

PRO BONO & CSR

ANNUAL REPORT
2021



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Equipping vulnerable youth and children with life skills



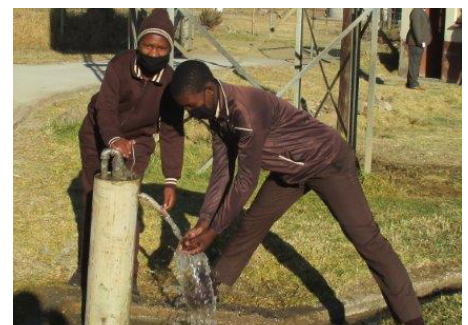
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Ishishini Letu Workshop -
Basic conditions of
employment



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CAOSA - Highlighting
the access to justice gap
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In support of communities -
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‘ During the financial year ending on 28 February 2021, Bowmans invested 10 745 hours valued at ZAR 35 276 146 in pro bono work. ’

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INTRODUCTION

CHAIRMAN'S FOREWORD



Robert Legh

Chairman and Senior Partner

Despite the biggest global business interruption in living memory, precipitated by the COVID-19 pandemic, we continued with our pro bono work and CSR initiatives throughout 2020 – albeit through different delivery mechanisms.

As with the rest of our operations, it was technology that came to the rescue when in-person contact and events were out of the question, enabling us to fulfil many of our mandates even in the midst of the pandemic.

Using technology, we held training workshops for small businesses, provided legal services to various national and international NPOs, and participated in major international research projects.

These research studies are the most geographically expansive pro bono projects we have worked on to date, giving further impetus to the emergence of our cross-border Pro Bono Practice. The progress we are making in pooling our expertise across our offices was one of the most important highlights of 2020,

setting the scene for even greater collaboration in the future. Combating gender-based violence (GBV) was a key theme for 2020. Our work in this area encompassed training, litigation, research and resource provision, among others.

I would like to extend thanks to Fatima Laher, our Head of Pro Bono, on behalf of the firm for the work that she has done in ensuring our pro bono and CSR efforts keep going from strength to strength.

Thank you also to all those who contributed their time, resources and skills despite the challenges presented by 2020.

“

Combating gender-based violence (GBV) was a key theme for 2020. Our work in this area encompassed training, litigation, research and resource provision, among others.

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THE YEAR IN REVIEW



Fatima Laher

Head of Pro Bono

Bowmans' golden heart of giving

The hallmark of 2020 was the deadly coronavirus pandemic, which made our working conditions very challenging. I am pleased and very thankful that this negative situation brought out the best in us - our pro bono investment is the strongest to date as is evident by the hours and value of services we have invested across all of our offices.

Our pro bono focus remained access to justice and we worked with Community Advice Offices South Africa (CAOSA) and the Black Sash to conclude our collaborative projects with them. In addition, as you will read in this report, many of our long-running public interest matters have come, or will soon be coming, to fruition. This is gratifying as many of these matters will positively impact society, particularly vulnerable groups.

The most exciting development for us this year is the emergence of our cross-border Pro Bono Practice. We worked with a number of international clearing houses on many interesting matters.

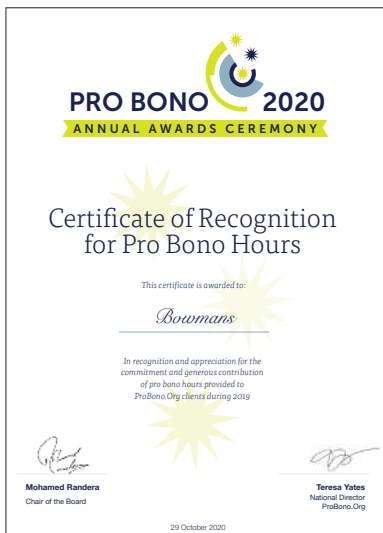
In South Africa, our work on GBV over the past eight years was recognised at ProBono.Org's Annual Awards ceremony when we received the Director's Special Mention Award for our work in servicing the Domestic Violence Helpdesk in Randburg.

On the CSR front, we had to find new and innovative ways to commit our funding because we were unable to undertake any community outreaches as a result of the pandemic. We collaborated with non-profit organisations bringing relief to impoverished communities adversely impacted by the lockdown measures, supporting charities working with the distribution of food and water, bringing about access to justice, caring for vulnerable children and helping victims of GBV.

None of our work would be possible without the unconditional support of management and staff across all of our offices, who have demonstrated what I call their 'Bowmans' golden heart of giving' in what has been a devastating year for so many across our continent. I would also like to acknowledge our other stakeholders and the many pro bono clearing houses that we work with, for their continued collaboration.

I trust you will find our report interesting and informative.

AWARDS AND RECOGNITION



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.

BARCAMP FOR JUSTICE - PART OF A WINNING SOLUTION

Two of our lawyers were part of a winning team identified at the 'Barcamp for Justice' Programme held by the Embassy of the Netherlands and the Hague Institute for Innovation in Law (HiIL) from 5 to 9 October 2020.

Many of our young lawyers participated in the programme, which brought a variety of professionals together to develop ideas to assist in the fight against GBV.

Participants diagnosed some of the issues underlying South Africa's GBV crisis, and then collaboratively designed solutions to the issues.

Seven groups participated, two of which were chosen as the winners. Both groups received a grant of ZAR20 000 to assist in the development and implementation of its solution.

Two of our lawyers, Deborah Sebola and Suhail Mohammed, were in the group named CASA, which was identified as one of the two winners.

CASA identified the hostility and administrative difficulty of the criminal justice system as being a barrier to holding perpetrators accountable. Their solution included an electronic platform linking GBV survivors with counsellors; administrative support in initiating proceedings and preserving evidence; and assisting survivors to obtain legal assistance by connecting them with independent legal representatives willing to act on a pro bono basis if required.

CASA will now look to establish itself as a standalone entity to implement its solution.

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'.

Congratulations to Fatima for this well-deserved recognition.



From left to right: Chairman and Senior Partner, Robert Legh, Head of Pro Bono, Fatima Laher, and Managing Partner, Alan Keep

2020 ANNUAL CELEBRATION

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.



FOR THE PUBLIC GOOD

Our Ishishini Lethu project creates a support system for emerging businesses working to establish themselves. It also allows our commercial lawyers to contribute to the communities we operate in according to their areas of expertise.

ISHISHINI LETHU WORKSHOPS

We held a series of pro bono workshops for small and medium enterprises and exempt micro enterprises in South Africa.

During the first workshop Keshni Naicker and Yonela Sicam from our Employment and Benefits Practice presented on the basic conditions of employment, followed by Adam Smith and Negenthi Govender, managers in our Talent Department, presenting on recruitment.

As a result of COVID-19 restrictions, we presented the next two workshops via webinar:

- On 9 September 2020, Juliette de Hutton and Daisy Fakude from our Litigation Practice covered business rescue and liquidation.
- On 13 November 2020 Lusanda Raphulu, Chloë Loubser, Lenja Dahms-Jansen, Nikita Reddy and Yeleni Bruinders from our Employment and Benefits Practice addressed employment law considerations under COVID-19.

DUE DILIGENCE FOR YUNUS SOCIAL BUSINESS

Yunus Social Business (YSB) Kenya provides financing and support to businesses that solve human problems. We provided legal advice to YSB in relation to a non-convertible loan facility of up to USD 70 000 to be made available to Alive & Kicking Ltd (A&K).

Our contribution entailed conducting a high-level due diligence review of A&K and the transactions contemplated by the loan agreement in terms of Kenyan law. This included undertaking the appropriate searches with the Registrar of Companies in Kenya, reviewing relevant documents and compiling our due diligence request list.

TERMS AND CONDITIONS FOR BLUEAVO'S DIGITAL MARKETPLACE

Launching a digital marketplace has numerous commercial law requirements. We assisted BlueAvo Pty Ltd (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.'



Above: Ishishini Lethu workshop on the basic conditions of employment



Above: Ishishini Lethu workshop on employment law considerations under COVID-19

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 Bashier as a minority shareholder in its first partnership.

Karabo Molekwa, shareholder in Bashier 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.”

FINANCING ALLIANCE FOR HEALTH ESTABLISHED AS A NON-PROFIT ENTITY

Our lawyers in Kenya advised Financing Alliance for Health (FAH) on how to establish itself as a non-profit entity in that country.

Angela Gichaga, chief executive officer, said:

“FAH now knows which legal structure it will pursue in Kenya. I am truly impressed with how a ‘team of teams’ was rallied to answer all our questions: the dedication and proactiveness displayed to ensure that the FAH got the requested answers has truly floored me.”

ADVICE ON ACCESSING GOVERNMENT SUPPORT

Access to government support during the COVID-19 pandemic has been a subject of enormous importance to individuals and businesses across the world.

At the request of the Lex Mundi Pro Bono Foundation, Paras Shah, a partner at our Kenya office,

participated in a World Economic Forum (WEF) panel discussion on the topic of access to government support. The panel members explored the government support mechanisms available to social enterprises and gave general tips on how they could apply.

The event was held under the auspices of the WEF's COVID Response Alliance for Social Entrepreneurs. Paras was one of three Lex Mundi lawyers who participated. The others were Mariana Arrieta Maza and Shahana Chatterji from Mexico and India respectively.

RESEARCH FOR INTEGRATE HEALTH

In South Africa, we assisted Integrate Health, a non-profit organisation that provides access to high-quality healthcare in the world's forgotten communities.

We conducted research to identify legal frameworks to support the formal and institutionalised compensation of community health workers. The research will be used as a technical assistance tool to advocate for proper compensation for community health workers.

SUPPORT FOR BUSINESS UNITY SOUTH AFRICA

The COVID-19 pandemic has posed many legal challenges for employers.

In South Africa, we are working with Business For South Africa (B4SA) to support public sector initiatives introduced to deal with these challenges.

Our chairman and senior partner, Robert Legh, heads B4SA's Labour Market Work Stream which has been helping to answer many of the questions employers have about issues such as continuing payment of wages, the use of annual leave, relief from the Unemployment Insurance Fund (UIF) and the Temporary Employer-Employee Relief Scheme (TERS), among others.

To date we have devoted 1 600 hours to this cause.

IN THE COURTS

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 (Peter Whelan and Alan Wright) represented Blood Lions and the makers of the *Blood Lions* documentary.

Zanchieta Wild Cat Farm (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.

A documentary feature film that blows the lid off claims made by the predator breeding and canned hunting industries.

SOUTH AFRICAN HUMAN RIGHTS COMMISSION V JOHN QWELANE

Since 2009 we have acted for the South African Human Rights Commission (SAHRC) in the matter of the *SAHRC vs John Qwelane*.

The proceedings were brought on the basis that a newspaper column written by Qwelane and titled 'Call me names but gay is NOT ok' amounted to hate speech and could be construed to demonstrate the intention to be hurtful, harmful and to propagate hatred.

The matter is significant in that it involves an interpretation of section 10 of the Promotion of Equality and Prevention of Unfair Discrimination Act and creates a precedent in the law on the limitation of the right to freedom of expression where another's right to equality is adversely affected.

The matter was heard in the Constitutional Court in September 2020. We are awaiting judgment.

We have to date contributed over 2 600 hours valued at approximately ZAR 5.6 million.

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, the prospect of movement on a key piece of law on the subdivision of agricultural land seems imminent.

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.

We believe this 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.

If the State fails to do so, or PDAL is not enacted, the State will be required to depose to an affidavit within set timelines to assign a date for the operation of the Repeal Act. If PDAL is enacted, a date should be determined for the operation of the Repeal Act within 60 days.

Our client said:

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.

KASSIMO MUSA V FRIMAX FOOD

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.

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

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.



THE EMERGENCE OF OUR CROSS-BORDER PRO BONO PRACTICE

Our ability to work as one firm across jurisdictions is resulting in the emergence of a cross-border Pro Bono Practice. Highlights of our intra-office collaboration include:

- **Educate** is a non-profit organisation that equips young people in East Africa with the skills to succeed in today's economy. Our practices in Kenya and Uganda provided employment law advice concerning its status and within the context of the COVID-19 pandemic.
- **Clean Cooking Alliance** is a clean energy organisation. Our practices in Kenya, Tanzania and Uganda have been advising it on investment structures.
- **HelpAge international** is a non-profit organisation that helps older people to challenge discrimination and assert their rights so that they are able to live with dignity. We are researching age discriminatory laws in Kenya, Tanzania and Uganda. The results will be used to advocate for the prohibition of age discrimination in countries around the world.
- **Cyrus R. Vance Center of International Justice and the Africa Regional Office of the International Commission of Jurists** Our Kenyan, Mauritian, South African and Ugandan practices, along with our alliance

firm in Ethiopia, are working on a legal research project that involves investigating government responses to key topics relating to COVID-19 in Africa. The Africa Regional Office of the International Commission of Jurists will use the findings to produce a regional report on the impact of COVID-19 on the rule of law. It will be used in advocacy work with government institutions. The research is part of a wider study with respect to Eswatini, Ethiopia, Kenya, Ghana, Malawi, Nigeria, South Africa, Uganda and Zimbabwe, which we are doing in collaboration with Orrick Herrington & Sutcliffe LLP.

Other regional pro bono work includes:

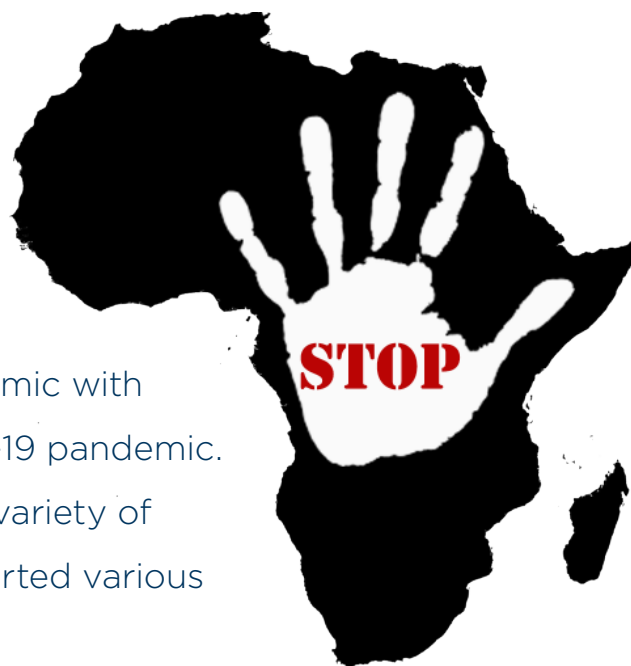
- **Keheala Employment** (Kenya) is a mobile health solutions company whose software system monitors patient adherence to TB treatment. We prepared a template employment contract, key employment policies and a memorandum of advice on employer rights and responsibilities. We also reviewed their existing consultancy agreement to check whether it complies with Kenyan law.
- **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.

- **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.



IN THE FIGHT AGAINST GBV



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 PRO BONO EFFORTS

Our pro bono work has involved:

SERVICING DOMESTIC VIOLENCE HELPDESKS SINCE 2012

We service the Domestic Violence Helpdesks at the Randburg and Cape Town Magistrate's Courts in South Africa. Our lawyers provide additional capacity to the courts, helping victims of domestic violence to successfully apply for protection orders.

This work had its origin in 2012 when, as a corporate law firm, we looked for innovative ways to assist victims of domestic violence. At the time, GBV did not have the prominence in people's minds that it does today.

We knew that magistrate's courts could be key locations for us to help people access justice and initiated discussions with the Randburg Magistrate's Court. Following our success at the Randburg Magistrate's Court, we replicated the model at the Cape Town Magistrate's Court.

Since inception we have rendered almost 3 000 hours of support, valued at ZAR 4.7 million, at these helpdesks.

UNDERTAKING LITIGATION

We have acted pro bono for:

- the SAHRC in *Women's Legal Centre Trust v The President of the Republic of South Africa*. The proceedings sought to provide for the recognition of Muslim marriages in South African law. The matter is currently before the Supreme Court of Appeal (SCA). We have contributed over 700 hours valued at ZAR 1.6 million.
- 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 250 hours.

PROVIDING ADVICE TO 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 helped:

- Lawyers vs Abuse – 76 hours
- Great Girls Trust – 158 hours
- Femme International (Kenya) – 32 hours
- Tears Foundation – 78 hours
- One Campaign (Kenya) – 47 hours
- Ibis Reproductive Health – 72 hours

CONDUCTING RESEARCH

- In 2019, Vance Center of International Justice begun 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.

MAKING OUR RESOURCES AVAILABLE

Over the years, we have made our resources available to help organisations working in the GBV field. Some highlights:

- 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.
- 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.
- 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.



OBSERVING 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 take the Bowmans pledge against GBV.

Organisations that have benefited from our contributions include the Haven Shelter for Abused Women, End Acid Violence, Open Door Crisis Centre, Philisa Abafazi Bethu and the Saartjie Baartman Centre.

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.

FACILITATING TRAINING

Sex workers are a vulnerable, marginalised group. It is crucial that organisations assisting these workers to assert their legal rights are well informed. We facilitated Sex Worker Sensitisation Training at our Johannesburg office in collaboration with ProBono.Org and the Sex Workers Education and Advocacy Taskforce.

Raising awareness of sexual harassment has been the focus of our team in Uganda. They assisted the Rape Hurts Foundation to develop a Sexual Harassment Policy, which has been widely distributed in print and discussed on broadcast media in Uganda.

As a result, over 150 other organisations have adopted the Sexual Harassment Policy.

Hellen Lunkuse Waiswa Tanyiga, executive director of the Rape Hurts Foundation, said:

“... 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 safe guard themselves from work place sexual harassment.”



OUR CSR EFFORTS

WOMEN'S MONTH IN SOUTH AFRICA

August is Women's Month in South Africa and 9 August is Women's Day.

According to James Aggrey, 'If you educate a man you educate an individual but if you educate a woman you educate a whole nation'.

To mark this occasion, we collaborated with the Mama's Alliance network to support women empowerment projects in Gauteng, KwaZulu-Natal and the Western Cape as follows below. This was done in the hopes of supporting not only the women themselves, but their families too.

- In Etafeni, one of the most impoverished townships in Cape Town, we supported an income-generating project where 45 women do beadwork, sewing, smocking and quilting. The crafts that they produce are sold at outlets both in Cape Town as well as internationally.
- In Gauteng, we teamed up with Nosa, which runs various programmes for orphans, vulnerable children and elderly people from Winterveldt outside Pretoria. Our donation went to the Gogo Sewing Programme for elderly women who come together to sew and offer one another support.
- In KwaZulu-Natal we made a donation to the Little Elephant Training Centre for Early Education (LETCEE). It was allocated to their income-generating and sustainable livelihoods project, which facilitates small-scale lending for the caregivers of the vulnerable children they support.

VIRTUAL EVENTS IN SUPPORT OF GBV CHARITIES

We participated in a number of virtual events highlighting gender equality and showing support for victims of GBV:

- On 24 September, approximately 60 employees took part in the FNB Heritage Day Run, covering distances of between 10km and 12km.
- We joined forces with SprintForHerSA in a gruelling nine-week running series to complete a total of 99km between September and November in support of Section 9 of the Bill of Rights. In addition, Bowmans made a donation to the Saartjie Baartman Centre for Women and Children.
- Another sporting event was the Iloveboobies challenge, a virtual run of 5km, 10km or more in the fight against breast cancer. Breast cancer is one of the most common cancers to affect women. According to the World Health Organization, there are 1.38 million new cases diagnosed every year. As part of the initiative, Bowmans made a donation towards clinical breast screenings for South Africans.
- We conducted a series of quizzes to raise funds for various charities including the EPIC Foundation, which assists victims of rape and abuse. In November we invited other law firms to pit their wits against ours in a virtual general knowledge contest. Each team pledged an amount for a charity of their choice working with GBV victims.

In addition, Bowmans supported three shelters caring for abandoned babies, namely Atlantic Hope in Cape Town, The Baby House in Durban and the Light House Baby Shelter in Johannesburg.

mamasalliance 

NOSA[®]



I ♥ Boobies



IN SUPPORT OF THE COMMUNITY

ACCESS-TO-JUSTICE CAUSES

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.

COMMUNITY ADVICE OFFICES SOUTH AFRICA

We hosted a panel discussion on access to justice and its return on investment in conjunction with 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

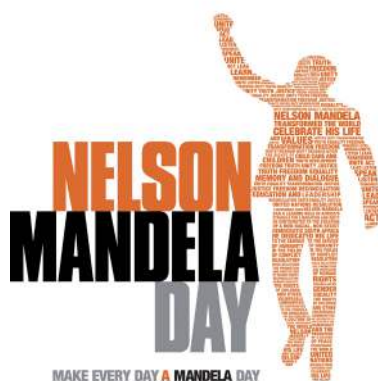
Justice Initiative, and Jonathan Klaaren of the University of the Witwatersrand.

In addition, for World Legal Services Day, we made a donation to CAOSA, assisting 54 of its community legal advice offices to meet their data connectivity and stationery needs.



COVID-19 PANDEMIC INITIATIVES

The impact of the COVID-19 pandemic on the economy has resulted in increased financial hardship across the globe. We focused some of our CSR efforts on providing financial support to various worthy causes.



MANDELA DAY

This year we elected to observe Mandela Day by assisting small deserving charities with cash donations towards the purchase of food and/or personal protective equipment for their beneficiaries and staff:

- In Cape Town, we supported James House, which serves the communities of Imizamu Tethu and Hangberg. Our donation went towards the purchase of food.
- In Durban, our partner was
- In Johannesburg, we supported Persevere Until Something Happens (PUSH), an Eldorado Park community-based HIV organisation. Our donation went towards purchasing food.

iThemba Educare, through which we supported the Swelihle Crèche and Preschool based in the Embo Valley outside Hillcrest. The facility cares for about 100 children and our donation went towards personal protective equipment to allow the children and staff to return safely to the preschool.

GLOBAL HANDWASHING DAY

We supported Global Handwashing Day (on 15 October) because handwashing with soap and water is one of the most effective ways to stop the spread of COVID-19.

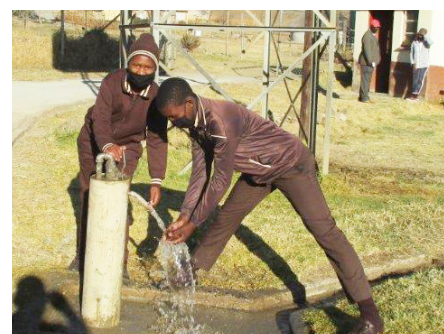
We collaborated with Roundabout Water Solutions, a non-profit organisation that has an agreement with the Department of Water Affairs. It raises donor funds to supply clean water to rural communities by means of PlayPumps - a sustainable pumping system powered by children playing on roundabouts.

Our donation 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 Keathlela Primary School PlayPump which was installed in 2016.



Global Handwashing Day



SASLAW IN SOUTH AFRICA

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.

CHILD WELFARE CHARITIES

As 2020 came to a close, we spread some festive cheer by supporting child welfare organisations in the locations within which we have offices:



Cape Town: Home of Hope – a place of safety providing care to children with special needs and those affected by Foetal Alcohol Spectrum Disorder.



Durban: Durban Child Welfare – an organisation that protects and provides care to children in need and children living on the streets.



Johannesburg: Johannesburg Child Welfare Agency – an establishment providing a range of direct services to abandoned, abused and neglected children.



Other work included:

- donating new stationery items to the Ububele Centre, which provides psychological and educational support to children in the Alexandra community near Johannesburg.
- sponsoring starter packs for 50 children at Camp Sizanani Life Skills, which is part of Global Camps Africa and equips vulnerable youth and children with life skills to assist them in becoming productive, successful adults.

GALLERY



Top row: Our child welfare charities included Camp Sizanani and the Ububele Centre. **Second row:** Our COVID-19 pandemic initiatives included iThemba Educare and supporting Global Handwashing Day. **Third row:** One of our charitable donations in the fight against GBV was to the Saartjie Baartman Centre for repairs following a fire. **Bottom row:** One of our CSR initiatives was the ILoveBoobies challenge.



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