelo, attended this networking event at Workshop 17 in Sandton and presented on the pro bono legal services that Bowmans can offer to entrepreneurs and small business owners. In addition, the team handed out Ishishini Lethu flyers and forms, along with corporate gifts as mementos.



2019/2020



We hosted the **Ashoka SEA Change Africa Pitch** Event in Johannesburg on 17 April 2019, bringing together 12 African social entrepreneurs and 140 impact investors and related support organisations. Ashoka is an international organisation that promotes social entrepreneurship.

The social entrepreneurs were pitching for financial support for an array of projects, which included promoting solar-powered irrigation, reducing school absenteeism and increasing crop yields, among other things.



We led a guided training session for young entrepreneurs at a workshop in Johannesburg on 21 June 2019, organised by **Ye! Startup Academy** and **Children and Youth Finance International** (CYFI).

Our corporate law experts took the participating entrepreneurs through the ins and outs of how to register a business and be tax compliant, what to do when problems arise, and where to find key resources for support.

Commenting on our contribution, Ye! and CYFI's Claire Sterngold said, 'The training was filled with high level tips and key insights that many of the entrepreneurs were hungry to know more about... The audience was engaged and asking a million questions.'

'From starting up to scaling up' was the title of the financial and legal workshop that we hosted for small business owners in Johannesburg on 17 September 2019. The discussions covered relevant legal considerations for SMEs and exempt micro enterprises, and provided insight into business financials.

We teamed up with the **British Council** and the **European Union** for the South African/ Johannesburg launch of **BusinessPROS**, a mentoring programme for entrepreneurs. The event, held on 7 November 2019, marked the official commencement of the mentorship journey of 12 selected entrepreneurs.

We collaborated with **Ye!** in Kampala to undertake a small business outreach to about 20 entrepreneurs at the **Stanbic Bank Business Incubation Hub**.

At the time, one of our lawyers, Edline Murungi, gave a presentation covering a range of legal topics, from registering an appropriate business vehicle to protecting intellectual property and ensuring compliance with employment, tax and environmental laws.

The entrepreneurs were very engaged and deeply interested in the presentation. The questions came at every turn but the most common questions surrounded issues of registration, financing and employment and tax laws.

2018/2019

IMPACT AFRICA (ASHOKA)

Social entrepreneurship is gaining ground as a means to address social, cultural and environmental challenges in Africa.

We were invited to lead a 90-minute discussion at the Impact Africa Social Entrepreneurship Summit under the auspices of ProBono.Org.

The summit was hosted in Johannesburg by Ashoka, an international organisation that promotes social entrepreneurship, and the British Council.

Charles Douglas, who is co-head of our M&A Practice in South Africa, gave a presentation entitled 'Legal considerations from startups to scale-ups'.



PHAPHAMA SEDI

On 26 May 2018, our Cape Town office collaborated with the Phaphama Small Enterprise Development Initiative (Phaphama SEDI) to host 14 entrepreneurs and facilitate a workshop on basic company law principles.

Phaphama SEDI is an NPO that was established in 2014 by a group of students from the University of Cape Town. The organisation is

committed to promoting leadership, entrepreneurship and small enterprise development in communities in and around Cape Town.

The workshop focused on key provisions of the Companies Act 71 of 2008, the role of broad-based black economic empowerment in South Africa, and the practical steps for incorporating a private company.

The workshop facilitators were Aaron Ohm, former associate, and Richard Bryce, candidate attorney. The entrepreneurs who participated in the workshop are also participants in Phaphama SEDI's business mentorship programme.



TOWNSHIP INVESTMENT SUMMIT AND EXPO

We were proud to attend the inaugural Township Business Investment Summit and Expo, which was held at the Soweto Theatre from 6 to 8 June 2018 and hosted by eKasi Entrepreneurs and O360.

The aim of the event was to provide mentorship, guidance and insights on setting up businesses that can take advantage of opportunities in the economy, regardless of where they are in the production value chain.

Various financiers and small business hub organisations were there to assist business owners. We provided free legal advice to attendees.

One of our partners was among the panellists in the discussion on 'Corporate investment in township businesses and the pros and cons of accessing financing from funding institutions'.

TSIBA

The Tertiary School in Business Education (TSiBA) is a non-profit business school that provides emerging leaders with full tuition to study on its campus.

Lawyers from our Tax Practice presented a lecture as part of TSiBA's Leading Financial Sustainability Programme, aimed at enabling non-profit organisations to develop sustainable sources of funding that are not necessarily dependent on donors.

The programme, in which we had participated for a number of years, was held at the offices of Deutsche Bank and attended by emerging leaders and representatives from a variety of NPOs.

Our presentation focused on the tax considerations for NPOs, and the opportunities and risks they need to consider when raising funds from business activities as opposed to donors.



We partner with specialist IP law firm **Adams & Adams** to deliver comprehensive pro bono service to our small business clients.

While Bowmans offers specialist and comprehensive corporate legal services, we do not have an Intellectual Property (IP) department in South Africa. We have long understood that many startup businesses would first and foremost need IP advice.

In 2013, we approached Adams & Adams, a leading IP law firm with a request for them to partner with us. We formalised our arrangements by which we refer pro bono clients with IP matters to them for pro bono assistance. Initial consultation is run by our offices after which we refer the matter to Adams & Adams through a comprehensive memorandum in respect of every matter. The Adams & Adams team renders assistance to the client through the involvement of our volunteer attorneys.

We are grateful to Adams & Adams for partnering with us, thus enabling us to offer comprehensive legal services to any prospective pro bono client. We are also pleased that, similarly, we have been able to offer our colleagues at another law firm an opportunity to partake in offering pro bono legal services in line with their area of expertise.



Dear Bowmans Pro Bono Team

A big congratulations for reaching 10 years of pro bono! It has been a great pleasure to collaborate with Bowmans on the Ishishini Lethu project that has helped small businesses and business owners over the last decade with their commercial and intellectual property needs. Our service through the programme has covered all aspects of intellectual property including, brand protection, advice relating to innovation and licensing of intellectual property rights as well as protection of copyright.

It is remarkable that even through Covid, a time when there was so much uncertainty, Ishishini Lethu has been able to grow and continue. We cannot help but highlight a few cases that we worked on, namely:

- Assisting D Gluckman from Lankumi, a fire detection system supplier, with the registration of their trademark, which was filed by Adams & Adams..
- Assisting Keith Beated from LTPH, a clothing manufacturer, with the development of brand licensing agreements and advice relating to trademark protection for the brand UBUNTUISM.
- Assisting Ecostandard South Africa, a verification body for the building sector, with the amendment of their trade mark application for the Ecostandard South Africa label, and filing a fresh trade mark application for the vertical Ecostandard logo. Both marks are now registered.
- Assisting Lunga Miti from Geonate Technologies (Pty) Ltd, an exercise and outdoor sporting activities company, to register trademarks for Genate and the Genate logo.

We wish you another 10 years of fruitful cases and success. May Ishishini Lethu continue to add value to small businesses in South Africa.

We are honoured and humbled to be part of such an amazing initiative.

The Adams & Adams team

Regards
Lita and Darren

Lita Miti-Qamata
Partner



IN THE COURTS

Public interest litigation is a component of what we do on a pro bono basis. However, in our selection of public interest matters, we assist only when the outcome of the matter will benefit marginalised and vulnerable groups within our society.



2023



CONSTITUTIONAL COURT GIVES MUSLIM MARRIAGES LEGAL RECOGNITION

On Tuesday, 28 June 2022, the Constitutional Court handed down judgment in *Women's Legal Centre Trust v President of the Republic of South Africa and Others* (CCT 24/21) [2022] ZACC 23.

We acted for the South African Human Rights Commission (SAHRC) on a pro bono basis. The SAHRC, though a party to the matter in its own right, supported the primary applicant, the Women's Legal Centre Trust, in its application for legal recognition of Muslim marriages.

In the Constitutional Court, the SAHRC argued that there is a legal obligation on the State to recognise and regulate Muslim marriages by means of legislation, which arises from the State's duty to respect, protect, promote and fulfil the Bill of Rights and South Africa's international law obligations.

The Constitutional Court's judgment confirmed that the Marriage Act and the Divorce Act are inconsistent with the Constitution, including the rights to equality, dignity, access to courts and children's rights, to the extent that these statutes fail to recognise Muslim

marriages. The common law definition of marriage was also held to be inconsistent with the Constitution to the extent that it does not recognise Muslim marriages.

Parliament has been ordered to amend existing legislation or enact new legislation that recognises and regulates Muslim marriages within 24 months.

In the interim, the Constitutional Court has granted retrospective relief to the date that the case was launched in the High Court, 15 December 2014. This means that, in terms of the interim order, the Divorce Act applies to Muslim marriages that existed on 15 December 2014, or had been terminated under sharia law as at 15 December 2014 but in respect of which legal proceedings have not been finally determined.

These marriages will be treated as if they are out of community of property, except where the parties to the marriage have agreed otherwise. Certain provisions of the Children's Act and Recognition of Customary Marriages Act will also apply to Muslim marriages pending Parliament amending or enacting legislation.

We welcome the long-awaited and hard-fought recognition of Muslim marriages. This matter was launched in

2014, but Muslim women and gender rights activists have been advocating for statutory recognition of Muslim marriages since South Africa became a democratic state in 1994.

In its written submissions to the Constitutional Court, the SAHRC said: '[t]he institution of marriage, in whatever form that it may exist, is a social reality – whether or not that reality is recognised by the law. The fact that potentially (or actually) polygamous Muslim marriages may not be recognised by the law will not make them, or their consequences, disappear.' The judgment extends the legal status, benefits and protections available under civil marriages to Muslim women in and children born of Muslim marriages, who have suffered significant prejudice because of the non-recognition of Muslim marriages.

We represented the SAHRC in the hearings in the High Court, Supreme Court of Appeal and Constitutional Court. We commenced work on the matter in November 2016 and invested a total of 978 pro bono hours, translating into ZAR 2.4 million worth of services.

Our work on this matter aligns with our pro bono work on gender and family justice more broadly, including our work at the domestic violence clinic.

2022



QWELANE V SOUTH AFRICAN HUMAN RIGHTS COMMISSION AND ANOTHER

Judgment in a seminal case on hate speech in South Africa was handed down on 30 July 2021, finally bringing an 11-year-old matter to a close.

We acted for the SAHRC in the matter between it, the Minister of Justice and Correctional Services and Jonathan Dubula Qwelane.

It is widely recognised that at the heart of the Constitution lies an expansive promise of equality, freedom, human dignity and the fulfilment of fundamental human rights. However, the execution of this promise requires a continuous and delicate balancing act among competing rights and constitutional values.

The case was the first of its kind to be heard in the apex Court on 22 September 2020, with the aim of clarifying the tension that exists between the prohibition of hate speech and the right to freedom of expression.

The Court had to determine whether the late Mr Qwelane's discriminatory remarks about members of the LGBTI+ community in his article titled 'Call me names – but gay is not okay' published in the *Sunday Sun* in 2008, constituted hate speech in terms of section 10 of the Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Equality Act).

The Court also had to decide whether section 10 of the Equality Act, in its current form, violated Mr Qwelane's right to freedom of expression as envisaged in section 16 of the Constitution, mainly due to the vagueness in section 10 and its scope being much broader than that of section 16.

SOUTH AFRICAN HUMAN RIGHTS COMMISSION

27 Stiemens Street
Braamfontein
2017

Private Bag X 2700
Houghton
2041

Tel.: 011 877 3600



18 August 2021

Ref: GP/2008/0796

To: Fatima Laher

Head of Pro Bono: Bowman Gilfillan

Per Email: fatima.laher@bowmanslaw.com

RE: JON QWELANE V SOUTH AFRICAN HUMAN RIGHTS COMMISSION CCT 13/20

1. The South African Human Rights Commission ("the Commission") wishes to extend its heartfelt gratitude to Bowmans for its meticulous and professional assistance to the Commission for the past decade in the matter against Mr Jon Qwelane from the Equality Court, all the way to the apex court in the country.
2. Were it not for the pro bono assistance provided by Bowmans in this and other matters, the Commission, being a state institution relying solely on state funds would not have been able to see this mammoth task through to completion.
3. Although it has taken well over a decade to gain finality and clarity on the constitutionality of certain provisions of the Equality Act, we have been thoroughly impressed by the diligent and professional service rendered by Bowmans staff through the years as well as Adv Tembeka Ngcukaitobi SC and his team.
4. We wish to commend the Pro Bono department for its tireless commitment to ensuring that human rights are promoted and facilitating access to justice for those who would otherwise be left with no recourse.

Transforming society. Securing rights. Restoring dignity.
Chairperson: B C Majola; Deputy Chairperson: F Chohan; Commissioners (Full-Time): A H Gaum; A M Makwetla; B Malatji; P Ntuli
Commissioners (Part-Time): A C Nissen, J B Sibanyoni; Chief Executive Officer: T Thipanyane

In the judgment, section 10(1) of the Equality Act was declared unconstitutional and invalid as a result of it being irredeemably vague, but only to the extent that it includes the word 'hurtful' in the prohibition against hate speech. This is because section 16(2) of the Constitution has no similar wording, and speech which is merely 'hurtful' is insufficient to constitute hate speech.

The Court held, however, that this deficiency could be cured by affording Parliament 24 months to remedy the constitutional defect. Until then, the Court ordered that section 10 be read to only prohibit speech which is harmful or incites harm and promotes or propagates hatred.

More importantly, the Court held that a conjunctive interpretation should be applied when considering section 10(1)(a)-(c), confirming that speech must be altogether harmful or incite harm, and promote or propagate hatred to constitute hate speech. This is to prevent an overly extensive infringement on freedom of expression.

The Court further concluded that Mr Qwelane's offending remarks undoubtedly constituted hate speech and diminished members of the LGBTI+ community by violating their rights to equality and human dignity. It specifically held that hate speech was the antithesis of the values envisioned by the right to free speech because, while the latter advanced democracy, hate speech is destructive of democracy.

The Court, by relying on case law, reaffirmed the position that the assessment of section 10(1) requires an objective standard (reasonable person test) as opposed to a subjective test, contrary to the Supreme Court of Appeal's finding. This is because an objective standard gives better effect to the spirit and objects of the Bill of Rights.

This judgment brings with it a sense of relief and victory, especially to members of the LGBTI+ community.

It will also assist to finalise pending draft legislation, the Prevention and Combating of Hate Crimes and Hate Speech Bill, which is currently under consideration by the National Assembly.

Our work on the matter began in December 2010. We invested a total of 2 742 pro bono hours valued at almost ZAR 5.8 million in advising on the matter.

The SAHRC expressed their appreciation for our assistance on the matter in the heartfelt letter on page 39.

2021



ACTING FOR THE PRODUCERS OF BLOOD LIONS: *ZANCHIETA WILD CAT FARM V BLOOD LIONS NPC & THREE OTHERS*

Blood Lions is an organisation calling attention to canned lion hunting and the lion bone trade in South Africa. Our lawyers represented Blood Lions and the makers of the *Blood Lions* documentary.

Over the years, we provided pro bono legal services to the producers of *Blood Lions*, a documentary feature film investigating the canned lion breeding and hunting industry. We assisted in having an application by Zanchieta Wild Cat Farm (Zanchieta) for urgent injunctive relief against the producers dismissed.

The film shows how lucrative it is to breed lions, and how the authorities and most professional hunting and tourism bodies have become complicit in allowing the industries to flourish.

The statistical information itself paints a stark picture:

- In 2014 over 800 captive lions were shot in South Africa, mostly by wealthy international hunters.
- In South Africa, there are about 200 farms holding between 6 000 and 8 000 predators, predominantly lions, in captivity.

- Most of the lions are sold into the captive/ canned lion hunting industry or to Asia to supplement the 'tiger bone' trade.

Zanchieta is a wild cat 'rehabilitation centre'. Images of Zanchieta's lions and an interview with one of its representatives were shown in a 2015 documentary created by Blood Lions.

Zanchieta alleged that the images and footage were defamatory and accused Blood Lions of being the reason why volunteer agencies no longer refer volunteers to the facility. It wanted Blood Lions to halt screenings of the film and requested

that an amended version of the documentary, excluding Zanchieta, be redistributed.

Following a 2015 decision by the Court to dismiss Zanchieta's application for urgent injunctive relief with costs, Zanchieta filed an application for leave to appeal in 2016. Four years later, on 4 September 2020, the KwaZulu-Natal Court (Pietermaritzburg) dismissed the appeal with costs. We represented Blood Lions in these proceedings.





FREEDOM FROM INTEREST V SOUTH AFRICAN MINISTER OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

After 22 years of legislative limbo and three years of litigation, 2020 brought the prospect of movement on a key piece of law on the subdivision of agricultural land.

On 20 August 2020, the matter between Freedom From Interest (FFI) and the Minister of Agriculture, Land Reform and Rural Development was concluded in the South Gauteng High Court.

The parties agreed to a draft order pertaining to the stalled legislation, the Subdivision of Agricultural Land Repeal Act 64 of 1998, and the draft was made an Order of Court.

This was believed to be the closest step in 22 years towards a date being assigned for the operation of the Repeal Act.

The long history of this matter began on 16 September 1998, when the National Assembly passed the Repeal Act, which the President signed into law on the same day. The purpose of the Repeal Act was to repeal the Subdivision of Agricultural Land Act 70 of 1970 (SALA) in its entirety, including the prohibition against the subdivision of agricultural land without Ministerial consent.

However, the President did not assign a date for the Repeal Act to come into force and effect. Consequently, a *lacuna* has existed in South African law, whereby the Repeal Act exists but without operation. SALA – with its prohibition against subdivision – continues despite what should have been its repeal.

We were approached by FFI whose extensive actuarial research had shown that the prohibition artificially inflates the price of agricultural land.

Our team worked with Advocate Kennedy Tsatsawane SC, the current chairman of the Johannesburg Bar Council, to launch an application to compel the Minister and the President to take all of the steps necessary to bring the Repeal Act into force.

A few days before the hearing, the parties agreed that the State would progress the tabling of the Preservation and Development of Agricultural Land Bill of 2018 (PDAL) before Cabinet and Parliament before the end of 2021.

“ A big thank you for all the hard work over the last few years to get us to the point of getting a successful settlement court order... I am very pleased and happy that we can start moving towards having a free agricultural land market in South Africa in the near future which will allow more equitable access to farmland and be a big boost for land reform and poverty alleviation. ”

2018

**CUSTOM VS
THE LAW**

Judgment was handed down in our client's favour in the case of *Nkhensani Christinah Motomokgolo v Hlayiseka Rikhotso and 20 others*, in the Limpopo High Court in April 2018.

We had been acting for Ms Nkhensani Motomokgolo on a pro bono basis from December 2017 when the Legal Resources Centre referred the matter to us.

Our client is a widow whose son passed away in August 2013 in a motor vehicle accident. The family identified the body of our client's son in May 2014 and his body was subsequently buried in his hometown of Shawela, Limpopo on 18 May 2014. Eight days later, on 26 May 2014, the body of the deceased was illegally exhumed and taken to the applicant's home by members of the community who alleged that the body that had been buried was not that of our client's son.

Mediation between the applicant, the traditional leaders of the community and members of the community failed and, after a DNA test proved the identity of the deceased as being our client's son, our client brought an urgent application to the Provincial Division in Limpopo. She was seeking an order interdicting members of the community from interfering in the reburial of her son in the family cemetery, and ordering members of the police to assist in ensuring peace and order during the funeral.

The urgent application was unsuccessful, for lack of urgency, but was subsequently heard on the special allocations motion roll on 15 March 2018.

The respondents opposed the application on the grounds that the custom practised in the Shawela village prohibits reburial of a body that has been exhumed, in the same grave. They argued that the applicant's son must be buried in a municipal cemetery away from where his father and other family members are buried. The applicant disputed the existence of such a custom.

The court found in favour of our client. The finding was that the respondents had failed to prove the existence of the custom on two counts. First, exhumation of a body in the community was unprecedented. This made it impossible to show the existence of the custom or that such a custom had been developed and practised for a long time within the community. Second, the respondents' argument that the custom prohibits reburial in the same grave is in conflict with a confirmatory affidavit deposed to by a traditional healer for the respondents. The confirmatory affidavit stated that the custom prohibits reburial in the same cemetery.

The court found that the respondents failed to prove the existence of the custom and that the custom as alleged by the respondents failed to satisfy the reasonableness test and would thus not pass constitutional muster. The respondents appealed the matter, which was unsuccessful and the deceased was buried.

**EMPOWERING A FAMILY TO CLAIM PENSION BENEFITS**

We assisted Mrs Hilda Taliwe, a mother whose son had disappeared, to obtain a death certificate. This enabled her to claim pension fund benefits, offering substantial financial relief to the family.

In May 1998, Mr Taliwe disappeared late one night on his way home after an evening out with friends. His family, friends and the community searched for him, but their efforts were futile. Despite Mr Taliwe's 18 years of service, his employer declared him a deserter and his pension benefits therefore remained unclaimed.

We assisted Mrs Taliwe in obtaining a presumption of death order in 2017. It was a challenging process

because of the amount of time that had passed. Although records of a person were found in close proximity to where Mr Taliwe had gone missing, unfortunately they were not sufficient to identify the person and, on that basis, to obtain a death certificate. However, we prepared an application and briefed Adv Xolisa Hilita who appeared in the Johannesburg High Court, ultimately assisting Mrs Taliwe to obtain the presumption of death order and then the pension fund benefits.

2017



SECURING THE RELEASE OF MR DINEO KGATLE

We arranged for Mr Dineo Kgatle, who was unlawfully imprisoned for 24 months at the Baviaanspoort Medium Security Prison outside Pretoria, South Africa, to be released.

The judgment confirms the supremacy of the Constitution and the inviolability of fundamental human rights. It will form the basis of a significant and precedent-setting damages claim against the State.

The facts of the case were as follows:

- Mr Kgatle was released on parole on 23 August 2013 on the condition that he be 'tagged' with an electronic monitoring device. The device comprises two separate instruments – an anklet and a GPS receiver.
- On 29 July 2014, he accidentally misplaced the GPS receiver while working on a building site. He unsuccessfully searched for the device with a community corrections officer for the rest of the day, and was then told to go home and informed that the search would resume the next day.
- Later that evening he was arrested at his home and detained without any further explanation. He remained imprisoned for more than two years without appearing before a court.
- On 25 May 2016, we launched a *habeas corpus* application to secure his release. This application was dismissed for lack of urgency.
- We then re-enrolled the application on an expedited basis and took further steps to obtain Mr Kgatle's release.
- Before the matter was heard on 17 November 2016, we managed to secure Mr Kgatle's release on 31 October 2016 by petitioning the Parole Board.

On 28 September 2017, the High Court, Pretoria, ruled in favour of Mr Kgatle. The state's leave to appeal was rejected by the High Court on 13 December 2017.

This application was dismissed, for lack of urgency.

We then re-enrolled the application on an expedited basis and took further steps to obtain Mr Kgatle's release.



2017



PREMATURE BABIES AND BURIAL RIGHTS

A timely intervention by our lawyers assisted a grieving couple to give their baby a dignified burial.

A couple's baby was born prematurely and sadly lived only for a very brief time. Acting on the hospital's advice, the couple produced an affidavit allowing the hospital to release the deceased's body to them so they could bury their baby.

When they approached a funeral home to assist with the burial, they were informed that it was impossible without a burial order.

Because the baby was born at less than 26 weeks, the medical personnel refused to sign the relevant forms for Home Affairs, and attempts to persuade Home Affairs to issue a burial order without the signed forms were fruitless.

We prepared an urgent application to court but, whether as a result of common sense prevailing or simply out of sympathy for the parents, the medical personnel agreed to sign the relevant forms, and a burial order was issued by Home Affairs.

We were gratified to alleviate some of this couple's stress during a heartbreaking period in their lives.

Words cannot begin to express our heartfelt gratitude for all your help. You were certainly God sent. Thank you for all your efforts and hard work. It is profoundly appreciated.

Parents

2016



ACTING IN A REFERRAL FROM LEGAL AID REGARDING A PRESUMPTION OF DEATH MATTER

We assisted an elderly client with no real income regarding her husband's disappearance and presumption of death.

The husband left for Australia in 1995 and did not return. She sought assistance to locate him and, if deceased, apply for a death certificate which would help her access his pension. Legal Aid referred her matter to us.

We traced the husband through our contacts at law firms, various organisations and registries in Australia and discovered that he had passed away in 2014.

The client then started the process of obtaining a death certificate from the relevant Australian authorities in order to claim the pension benefits.



ACCESS TO JUSTICE



Providing access to justice to those who are not able to afford lawyers is an important cornerstone of the pro bono work we undertake, thus giving effect to Section 34 of the Constitution of the Republic of South Africa.

We believe that this is an important role we play in maintaining respect for the rule of law, so that all of us can live in a society that is law abiding.

We work with a number of key access to justice institutions to assist vulnerable individuals, groups and communities to access justice so that they are able to ventilate and adjudicate their rights

PROBONO.ORG

We have been servicing the Housing, Refugee and Deeds Office Clinics and the Domestic Violence Helpdesk, coordinated by ProBono.Org for many years. These are important access to justice points for many indigent people. In addition we participate in ProBono.Org's One Child a Year Campaign, through which we provide legal representation to children in Children's Court proceedings

Pro.Bono.Org is a dynamic non-profit organisation that works with the private legal profession to provide pro bono legal services to those who are unable to afford legal fees. It addresses the lack of justice for people unable to afford to pay for their own legal representation.



From 1 March 2013 to 28 February 2023, our ProBono.Org contribution was:

 **27 921**
HOURS

 **ZAR 58.6m**
VALUE



HELPING PEOPLE KEEP THEIR HOMES

2022: *JOYCE MDINISI V NHLANHLA NKUNA AND FOUR OTHERS*

Our client, Ms Mdinisi, and her family lived in a property in Katlehong, which had belonged to her granduncle who died in 2014 without a will. He was never married and had no direct descendants.

Our client's aunt misrepresented to the Master of the High Court that she was the owner's sole heir and therefore the sole beneficiary of his estate. The Master issued letters of executorship to the aunt who then sold the property to a third party.

The case was presented to the High Court where counsel argued that the aunt did not have the right to sell the house - either in her own capacity or on the estate's behalf, and that ownership never passed to the third-party purchasers, but should rather be redistributed among the granduncle's rightful heirs (excluding the aunt).

2022: *LEND A NKATEKO MATHEBULA V MPHO LYDIA THAMAGE AND OTHERS*

We acted for Lenda Nkateko Mathebula who was residing at a property that was allocated to her in August 1997. Although she took occupation of the property at that time, it was never registered in her name.

According to the title deed, Mpho Lydia Thamage (first respondent) is the registered owner of the property.

Ms Mathebula discovered this when she queried the municipal valuation of the property.

We instituted proceedings in the High Court seeking to declare Ms Mathebula the owner of the property and directing the Registrar of Deeds Pretoria (the third respondent) to register the property in her name in terms of section 6 of the Deeds Registries Act, 1937.

The matter was set down for hearing on the opposed motion roll on 17 May 2021. On 20 May 2021, Vorster AJ granted an order directing the Deeds Office to cancel registration of the property in the name of the first respondent, and effect its registration in the name of our client.

2022: *CHRISTINA MPHAHLELE V DEPARTMENT OF HUMAN SETTLEMENTS AND CITY OF EKURHULENI*

Ms Christina Mphahlele, a 60-year-old informal trader, applied for a subsidised house with the City of Ekurhuleni in 1997. She was allocated a stand in Magagula Heights Township, of which she is the registered owner.

There was no structure on the stand yet but she was to be notified once the house had been built. After following up numerous times over the years, Ms Mphahlele visited the property and found that the house had been built and that there was a family occupying the property that was rightfully allocated to her.

She approached the Department of Human Settlements in Gauteng to enquire about the current occupants of her property and was informed that she should not evict the occupants of the property and that she would be allocated another house.

We wrote a letter to the department on Ms Mphahlele's behalf, informing the department that if we did not receive a response, we would proceed to evict the current occupants of the property. We received no response and therefore addressed an eviction notice to the occupants of the property, again without response. We instituted eviction proceedings out of the High Court and applied for the Court to compel the department to allocate our client another house. The *ex parte* application was successfully argued and the court granted us

an order to serve the Section 4(2) notice on the occupants of the property.

Shortly after, Ms Mphahlele was contacted by the department informing her that she had been allocated another property. She took occupation of the second property in November 2020.

2014: *MRS W - HOUSING MATTER*

Mrs W approached us in 2012 as she was about to lose the home in which she and her children had lived for the past 14 years. The home was owned by Mrs W's mother, who died without leaving a will. As a result, the property was inherited by Mrs W's stepfather who, in turn, left the property to his children from a previous marriage.

Although Mrs W and her children had no entitlement to the property, we negotiated with the heirs of the property and their legal representative. We reached an agreement on the sale of the property to Mrs W with the assistance of a housing subsidy from the Department of Human Settlements. We also assisted Mrs W with a will to ensure that her children would never be faced with a similar situation.



PROTECTING CHILDREN

Providing legal representation to children in Children's Court proceedings

Children are among the most vulnerable members of society and Bowmans is strongly committed to advancing their rights. We have a 10-year track record of representing children in Children's Court proceedings, thus giving effect to Section 28 of Constitution of the Republic of South Africa. Some examples include:

Care and contact application: We assisted two minor children in a care and contact application lodged by their mother in the Alexandra Magistrates Court. The mother had been released from prison after serving a sentence for theft and wanted to have her children, who had been in the care of their grandmother, back with her. The grandmother refused. The children were subsequently removed from their grandmother's care as she was refusing the mother access to the children, even though a court order granting access was in place. The children were placed in temporary care with foster parents until they were reunited with their mother.

Alleged neglect: A 10-year-old boy was removed from the care of his parents because of alleged neglect. After he had been in foster care for four years, the social worker dealing with the case began the process of reuniting the child with his biological family. However, a clinical psychologist from whom we sought an opinion was of the view that the boy was not ready to be reunited with his family. The parties, with the exception of the boy's biological parents, were in agreement that the foster care order should be extended. We arranged the extension.

From foster care to adoption: After almost 10 years in foster care, a young boy was adopted by his foster parents after we helped to remove the obstacles standing in the way. The boy was 10 months old when he was removed from the care of his mother, who had been abusing alcohol. He was placed in a children's home. A couple who visited the home made a successful application to foster him. When the child turned 10, the couple wanted to adopt him but his biological parents – who did not visit him – refused consent. We were briefed to prepare the application to dispense with the mother's consent. We consulted with the biological parents and their legal representatives, and they agreed that adoption was in their son's best interests. We also briefed a clinical psychologist to consult with the boy and prepare a report for the Children's Court, which finally made an order for the adoption.

ASSISTING REFUGEES

Refugees in South Africa struggle to obtain or renew their refugee permits, frequently encountering incompetence or sheer indifference along the way.

2020: SMALL VICTORIES FOR REFUGEES FACING UPHILL STRUGGLES

We regularly assist at ProBono.Org's Refugee Law Clinic and are proud to have had the opportunity to help clients like the Bikopo family.

Mr Bikopo came to the clinic requesting assistance with the renewal of his formal recognition of refugee permit, which had expired. His problem was that the Department of Home Affairs was refusing to renew it, placing him in a precarious position.

From the time Mr Bikopo, his wife and their daughter had entered the country, they had been diligent in renewing their permits, a process involving a combined family file at Home Affairs. In April 2017, however, the department insisted on seeing a separate file for Mr Bikopo, even though no such file existed.

We formally communicated the details of Mr Bikopo's situation to Home Affairs. He then visited the department, taking copies of all our correspondence with him, and was successful in renewing his permit.

It then came to our attention that Mrs Bikopo had applied for permanent residence for the family. Our team volunteered to assist with this process, which included an interview and payment for registration, and in October 2019, Mrs Bikopo collected her permanent residence certificate. According to Home Affairs, Mr Bikopo would be given his certificate soon thereafter.

For refugees in South Africa, small victories such as these can make all the difference between peace of mind and a precarious, uncertain existence.

COMBATting GENDER-BASED VIOLENCE

We lend extra capacity to the courts every Tuesday when we assist victims of domestic violence to obtain Protection Orders.



Registered Law Clinic

1st Floor West Wing, Women's Jail, Constitution Hill, 1 Kotze Street, Braamfontein

PO Box 4193 Johannesburg 2000

Telephone 011 339 6080 fax 086 512 2222 info@probono.org.za www.probono.org.za

NPC No. 2007/002099/08 • NPO No. 124-651 • PBO No. 930025348 • S. 18A tax exempt

23 June 2023

ProBono.Org would like to congratulate Bowmans on marking ten years of the firm's Pro Bono Programme. This is an important milestone and we salute the team for the invaluable contribution they have made to the pro bono landscape and the assistance it has provided to the vulnerable and marginalised in South Africa.

We are particularly grateful for the co-operation we have enjoyed with the Pro Bono team through Fatima Laher, who has assisted us with presenters for our legal practitioner and community workshops, being accommodating in taking on our clients' cases and, most recently, hosting our 2022 Pro Bono Awards ceremony.

We wish the Pro Bono Programme all success for another decade of vital assistance to those most in need.

Yours sincerely,

Teresa Yates
National Director

Directors: Mohamed Randera, Candice Pillay, Ilan Lax, Meluleki Nzimande, Sayi Nindi, Teresa Yates, Wendel Bloem

HELPING EMPLOYEES ENFORCE THEIR RIGHTS

Our employment lawyers in both Cape Town and Johannesburg service the SASLAW Labour Law Clinics situated at the Labour Courts in both these jurisdictions. This is an important access to justice point for workers seeking employment law advice or redress with their labour law matters, especially where they may have been unfairly dismissed.



The South African Society of Labour Law (SASLAW) is committed to assisting unrepresented and indigent litigants to obtain access to justice. Clients are able to receive advice on their labour matters from professional and qualified lawyers in a dignified manner.

2020: UNFAIR DISMISSAL

Mr Kassimu Msusa, an asylum seeker from Malawi, was referred to us by the SASLAW Pro Bono Clinic.

He had referred an unfair dismissal dispute to the South African Commission for Conciliation, Mediation and Arbitration (CCMA) after his employer, Frimax Food (a producer of potato and corn-based snacks) terminated his employment.

In terms of the arbitration award, Mr Msusa's dismissal was found to be both substantively and procedurally unfair, and the employer was ordered to pay him compensation. However, the company launched what appeared to be a frivolous review application in the Labour Court seeking to have the arbitration award reviewed and set aside.

On 1 July 2020, after extensive negotiations, the parties entered into a settlement agreement. The company agreed to pay Mr Msusa a sum of money equal to five months of his salary and to withdraw its review application. The full amount agreed on was paid to him on 10 July 2020.

We successfully represented Mr Msusa in defending the review application and enforcing the award.

2020: MATERNITY BENEFITS

We acted for a Western Cape fish-and-chip shop employee in 2020, when she returned to work after four months' maternity leave only to be told that she had been replaced and her employer no longer wished to employ her.

Our client, who had been working a six-day week, had received ZAR 400 a week. This compared to the minimum wage of ZAR 781.14 a week set for the hospitality sector at the time.

We assisted her in bringing a claim for arrear wages in line with the wage tables set for the hospitality sector. This claim was instituted in terms of the enacted section 73 of the Basic Conditions of Employment Act and was settled at the CCMA.

2019: DISCIPLINARY RECORD

A 20-year-old aspiring teacher, whose employer had charged her with numerous counts of misconduct and then dismissed her, can still look forward to a bright future.

In a settlement agreement reached at the CCMA in May 2019, Lirizia Viljoen received a clean disciplinary record and monetary compensation.

This was after we assisted her in lodging both a procedurally and substantively unfair dismissal claim at the CCMA. We also assisted her in preparing for arbitration, which did not go ahead as the parties settled before the commencement of the arbitration.

This was extremely important to Ms Viljoen, who did not know what her employment rights were or how to deal with the matter. The favourable outcome means she can look forward to a new beginning and a successful career.

**2019: RACIAL DISCRIMINATION**

In 2019, justice was finally served in the matter of *September and Others v CMI Business*. Judgment in our clients' favour was handed down in the South African Constitutional Court more than six years after we had taken on the matter through the SASLAW Labour Law Clinic.

We acted for Theo and Dean September and Ronald Paulsen on a pro bono basis from the end of 2011. The judgment came following two trips to the Labour Court (both of which we won), one to the Labour Appeal Court (LAC) (which we lost), and the final one to the Constitutional Court.

Our clients claimed to have been subjected to significant racial discrimination; they had consequently resigned from their positions and a claim of an unfair constructive dismissal was referred to the Labour Court. A judgment granted on 12 February 2013 ordered that compensation of ZAR 672 000 be paid collectively to the three employees, equating to a maximum of 24 months' remuneration.

Following a rescission application to the Labour Court from the company, which was unsuccessful, the company appealed this rescission ruling at the LAC and was successful. We then approached the Constitutional Court.

The main issue to be decided at the Constitutional Court was whether evidence relating to discussions held during a conciliation hearing at the CCMA was privileged and could not be relied upon by the Labour Court.

This required the Constitutional Court to interpret Rule 16 of the CCMA Rules (prior to its amendment). In a majority judgment written by Justice Theron, the Constitutional Court held that the rule did not impose a blanket ban on evidence led at conciliation proceedings. Accordingly, the LAC judgment was set aside.

2017: PEOPLE WITH DISABILITIES

A tragic failed suicide attempt left our client with a facial disfigurement and a speech impediment.

On returning to his job as a general manager, his employer claimed that our client's disability made him unable to do his job 'fully', despite medical reports confirming that he was fit and able to resume work. We challenged the dismissal. The court declared it unfair and our client was awarded over ZAR 1.5 million in damages.

Apart from the terrible and too rarely acknowledged impact of depression, this case illustrates how little is understood by employers about the law protecting people with disabilities. It also shows the devastating discrimination people with disabilities face.

Through this case we were given the opportunity to make a meaningful difference in an individual's life and at the same time protect the rights of people with disabilities in the workplace.

2015: PENSION FUNDS

We were approached by the SASLAW Pro Bono Clinic on 8 October 2014, regarding a pension funds dispute.

Our client was employed by Procure Cleaning Service (Pty) Ltd (Procure) from 1 October 2006, until her employment was terminated on 28 February 2013.

She should have been a registered member of The Contract Cleaning National Provident Fund (the Fund), and entitled to receive a withdrawal benefit from the fund upon her exit from service.

However, she was paid a minimal amount, and it came to light that she was not registered with the fund for the first few years of service.

She lodged a complaint with the Pension Funds Adjudicator who ordered Procure to register her retrospectively with the fund, and pay all arrear contributions. The fund was then ordered to pay her the benefit she should have been entitled to.

A year later, no payments had been made to our client as the order had directed. We established that Procure had provided the fund with the Schedules required, but it had not received any cooperation from the fund.

We proceeded to correspond with Procure and the fund to ensure that the order was complied with. Thereafter our client received all payments due to her, including late payment of interest.



From 1 March 2013 to 28 February 2023, our SASLAW contribution was:

 **5 109**
HOURS

 **ZAR 10.6m**
VALUE



20 July 2023

Attention: Fatima Laher
Head of Probono
BOWMANS
Via Email: fatima.laher@bowmanslaw.com

Dear Fatima,

RE: Letter of Support - SASLAW PROBONO PROJECT

As you celebrate your 10 year anniversary of your pro bono program, the SASLAW Probono NPC would like to congratulate and thank you for the support we have received from your firm towards our Project.

Since 2011 to date, the various Practitioners from Bowmans have contributed over 1000 hours towards assisting litigants in the Labour Court who have no other access to justice. These hours would have involved assessing client cases at our Labour Court offices as well as taking on matters with good prospects of success to their completion in the Labour Court. We receive assistance from Bowmans practitioners in both our Cape Town and Johannesburg Labour Court Probono offices.

Furthermore, not only has Bowmans contributed extensive time towards our project over the past 10 years, the firm has also been financial contributors and we are most grateful for these funds which are desperately needed yearly to ensure the administration of the office is able to continue and function efficiently at the Labour Courts.

Once again on behalf of SASLAW, we would like to express our gratitude towards Bowmans for the extensive support we receive and look forward to maintaining our excellent relationship in the years to come.

Yours sincerely

DocuSigned by:
Venolan Naidoo
4432DAB5A4C4EA...

Venolan Naidoo
SASLAW National President & SASLAW NPC Director



Community Advice Offices South Africa

357 Visagie Street, Pretoria

www.caosasouthafrica.org.za

Tel: 010 746 -1699

1 July 2023

**Bowmans
The Managing Partner
And
The Head of Pro Bono**

LETTER OF SUPPORT TO BOWMANS FROM THE COMMUNITY ADVICE OFFICE SECTOR IN SOUTH AFRICA

CAOSA, through its structures at provincial and national levels, wishes to express its gratitude to Bowmans for being the first law firm to engage with the community-based paralegal sector actively and meaningfully.

As the national coordinating body of the Community Advice Office Sector in South Africa, our complement of community-based advice office members throughout South Africa, provide free primary legal and socio-economic services to vulnerable and indigent communities. With the multiple and diverse support received from Bowmans, various interventions targeting community advice offices in Gauteng, Kwa Zulu Natal, and the Western Cape enabled the sector to respond to emerging issues in their respective communities.

We recognize and acknowledge Bowmans' foresight in partnering with the sector as a testament to their commitment to assisting organisations that work with the most vulnerable in society. We also continue to benefit from Bowmans' willingness to open their doors for events and with linkages to national and international contacts to further amplify and increase the sector's visibility. This has resulted in the sector's work and contribution being recognized by a diverse pool of partners both nationally, continentally, and internationally.

We have recently concluded the organisational strategic process and have noted strategic partnerships with the legal fraternity as one of the focus areas of the organisation for the next 5 years. We trust that this area will be strengthened and that it will grow through continued engagement, collaborations, and support from Bowmans.

In conclusion, we send our heartfelt appreciation to the Managing Partner, the Partners and the Head of Pro Bono at Bowmans who have demonstrated their commitment to enabling access to justice and for always availing resources for this important area of work to make a truly equal, truly free and sustainable South Africa a reality.

Board of directors: JP D. Mlambo (chair), M. Shongwe (CA)(SA), W. Ncube, N.J. Matakanye, Z.A. Hlatshwayo, N. Tshabalala, A. Roji, S.O. Lawrence, R.T. Tshoaedi (executive director)
2012/060283/08 NPC NPO: 104-280 PBO: 9399 146175

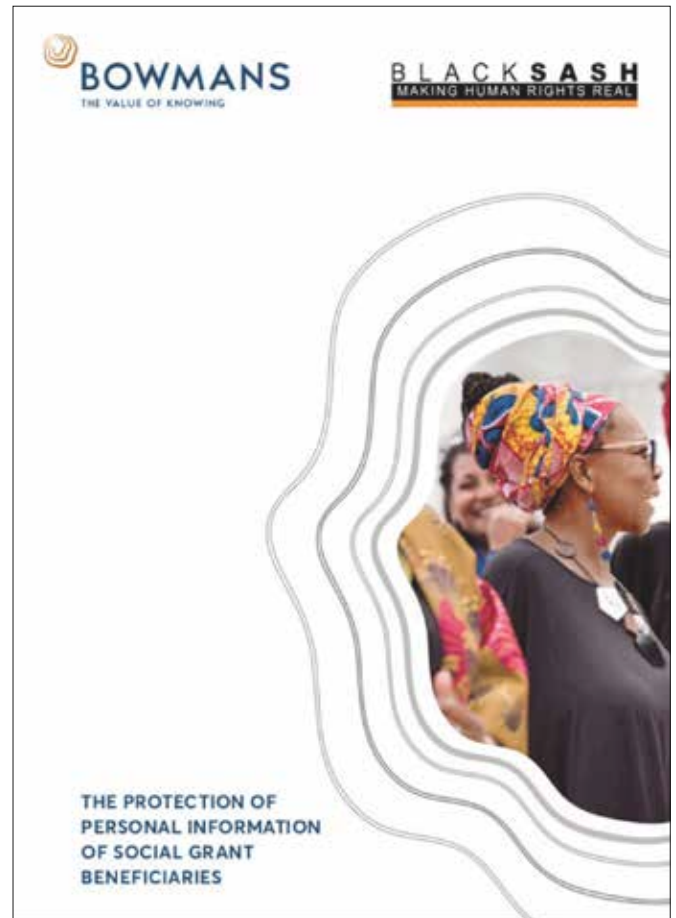
ACCESS-TO-JUSTICE PUBLICATION

We work with a range of access-to-justice advocates to help vulnerable groups and communities to access the justice system.

THE BLACK SASH

We collaborated with the Black Sash in South Africa to prepare an information booklet titled 'The Protection of Personal Information of Social Grant Beneficiaries'.

This was part of an ongoing Black Sash initiative to train paralegals working in rural areas to advise beneficiaries on their rights. The personal information of these vulnerable groups is often compromised.





SUPPORTING VICTIMS OF GENDER-BASED VIOLENCE

GBV has been described as a second pandemic with untold suffering laid bare during the Covid-19 pandemic. Over the years, Bowmans has undertaken a variety of GBV-focused pro bono initiatives and supported various GBV-related charitable causes.

Our work in this area commenced in 2014, some nine years ago. We undertook to channel most of our pro bono resources in a multi-faceted manner targeting gender and LGBT vulnerable groups through a variety of pro bono initiatives. These include access to justice, litigation, corporate law services, legal research, legal training, and CSR-related activities directly impacting on the rights of this vulnerable group and creating awareness of their rights and plight.



BOWMANS

SERVICING DOMESTIC VIOLENCE HELPPDESKS

Bowmans understands that key points for access to justice for poverty-stricken people are at the Magistrate's Courts, and therefore first initiated discussions with the Randburg Magistrate's Court in 2014.

It became clear there was a need for victims of domestic violence to obtain protection orders and that the clerks of the court and magistrates needed assistance. We now participate in the Domestic Violence Helpdesk project at the Randburg Magistrate Court every Tuesday and the project has grown substantially since 2014.

We believe that we provide valuable services to the most vulnerable. By lending additional support to these court-based projects, over and above providing legal services, we also afford dignity to victims by giving them a respectful, patient, compassionate and caring environment within which their matters are attended to.

The project has grown phenomenally in that the informal settlement of Diepsloot now also falls within the Randburg Magistrate Court's jurisdiction. People in need are referred every Tuesday to our volunteer lawyers who have assisted hundreds of victims over the years to successfully obtain protection orders.

To obtain Law Society accreditation, our offices approached ProBono.Org for the hours to be accredited as legitimate pro bono hours.

Our work on this helpdesk was interrupted for two years during the Covid-19 pandemic but we are very pleased that we recommenced our in-person services in March 2022.



Our contribution to domestic violence helpdesks since 2014

 **ZAR 5.2m**
VALUE

 **3 170**
HOURS



LEGAL RESEARCH

TrustLaw: online harassment of female journalists

We participated in an international research project, contributing to the Kenyan chapter on online harassment of female journalists. Undertaken by TrustLaw, the research culminated in a 'Know your rights' guide to assist journalists to understand the legal frameworks supporting media rights in various jurisdictions.

In 2019, **Vance Center of International Justice** began a project to shed light on the treatment of women in prisons across the world. Our Nairobi office researched conditions for women in Kenyan prisons.

Our South African and Ugandan practices participated in a project researching laws for a non-profit organisation whose key objective was to assist women in countries with restrictive abortion laws.

“The work done was completed as part of a larger project specifically on women journalists' safety in collaboration with UNESCO. Both UNESCO and the International News Safety Institute published the KYR Guide at the end of September, to coincide with a UNESCO launch event around online harassment.”

Elise Perry, legal manager: EMENA, TrustLaw



INTERNATIONAL NEWS SAFETY INSTITUTE

TrustLaw



THOMSON REUTERS
FOUNDATION

With the support of UNESCO and the Swedish Postcode Foundation for the country chapters on Kenya and India



With legal contributions from:

ARTHUR COX

**Baker
McKenzie.**



LATHAM & WATKINS



BOWMANS

Dechert
LLP



Nishith Desai Associates
LEGAL AND TAX COUNSELING WORLDWIDE

PAUL
HASTINGS

intel

+simmons
simmons

TRAINING

To support our lawyers servicing domestic violence helpdesks, we held a training and sensitisation session at our office in Johannesburg and used it to produce a training video. We make the training video available to all of our lawyers who volunteer for these helpdesks so as to empower them to confidently and professionally assist clients. The training video deals with the substantive law in relation to the Domestic Violence and Prevention of Harassment Acts.

ONE Campaign: anti-harassment training

In 2022, members of our South African Employment and Benefits Practice assisted ONE Campaign, a non-profit organisation, to roll out its anti-harassment training for staff and managers.

ONE

Rape Hurts: sexual harassment policy

We assisted Rape Hurts in Uganda to develop a Sexual Harassment Policy which has been adopted by over 150 organisations under its auspices. The policy has reached hundreds of thousands of different people who are using it to safeguard themselves from sexual harassment in the workplace.



HACEY Health Initiative: research support

We assisted HACEY Health Initiative, a non-profit organisation in Uganda, by completing research and providing an outline of national legislation, policy and case law on anti-female genital mutilation (FGM). The report informed an advocacy toolkit aimed at reforming FGM laws in three states in Nigeria. HACEY published the report, which is available as a public resource.



“The work you started among us (regarding) this policy has gone overboard reaching out to hundreds of thousands of different people, who are using it, to safeguard themselves from workplace sexual harassment.”

Hellen Lunkuse Waiswa Tanyiniga, executive director of the Rape Hurts Foundation

LITIGATION



SAHRC

We successfully acted for the SAHRC in a Constitutional Court matter calling for the recognition of Muslim marriages, which has resulted in better protection of Muslim women and children in South Africa. Our work on this matter aligns with our pro bono work on gender and family justice more broadly, including our work at the domestic violence helpdesks.

SAHRC

We acted for the SAHRC in *SAHRC v Qwelane*. In 2022, the Constitutional Court found that Mr Qwelane's offending remarks undoubtedly constituted hate speech and diminished the dignity of members of the LGBTI+ community by violating their rights to equality and human dignity.

Polokegelo Shelter for Abused Women

We acted for the Polokegelo Shelter for Abused Women in a matter against the Department of Social Development on funding due to the shelter. To date we have contributed almost 557 hours on this matter.



ADVISING NON-PROFIT ORGANISATIONS

By supporting organisations that help victims of GBV, we can make a meaningful impact as a corporate law firm. Here are some of the organisations we have assisted with corporate law pro bono services:



76 hours



158 hours



32 hours



78 hours



47 hours



72 hours

COLLABORATING AND MAKING OUR RESOURCES AVAILABLE

LAWYERS AGAINST ABUSE (LVA)

In the build-up to our observance of 16 Days of Activism for No Violence against Women and Children from 25 November to 10 December 2023, we collaborated with LVA to discuss some of the recent changes in the legal landscape governing GBV.

We invited our staff across our offices in South Africa, as well as our pro bono stakeholders, to join us in a conversation titled 'An analytical look into recent changes in the GBV legal landscape and what it means for GBV victims and survivors'. This event, held on 5 October 2022 at our Johannesburg office, focused on some of the changes introduced by the three pieces of GBV legislation that came into effect in early 2022.

The following key judgments were also covered:

- *Coko v State* (consensual foreplay implies consent for sexual penetration); and
- *AK vs Minister of Police* (SAPS liability for secondary trauma due to failure to investigate a GBV case in a reasonably effective way).



897 Ingonyama Street • Diepsloot, Ext 2
Johannesburg • South Africa
T: 072 031 1840 • info@lva.org.za



23 June 2023

Re: Letter of Support for Bowmans' Pro Bono Programme 10-year anniversary

Lawyers against Abuse (LvA) is non-profit organization that works to ensure that victims of gender-based violence (GBV) have meaningful access to justice by providing free legal services and psychosocial support, empowering communities and engaging state actors. We operate walk-in centres in the communities of Diepsloot, Orange Farm and Hillbrow, where we have assisted over 2,200 GBV victims and affected family members to date.

Over the past ten years, LvA has observed Bowmans Attorneys' commitment to addressing gender-based violence (GBV) in South Africa through a wide range of initiatives including its ongoing partnership with LvA. This partnership has included pro bono legal assistance during LvA's initial formation, ongoing financial support and collaboration on events for Bowmans staff and others including, most recently, a panel discussion for 16 Days of Activism 2022 that explored significant changes in the GBV legal landscape.

LvA congratulates Bowmans Attorneys on the 10-year anniversary of their Pro Bono Programme and for the positive impact that they have had in the lives of GBV victims and survivors in South Africa. We wish them the best of luck on their future endeavors.

Sincerely

Lindsay Henson

Executive Director

For and behalf of Lawyers against Abuse

www.lva.org.za www.facebook.com/lawyersagainstabuse

To make a donation, herewith our banking details: FNB, 4 Merchant Place, B/Code 200607, Acc no. 62333686345, Swift Code FIRZAJJ
Income Tax Exemption Reference Number: PBO 930037235
NPO Number: 159-504 NPO

Board of Directors: Myhurie Parbhoo, Thandekile Matenga, Phindile Khulu, Claire Veitch, Robin Pearse, Lerato Zikalala, Nthabiseng Mokoena, Nobantu Masebelanga
Champions: Justice Edwin Cameron, Garth Japhet, Prof. Michael Katz, Justice Mandisa Maya.

FILM SCREENINGS ON OBSTETRIC VIOLENCE

Embrace is a national social movement for mothers. It values and celebrates motherhood and the critical role mothers fulfil socially, economically and politically in South Africa.

Embrace produced a mini-documentary series in partnership with Makhulu Media on obstetric violence as part of a broader advocacy strategy to promote obstetric justice and sexual and reproductive health rights by addressing the systemic violence that occurs within the healthcare system.

Obstetric violence refers to rights violations and abuses affecting pregnant women and birthing people while accessing healthcare during pregnancy, labour, childbirth and in the postpartum period.

The series comprises five documentary short films and takes a deep dive into the realities of women accessing maternal healthcare in South Africa. They explore the lived experiences of four survivors of obstetric violence. The fifth and final film in the series foregrounds and contextualises obstetric violence and includes the expert voices of researchers, activists and health workers seeking to end obstetric violence.

Embrace planned two launch events for the release of the mini-series during the 2022 campaign of 16 Days of Activism for No Violence Against Women and Children.

We collaborated with Embrace in hosting the Johannesburg leg of the obstetric violence series screenings on 30 November 2022. This supports our overall legal work on GBV and enabled us to assist in giving exposure to this lesser-known form of violence against women.

The event was well attended by entities working across the human rights, health equity and GBV and femicide spaces. Invited guests were from different sectors and people directly affected by obstetric violence were also present.



SOUTH AFRICAN HUMAN RIGHTS COMMISSION

In 2019, we collaborated with the SAHRC to host a panel discussion exploring the structural manifestations of GBV and femicide, measures to address gaps in accountability, and practical suggestions for expanding support to GBV survivors.



THOMSON REUTERS FOUNDATION

In 2014, we partnered with the Thomson Reuters Foundation to host the Trust Women's annual conference, which brings together global corporations, lawyers and pioneers in the field of women's rights.



AMNESTY INTERNATIONAL

In 2015, we partnered with Amnesty International to host an event on universal access to sexual reproductive rights alongside the African Union Summit held in Johannesburg.



16 DAYS OF ACTIVISM FOR NO VIOLENCE AGAINST WOMEN AND CHILDREN

We have been participating in the 16 Days of Activism for No Violence against Women and Children Campaign since 2015.

It has become customary for us to make charitable donations at this time (25 November to 10 December), and for our employees to wear white ribbons and/or take the Bowmans pledge against GBV.

The many organisations that benefited from our contributions included the Haven Shelter for Abused Women, End Acid Violence, Open Door Crisis Centre, Philisa Abafazi Bethu and the Saartjie Baartman Centre. Other organisations that have been beneficiaries include shelters caring for abandoned babies, namely Atlantic Hope in Cape Town, The Baby House in Durban and the Light House Baby Shelter in Johannesburg.

In 2022 we supported **UNITE! Activism** to end violence against women and girls.

The international 16 Days of Activism for No Violence Against Women and Children campaign is used as an organising strategy by individuals and organisations around the world to call for the prevention and elimination of violence against women and girls.

In support of this civil society initiative, the United Nations Secretary-General launched the UNITE campaign to end violence against women by 2030. Its aim is to increase global awareness, galvanise advocacy efforts, and share knowledge and innovations.

We asked our staff to support the UNITE campaign, which has proclaimed the 25th of each month as 'Orange Day' – one day a month on which to raise awareness and take action to end violence against women and girls. We encouraged our staff to show their solidarity and support for this cause by wearing orange on Friday, 25 November.

In 2020, we observed the 16 Days by supporting the **#itsnotok campaign**, using our social media profiles to encourage people to take the pledge and spread the message about it. In previous years, we asked our staff to join in the "**Count me in Campaign**".





PROBONO.ORG DOMESTIC VIOLENCE AWARDS IN 2020 AND 2023

Bowmans won the Domestic Violence Law Award at the annual ProBono.Org awards event held on 26 January 2023.

The award recognises the significant pro bono contribution made by Bowmans, under the Family Law Category, in particular the help we provide ProBono.Org clients at the Randburg Magistrate's Court on domestic violence matters.

On 29 October 2020, we received the Pro.Bono.Org Director's Special Mention Award for our work in servicing the Domestic Violence Helpdesk at the Randburg Magistrate's Court.

CONCLUSION

Bowmans is proud to be part of the solution to addressing the legacy problems in Africa. We are committed to ensuring that some of our finest resources are made accessible to the most vulnerable and to their causes.

We are determined to continue with this work which we started some nine years. As a corporate law firm, we pride ourselves in our pro bono and CSR footprint which demonstrates our consistent commitment to stand for the rights of the victims of GBV, even when this topic did not enjoy prominence in the media or by the State. Most of all, our work on gender and GBV is testament to the quiet commitment of our lawyers across all of our offices who have rendered their services to this cause and for that we will always be grateful.





STIMULATING DEBATE AND MAKING OUR RESOURCES AVAILABLE FOR JUST CAUSES



As lawyers, we all have a role to play in promoting and protecting human rights, the rule of law and access to justice; both individually, and more powerfully, by acting together. Hence, it was important to us from the outset, in our undertaking of pro bono work, to build strong relationships with civil society organisations, to work in collaboration with them and to make our finest resources available for worthy causes. We have been fortunate to have enjoyed many such collaborations over the past 10 years. In particular, we have partnered to stimulate legal debate and ventilate issues deeply affecting our society.

We are privileged to share some highlights of our most important and memorable collaborations that encouraged debate and discussions, and that we were fortunate enough to have hosted at our offices. We are grateful to the many organisations that have worked with us.

2020

COMMUNITY ADVICE OFFICES SOUTH AFRICA

We hosted a panel discussion on access to justice and its return on investment in conjunction with Community Advice Offices South Africa (CAOSA).

Corporates were invited to attend the event, which highlighted the access-to-justice gap in South Africa and how corporates can help to close the gap.

Tshenolo Masha, COASA executive director, facilitated the conversation.

The panellists were John Jeffery, Deputy Minister of Justice, Louise Jones of the Old Mutual Foundation, Bongiwe Mlangeni, CEO of the Social Justice Initiative, and Jonathan Klaaren of the University of the Witwatersrand.

In addition, year on year, we have made donations to CAOSA, assisting approximately 54 of its community legal advice offices to meet their data connectivity, stationery and other operational needs.



2019

11TH BRAM FISCHER LECTURE, LEGAL RESOURCES CENTRE

Bram Fischer was a prominent anti-apartheid lawyer, best known for leading Nelson Mandela's defence team in the Rivonia Trial of 1963 and 1964.

His contribution to the realisation of social justice and equality in South Africa was remembered during the Legal Resource Centre's 11th Bram Fischer Lecture on 18 September 2019, which we hosted in our Johannesburg office auditorium.

The then Deputy Chief Justice of the Constitutional Court, Justice Raymond Zondo, was the keynote speaker at the event, which coincided with the celebration of Heritage Month. Justice Zondo spoke about the trial and sacrifices of Bram Fischer, who was found guilty on charges of furthering the aims of communism and conspiracy to overthrow the Government in 1966, and sentenced to life imprisonment. He was allowed to leave prison for reasons of ill-health in 1975 and died a few weeks later while under house arrest.

The 11th Bram Fischer Lecture, hosted to raise awareness of constitutionalism, human rights, advocacy and jurisprudence, was one of the main activities of the LRC's 40th anniversary celebrations in 2019. The LRC has been at the forefront of the fight for justice and human rights since the apartheid era and was founded on the principle that all South Africans deserve to live with dignity, without oppression and with full political and socio-economic rights.

We were proud to host this event and grateful for the opportunity to have done so.

2019

KADER ASMAL LECTURE - CASAC

We hosted the Kader Asmal Lecture on 12 July 2018 on behalf of the Council for the Advancement of the South African Constitution. The keynote speaker was Justice Leona Theron who delivered a moving lecture entitled 'Education - The Passport to Change'. The event was well attended by members of the legal fraternity, students and the public.





National Office

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REGISTRATION No. 2022/410419/08
PBO No. 930077643
NPO No. 290-199



19 July 2023

To: Fatima Laher
Head of Pro Bono
Bowmans
11 Alice Lane
Sandton, Johannesburg
2146

Per email: fatima.laher@bowmanslaw.com

Dear Fatima

The Legal Resources Centre (LRC) is proud and delighted to be associated with the Pro Bono Department at Bowmans and sends its heartfelt congratulations to the Pro Bono Department on 10 years of excellent work in South Africa and across the African Continent.

The value of initiatives like the vital Domestic Violence Help Desk at the Randburg Magistrate's Court for victims of domestic violence cannot be overstated in a country that is beset by violence. The Pro Bono team must be commended also for its CSR initiatives like the Ishishini Lethu project which provides legal support to small businesses and startups. The Pro Bono Department's provision of free legal services and its collaborations in the NGO sector are very welcome as the need for such services and partnerships grow each day.

The LRC would particularly like to thank Bowmans Chairman, Ezra Davids and you, as the Head of Pro Bono, for your unstinting support of the LRC over the years, including the candidate attorney programme, hosting the LRC's Bram Fischer Lecture and acting as advisors on a range of LRC issues.

Here is wishing the Bowmans Pro Bono Department all the success for its second decade.

Warm Regards

Nersan Govender
National Director, Legal Resources Centre



2019

DIALOGUE WITH THE LEGAL PROFESSION ON EXPROPRIATION OF LAND WITHOUT COMPENSATION - PROBONO.ORG AND WITS UNIVERSITY

There has been widespread discussion and speculation on the impact and effect of land expropriation in South Africa, so ProBono.Org partnered with us and the University of the Witwatersrand to gather members of the legal profession together to discuss the topic.

The context for the dialogue was the Constitutional Review Committee's mandate to propose constitutional amendments to secure future land tenure and expropriation. Any review or possible amendments to the Constitution will have a direct impact on the legal profession and how law will be practised in respect of land and any associated rights.

Nompumelelo Seme from the University of the Witwatersrand facilitated the dialogue, which sought to clarify the legal position around what land expropriation is and understand the effects it could have on the various spheres of society.

The legal profession will have to keep up to date as developments unfold and be fully aware of the legal ramifications. These dialogues were a positive step towards this.



2017

HOSTING AN INTERNATIONAL LEGAL AID CONFERENCE - LEGAL AID SOUTH AFRICA

In June, the 2017 International Legal Aid Group Conference was held for the first time on the African continent, co-hosted by Legal Aid South Africa. We provided a venue for one of the three days of the conference at our office in Johannesburg.

The conference focused on ensuring access to justice by:

- considering models of successful and sustainable legal aid provision;
- discussing legal services and the needs of poverty-stricken people;
- cementing access to justice through treaties and constitutions;
- exploring technology and self-help avenues to simplify the law for those who often least understand it;
- ensuring that high standards of quality are maintained while having a parallel conversation about cost and affordability; and
- guaranteeing that legal aid truly works for those who most require access to justice.

The output of these discussions links to the UN SDGs, which seeks to ensure access to justice for all by 2030.

We were proud to sponsor such a meaningful event and to strengthen our relationship with Legal Aid South Africa, which is widely regarded as one of the best models of legal aid service provision in the world. Legal Aid South Africa champions the rights of all people to access justice through the constitutionally mandated provision of independent, accessible and quality legal aid services in criminal and civil legal matters.

2017

YOUTH DAY - 40TH ANNIVERSARY COMMEMORATION JOHN BRAND INTERVIEW

On the eve of the 40th anniversary of the 1976 student uprisings, we took time to commemorate the historical event through a conversation with one of our long-serving ex-partners, and current consultant, John Brand.

As a young associate at the then Bowman, Gilfillan & Blacklock, John was involved with many political cases in the wake of 16 June 1976. In particular, John discussed the Edelstein murder trial and the trial of 159 school children who had assembled illegally in the Johannesburg Library Gardens.

He not only touched on some historical aspects of the protests, the trials themselves and the practices of the security police and magistrates at the time, but also highlighted the timeless duty of attorneys to represent their clients to the best of their abilities.

The informative hour ended with an interactive discussion on the impact the work had on John's career and some interesting questions from the floor about how it was that a corporate firm came to be one of the few willing to assist students arrested and charged after the 1976 protests.

History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.

Maya Angelou, author and activist



2016

SCREENING OF *SOFT VENGEANCE* - JUDGE ALBIE SACHS

Our Johannesburg office was privileged to host the screening of a film about Judge Albie Sachs, who is a former Constitutional Court judge, writer, art lover and freedom fighter.

Titled *Soft Vengeance*, the film is set against the dramatic events leading to the end of the apartheid regime in South Africa. It delves into Justice Sachs' astounding sense of reconciliation and humanity and is seen as a stepping stone on South Africa's path to reconciliation.

This was a memorable and deeply moving film supplemented by a variety of interesting personal reminiscences from Judge Sachs and Penuell Maduna. Judge Sachs also responded in an impassioned way to some tough questions that were put to him.



CSR: IN SUPPORT OF COMMUNITIES

Many charities have benefited from our CSR initiatives over the years. Our focus has been to support smaller charities at grassroots level who are mainly working with poverty alleviation.

In this section, we provide an overview of our CSR initiatives over the years.





BOWMANS



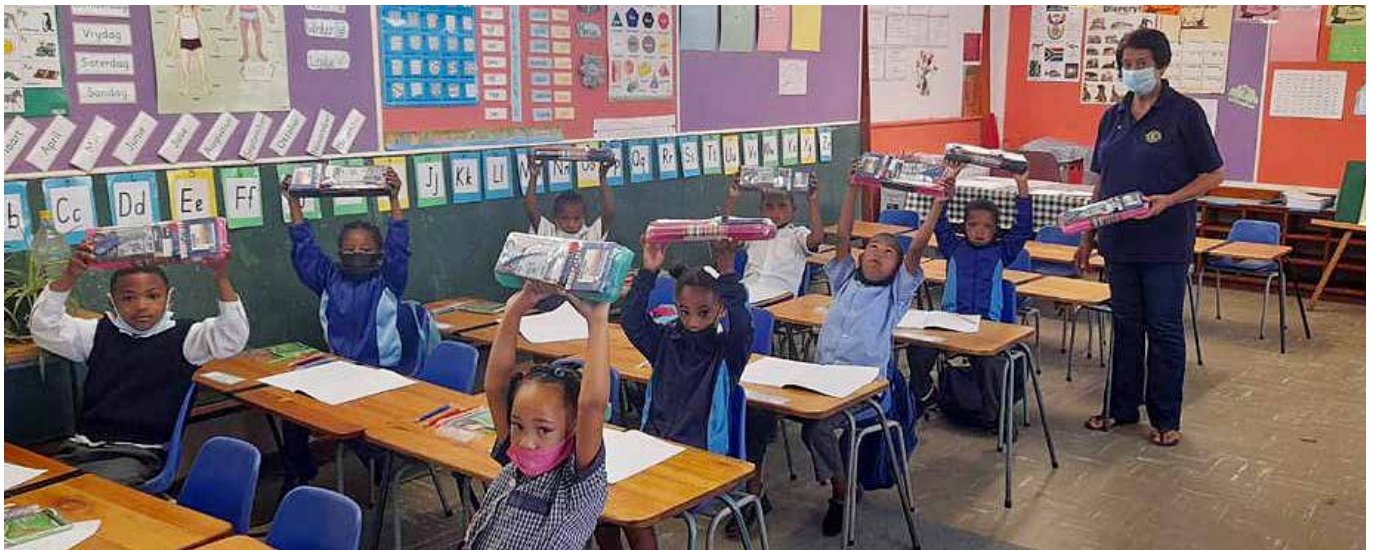
BACK TO SCHOOL

SUPPORT FOR LIONS CLUB PENCIL BOX PROJECT

Through the Lions Club of Kirstenbosch, we have made annual donations to the Pencil Box Project.

When schools reopen, our donation of pencil boxes is delivered to the children at various primary schools in the Western Cape that are in need.

In 2021, our donation of pencil boxes was delivered to the Christian David Moravian School, and in 2022 pencil boxes were delivered to Mannenberg School.



SCHOOL SHOES FOR LEARNERS IN NEED

In 2021, we collaborated with Youngage Foundation and Two Mountains to provide school shoes to 200 children in need.

More recently, we collaborated with Barefoot No More, a non-profit organisation, working towards ensuring that Africa's children do not go to barefoot to school. In 2022, 250 pairs of school shoes were delivered to a representative from Tholo Primary School for distribution. In 2023, 353 pairs were delivered to Tholo Primary School, situated in Uitkyk Village, Madikwe, North West Province.



**Lions Club of Kirstenbosch** • NPO: 030-753 • PBO: 930008559

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12 June 2023

Bowman Gillfillan
PO Box 785812
SANDTON
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Attention: Fatima Laher
Pro Bono Manager

Dear Fatima

Since 2016 Bowmans have been supporting the Lions Club of Kirstenbosch with funds towards their annual Pencil Box Project.

A large number of schools are located in a predominantly workers' class communities in the Western Cape. Massive unemployment is the order of the day. Many of the students come from dysfunctional homes where alcohol and drug abuse are rife. Most of these households are run by single parents (mother).

Some of the schools also have problems with gangs and many times the adverse socio-economic conditions prevalent in the communities are brought into the school.

Grade 1 learners from identified disadvantaged primary schools receive a pencil box on the first day of the new academic school year. The pencil box contains the necessary stationery items.

Together with the assistance of corporate companies and private individuals we have been undertaking this project for eight years.

We wish to say a Big Thank you to Bowmans for their financial contribution towards this project.

The Lions Club of Kirstenbosch would like to congratulate Bowmans as they celebrate 10 years of their official/formal pro bono/CSR program.

Kind regards

Ann

Ann Barr



Ian Grove
President



CELEBRATING YOUTH DAY

For Youth Month in June every year, we support deserving charities working with youth in disadvantaged communities.

CONNECT SPORT ACADEMY

Connect Sport Academy is a non-profit organisation nurturing South Africa's next generation of young professionals in the sports industry through consistent access to resources and opportunities. We have been sponsoring Lliitha 'Mister' Ntini from this academy, a young rugby player from Khayelitsha, for a number of years on his journey to sporting greatness.

Having grown up in an informal settlement in Khayelitsha with his mother and stepfather, Mister has become a national rugby sevens champion with Western Province (WP), while also representing the full WP side at U13 and U12 level before being selected for the U16 high performance squad prior to the Covid-19 pandemic.

“Mister continues to do really well. He's a permanent fixture in the SACS Rugby First XV despite still having another year of school to go in 2023. In no small part due to the support of organisations such as your own, we're optimistic of being able to now nurture Mister and several of his peers through the next crucial years of their development as young adults. This makes for an exciting time, not least with Mister having been a part of our academy since day one.”

Max Benson, director at the Connect Sports Academy



Coaching professional athletes, schools, clubs and the general public:
Nurturing SA's next generation. Access to resources, access to opportunities:

Bosmansdam High School, Adam Tas Avenue,
Bothasig, Cape Town, 7441.

Tel. (+27) 66 257 3626
email: hello@connectperformance.co.za

We are proud to support Bowmans and its team as they celebrate reaching the landmark of ten years of their dedicated CSR programme. Connect Academy has benefited from this initiative since 2016, specifically through the annual financial support of one of our young athletes throughout his time at school in Cape Town.

This longstanding commitment continues to help us achieve our mission: using sport to provide a challenging yet caring environment in which our young people have the freedom to unlock their full potential as independent young adults, in South Africa and overseas, whatever their background or personal circumstances.

The seven-year engagement of Fatima Laher and her team has spanned our growth from fledgling institution to established Non-Profit Company, personified by the development of the youngster assisted by them. As he now prepares to enter the adult world, we extend our sincere thanks to Bowmans and look forward to what we can go on to achieve together in the future.

Max Benson.

Director, Connect Academy.



PROVIDING EDUCATION SUPPORT FOR GIRL LEARNERS IN KENYA

In 2022, our Kenyan practice supported the Vanessa Grant School by providing school fees for a full year for 10 girl learners. The school provides education to girls from underprivileged backgrounds.



FUTURE MASTERS FC

Club Future Masters is a non-profit organisation based in Khayelitsha, Cape Town and uses the medium of football to uplift youth in the area. For the past three years, Bowmans has been supplying football equipment to their under-16 football team.

The team, comprising 25 young people, completed the three-year programme in 2022. To mark its successful conclusion, we handed over certificates and gifts to the players and their six team managers, acknowledging them as committed players for Future Masters Soccer Club.





IZIVUNGUVUNGU

Through Izivunguvungu, we continue our support for children attending schools such as Kleinberg Primary School in 2022.

The winds of change are blowing fresh air and sweet music through the streets of Ocean View in Cape Town, where 25 young musicians have formed an initiative called Izivunguvungu, which means 'sudden strong wind' in Isizulu. This is both unique and apt as these musicians mainly play trumpets and trombones.

The group, ranging in age from nine to 28, have made the decision to stay off the streets and not succumb to drugs and gangsterism, which are prevalent in their community. Making music has become their preferred choice.

The initiative came about as a result of a music project started in 1996 by the South African Navy Band and their director, Commander Mike Oldham. Izivunguvungu MSC Foundation was established in 2005 as a non-profit organisation affiliated to the SA Navy and partly funded by the Mediterranean Shipping Company.

Staff from Bowmans spent an afternoon at our Cape Town office with Izivunguvungu, who treated us to a wide repertoire of different musical genres. They interacted with the young musicians and handed them each a snack box filled with treats and a small gift to show our gratitude for them sharing their talent and passion for music.

We continue to support Mike Oldham with his work and regard it as a privilege to be part of this journey.



IZIVUNGU VUNGU MUSIC PROJECT

The support from Bowmans for the Izivunguvungu MSC Foundation for Youth (Music) Project during the last few years has been very much appreciated and has been a valuable contribution to the continuation of the Project.

In addition to the much needed financial support, representatives of Bowmans have visited the Project and have also allowed the youth groups of musicians to perform at their HQ in Cape Town, which was a valuable experience for the young people. The youngest members were, in some cases, experiencing their first 'public performance' while some of the seniors were able to display their talents as either soloists or assistant Conductors etc. Part of the ongoing development is to train older students, some of whom are studying online etc, to eventually take over the Project on a full time basis.

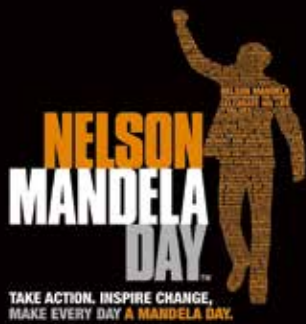
In cooperation with other NPO's we regularly review the Objectives and Aims, the main emphasis being on 'wellbeing and development', in this instance via musical educational activities. Discipline and constructive social interaction are key elements also, especially in an environment where crime, violence and general social insecurity impact on the lives of the young people. It has literally been articulated among Teachers and parents that 'music saves lives' and this is evident indirectly, providing activities that occupy the youth in their spare time.

It also has a direct impact such that many continue to belong to the music Project throughout school years and beyond, rather than associating with undesirable groups which their former friends had joined, leading to gang related situations, often illegal and even resulting in fatalities.

As referenced above, we are continuously grateful to Bowmans for their ongoing support and interest in our work in the local township areas adjoining Simon's Town and the South African Naval Base, which also provides us with office and storage facilities.

Kind Regards

Commander (ret) Mike Oldham, PS MMM LTCL
IZIVUNGU VUNGU MSC NPO MANAGER



OBSERVING MANDELA DAY

Every year for Mandela Day, we participate in a number of CSR initiatives in support of communities. Many charities have benefited from our Mandela Day initiatives. One such charity is Mama's Alliance.



MAMA'S ALLIANCE

Mama's Alliance is a network

that provides support to 33 independent non-profit organisations working in remote, rural and semi-urban areas within South Africa.

Through them, we were able to support various communities in 2023, including:



TREE – Training and Resources in Early Education is a non-profit organisation based in KwaZulu-Natal, serving deprived rural communities. Through TREE, we funded food parcels for families affected by the floods in the Jolivet and Ndwedwe areas.

LETCEE - Little Elephant Training for Early Education is a non-profit organisation that witnessed how children and their families were tragically caught in the floods and their shelters and belongings damaged, leaving them in desperate need of assistance. We funded food parcels for 25 families in the village of Potspruit in the Umvoti Local Municipality in rural KwaZulu-Natal.

For Mandela Day in 2022, through Mama's Alliance, we supported **NewBeginningZ**, a non-profit organisation caring for vulnerable people.

Our donation went towards providing 180 food parcels to the children and families within Iterileng, a large informal settlement west of Pretoria. Most of the residents were negatively impacted by the pandemic lockdown conditions and are single parents, granny/child-headed households and teenage mothers.



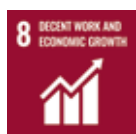
“We can change the world to make it a better place. It is in your hands to make a difference.”

Nelson Mandela, former President, South Africa

WOMEN'S MONTH: SUPPORTING THE ECONOMIC EMPOWERMENT OF WOMEN



For Women's Month in August, we have chosen to support organisations working to uplift women



SISTERS SEWING FOR THEMSELVES

In 2022 we supported the Sisters Sewing for Themselves project as part of our Women's Month outreach in support of the economic empowerment of women.

This community sewing project, based in Wendywood in Johannesburg, has been run by Premi Roopanand for the past 15 years. It operates out of the Wendywood Clinic and helps women to develop the fundamental skill of sewing to assist them in finding employment or generating their own income

Thina Thoba, a student who has been with the project for three months, expressed her gratitude for the sewing machines, iron, dress form and haberdashery that Bowmans donated.

Azminah Jhetam, Bowmans candidate attorney, handed over our donation of brand-new sewing equipment

“ I feel really happy for the donations the project received from Bowmans. We did not have a lot of machines, to the point where some of us had to carry our own machines from home just to continue with our lessons. We are all excited to see what we will create with them. ”

Thina Thabo, student at the project



SALLY'S WORKSHOP EMPOWERS 34 CHALLENGED WOMEN

San Salvador Home's community project, known as Sally's Workshop, aims to contribute to the development, livelihoods and education of disadvantaged women living with disabilities in Alexandra, Johannesburg.

There are 34 women involved in the project. They are transported to the workshop, where they make and sell handicrafts, perform light assembly work and provide services to local businesses, from Monday to Thursday every week.

Some of them are also involved in the Garden for Growth Project, where they grow vegetables and plants with assistance from the maintenance staff.

This project provides the organisation, its beneficiaries and their families with fresh produce, which is also sold to the public, thereby generating a small income.

Our donation to them for Women's Month in August 2021 went towards their annual transport costs, as well as the skills training and development costs for the 34 beneficiaries.



PLAYPUMPS



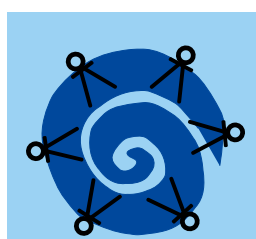
We collaborate with Roundabout Water Solutions, a non-profit organisation that has an agreement with the

Department of Water Affairs. It raises donor funds to supply clean water to rural communities by means of PlayPumps - a sustainable pumping system powered by children playing on roundabouts.

Our donation in 2021 was allocated to the maintenance of three PlayPumps situated in the rural parts of KwaZulu-Natal, Limpopo and the Northern Cape. It covered the spare parts, travel, labour and accommodation required to either repair or maintain the PlayPumps.

- In KwaZulu-Natal our donation went towards the maintenance of the PlayPump at Shayamoya Primary School. It was installed in 2004 and the tap needed to be replaced.
- In Limpopo our donation went toward repairing the PlayPump at Leokaneng Primary School. It was installed in 2007 and had developed a leaking column.
- In the Northern Cape, our donation went towards maintaining the Keatlhela Primary School PlayPump which was installed in 2016.

In 2023, we supported two schools in the Eastern Cape to maintain their PlayPumps, namely Lehman's Drift Primary School, with 212 learners, and Mahadi Junior Secondary School, with 770 learners. The forehead seals were changed, cylinders, pipes and rods checked for leaks, and repairs done where needed.



**Roundabout
Water Solutions**



RoundAbout Water Solutions NPC

(Association not for gain incorporated under section 21)

Registration No 2008/009247/08

Registration No 071-197-NPO

PBO No 930027988

Web: www.playpumps.co.za

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20 June 2023

Bowman Gillian

PO Box 785812

Sandton

2146

Dear Sirs

Roundabout Water Solutions is a NGO and PBO providing clean drinking water to rural primary schools and communities by means of a children's roundabout, called a PlayPump, which is placed over a borehole and as the children play on it clean drinking water is pumped into a storage tank.

Since 2013 Bowman Gillian has been supporting Roundabout Water Solutions, donating towards helping us maintain some of our existing 900 PlayPumps in South Africa. This has helped us ensure that the PlayPumps continue to work and provide much needed clean drinking water.

Our very grateful thanks to Bowman Gillian for the wonderful support over the years. Also congratulations to Bowman Gillian for 10 years of continued support not only to Roundabout Water Solutions but other organisations in the NGO field, your contributions have made a significant difference to so many people.

Kind regards

Sandra Hayes

SANDRA HAYES

Director

www.playpumps.co.za

082 704 0370

Directors: S. Hayes; C. Mankie; L. Thabane



I LOVE BOOBIES

During International Breast Cancer Awareness month in October every year, we take part in the I Love Boobies Imagine Challenge. I Love Boobies is a non-profit organisation community healthcare company that provides free breast examinations to South African women who are unable to access such medical services due to financial, locational or social challenges. I Love Boobies also aims to create awareness and support among and for the greater public.

The Imagine Challenge is a month-long virtual challenge which runs annually from 1 to 31 October. Participants have a choice of five different challenges: 42.2 kilometres of running; 500 kilometres of cycling; 10 kilometres of swimming and 24 hours of gym or Crossfit.

We enter 12 representatives annually from across our three South African offices to take part in the Imagine Challenge. Each participant receives an I Love Boobies goody bag with merchandise and each entry includes a donation towards a breast cancer screening. The participants help create awareness about breast cancer and how imperative it is for women to undergo regular breast examinations. As keeping healthy and active is important in preventing cancer, the Imagine Challenge also motivates and encourages the participants, as well as those cheering them on, to set exercise goals and stick to them.

South Africa faces tremendous financial and social challenges when it comes to accessing timely, affordable and effective diagnosis and treatment of breast cancer, as well as limited awareness on prevention. The Imagine Challenge is a wonderful platform for raising awareness about breast cancer, empowering individuals and addressing these challenges. Bowmans is proud to be part of this initiative.



I ♥ Boobies

IMAGINE CHALLENGE



SUPPORTING CHARITIES AT YEAR END IN LIEU OF CLIENT GIFTS



DREAM FACTORY FOUNDATION

Dream Factory Foundation is an education-focused organisation providing hope, skills and meaningful opportunities to young people across Africa.

They identified a unique gap in the educational support for scholars, teachers and parents with respect to online safety and created the 'I am Online Smart' campaign. Schools and Safety Clubs have been established since 2019 in Botswana, Zimbabwe, Cameroon and South Africa to address learners' safety needs through an impactful hybrid approach of face-to-face workshops, online Safety Clubs and train-the-trainer workshops.

Our donation in 2022 went towards the website development of 20 online Safety Clubs across the region.



DOCTORS WITHOUT BORDERS

In 2021, we made a donation to Medecins Sans Frontieres (MSF) – Doctors Without Borders, which is a global network of professionals who respond to the medical needs of people affected by conflicts, disasters and epidemics.

Our donation was earmarked for the work undertaken by MSF in Mozambique's northern Cabo Delgado Province, where a humanitarian crisis was unfolding, and escalating violence had displaced over half a million people.

MSF provided healthcare to the people displaced by the conflict through health centres, cholera treatment centres and mobile clinics. They have also distributed non-food items and improved access to clean water and sanitation.



RHINO PRIDE FOUNDATION

Survival can be a massive challenge for wild animals in Africa. For example, white rhinos are a threatened species.

The Rhino Pride Foundation cares for approximately 50 rhinos, including a number of rhino orphans, and is working on a rhino breeding programme. In 2020, we made a donation to the foundation.

COVID FUNDING

SASLAW IN SOUTH AFRICA

In 2021, our annual donation to SASLAW went towards procuring personal protective equipment, screens and sanitiser for the staff and volunteers who run its helpdesks.

COVID SOLIDARITY FUND IN MAURITIUS

During the lockdown period, our Mauritian practice contributed to that country's Covid Solidarity Fund. Employees also collected and delivered food supplies to families with financial challenges.

MSIMBAZI CENTRE ELDERLY VILLAGE IN TANZANIA

Employees in our Tanzanian practice visited the Msimbazi Centre Elderly Village. They donated food items, medicine, adult diapers and sanitizers, among other things.



SPECIAL CSR PROJECTS

SUPPORT FOR WITKOPPEN CLINIC

Witkoppen Clinic, a non-profit organisation, is situated in Fourways, providing a variety of medical care services to communities in the north of Johannesburg.

On 23 March 2022, we collaborated with Witkoppen Clinic, which serves people living in the informal settlement communities in northern Johannesburg, to host its fund-raising event, which consisted of a dynamic talk between retired Justice Edwin Cameron and Advocate John Myburgh. The talk focused on the theme: 'Lives Lived to the Full' and was facilitated by Advocate Nyoko Muvangua. Following the lecture, Witkoppen hosted a successful auction that was managed by Aspire Art.

A substantial amount of funding was raised for the operational costs of the clinic's GBV and HIV programmes. In the 12 months to September 2022, Witkoppen Clinic's GBV programme impacted 624 people, of whom 141 were GBV victims, while their HIV programme reached 31 136.



“The support received from Bowmans was nothing short of exceptional. Without this generous support, the fund-raising event would not have been a success.”

Dr Jean Bassett; Executive Director, Witkoppen Clinic



ART EXHIBITION IN COLLABORATION WITH GALLERY MOMO

We hosted an art exhibition in our Johannesburg office in collaboration with Gallery MOMO in 2019, showing artwork by up-and-coming African artists and auctioning a select number of contemporary pieces by popular artists.

Proceeds raised at this event were donated to Orange Babies South Africa, a non-profit organisation that funds initiatives aimed at preventing mother-to-child HIV transmission and cares for vulnerable children infected or affected by HIV and Aids.

The event successfully raised ZAR 392 440 for Orange Babies.



PLAY AFRICA CHILDREN'S COURTROOM

We believe that a child's first experience of a courtroom, particularly as a witness, should not be intimidating. Fear is certainly not the emotion young visitors to South Africa's first curated play courtroom for children will experience.



Based at Constitution Hill in Johannesburg, the Children's Courtroom is a new interactive exhibit at Play Africa's Children's Museum. It has the usual features of a courtroom (including a presiding officer's bench and witness box), and uses facilitated play and dialogue to introduce children to South Africa's judicial system, including the core principles of the Constitution and the rule of law.

We partnered with Play Africa to establish the play courtroom as an investment in the future of South Africa's children and that of the country as a whole.

The Children's Courtroom is a welcoming environment where children can learn about the law and, underpinned by an understanding of and respect for the Constitution and the rule of law, begin to think about careers in law.

The project was inaugurated on 12 November 2019 at our Johannesburg office, with retired Constitutional Court Judge Edwin Cameron delivering the keynote address, highlighting the Constitution and children's rights.



Our Children's Courtroom is a safe space where children can learn how to make their voices heard in a court of law, so South Africa's democracy can thrive in future generations.

Gretchen Wilson-Prangley

Founder and CEO of Play Africa



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