

THE SOUTH AFRICAN MOBILE DEVICES DISTRIBUTORS AND REPAIRERS' ASSOCIATION -SAMDDRA-

TRANSFORMATION POLICY.

OCTOBER 2023
VERSION 1.1

Contents

1. Introduction	3
2. SAMDDRA and Transformation	3
3. Transformation Statement	4
4. Transformation framework	4
5. Implementation	5
6. Review and alterations.....	6

1. Introduction

1.1. The South African Mobile Devices Distributors and Repairers Association's (SAMDDRA) is a professional body in the Mobile industry, with a vision of increasing accountability while improving the quality of product and services offered to the public. SAMDDRA is a nonprofit organisation created in South Africa for the benefit of the public.

1.2. Despite great strides made by post-apartheid South Africa, economic and social inequality is still a significant part of the country's daily life. There is still a large number of previously disadvantaged individuals who need opportunities through a robust transformation plan. SAMDDRA will address issues of transformation to reflect the demographics of the country.

2. SAMDDRA and Transformation

2.1. The South African Mobile Devices Distributors and Repairers Association (SAMDDRA) constitutes a developmental organisation which strives, in collaboration with other stakeholders, to uphold the rights and dignity of its members and all stakeholders.

2.2. SAMDDRA will uphold the principles and spirit of human rights directives inscribed in the Constitution of the Republic of South Africa. Transformation therefore is the path an organisation takes to ensure it is diverse and respectful towards all according to the values of substantive equality and human dignity.

2.3. SAMDDRA acknowledges the inequalities of the past and will engage in a transformation process that will accord opportunities to previously disadvantaged individuals and any other minority groups that emerge from the structures of the organisation at all levels.

2.4. SAMDDRA recognises the country's diversity and will conduct frequent introspection and re-alignment of its policies whenever required.

3. Transformation Statement

3.1. Transformation is both a strategy and a process. These elements are embedded in a system of continually challenging, questioning and testing an organisation's management systems and administration. Therefore, SAMDDRA is a vibrant and dynamic organisation that values transformation.

3.2. SAMDDRA operates in a diverse industry, with members and affiliates from various backgrounds, cultures, professions and experiences. SAMDDRA will fully embrace the philosophy and principles of transformation by redressing past inequalities to secure long-term stability and inclusive growth for the Mobile industry. SAMDDRA will strive to ensure that the continual professional development activities focus on the transformation agenda of the organisation, its members and affiliates.

4. Transformation framework

4.1. In line with transformation goals, SAMDDRA and its structures will:

- 4.1.1. Be committed to transformation and individuals development.
- 4.1.2. Ensure that its Board, Committees and office-bearers include members of various racial groups, women and people with disabilities, as much as possible.
- 4.1.3. Afford equal opportunities for policies implementation that result in a change to the organisation in order to ultimately align with the country's demographics.
- 4.1.4. Have respect for all individuals and various groups and recognise their different value systems.
- 4.1.5. Promote sensitivity towards the needs and requirements of various demographic groups.
- 4.1.6. Continuously strive to improve demographic representation as the organisation grows and develops.
- 4.1.7. Develop a culture of open and honest communication and transparency with internal and external stakeholders.
- 4.1.8. Value individual initiative and contributions to the organisation and be dynamic in responding to the changing sector needs.
- 4.1.9. Be cognisant of the transformation requirements and imperative set by government from time to time.

4.2. In relation with its membership and stakeholders, SAMDDRA will:

- 4.2.1. Assist and encourage its membership in issues and frameworks pertaining to transformation. Mechanisms such as Employment Equity, BBBEE, and aspects like skills development, diversity and human rights will also be focussed on.
- 4.2.2. Institute information sessions at general meetings of the SAMDDRA to obtain expert input on issues of transformation.
- 4.2.3. Take cognisance of feedback from its membership and affiliates as to how it can improve its transformational plan of action, and take corrective measures where required.
- 4.2.4. Encourage its membership to participate in programmes and to support causes aimed at addressing inequities in the sector.
- 4.2.5. Be committed to transformation in its relations and dealings with affiliates.
- 4.2.6. Respond to any proposed policy or legislative changes to consider transformational requirements within which such proposals might be made.
- 4.2.7. Encourage other associations when work is undertaken collectively, to consider transformational issues in their responses.

5. Implementation

This Policy is adopted by the SAMDDRA Board, and thus each office bearer, its members and affiliates. The SAMDDRA, its members and affiliates are expected to be guided by this policy in the contexts outlined. The Board shall ensure that the objectives contained in it are disseminated and understood by all SAMDDRA structures and stakeholders.

6. Review and alterations

6.1. SAMDDRA reserves the right to review and make alterations to this Transformation Policy from time to time. Such amendments are binding on all SAMDDRA members. The current Transformation Policy will be maintained on SAMDDRA's website.

Version	Effective Date
1.0	1 st March 2022
1.1	31st October 2023

The Chairperson of the board of SAMDDRA

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Signature : 

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