

STAKEHOLDER ENGAGEMENT

The JSE and its stakeholder groups have a symbiotic relationship and it is acknowledged that, by working to create and contribute to an environment in which its stakeholders may be able to flourish, the Exchange will support its own long-term ability to continue creating value for these stakeholders.

Stakeholder and key interest	How the JSE communicates	What the JSE engages about
1. JSE Limited shareholders and analysts JSE financial performance and how we create value	<ul style="list-style-type: none"> • AGMs • Integrated annual report and interim report • Direct interaction • Notices distributed through SENS • JSE website • Road shows • Radio, TV and newspaper articles 	<ul style="list-style-type: none"> • Performance • Growth areas • Company sustainability • Costs • Dividend policy • Share schemes • Prospects
2. JSE regulator Areas of mutual regulatory interest	<ul style="list-style-type: none"> • The JSE works closely with the Financial Services Board (FSB) • FSB representatives attend Board and management meetings by invitation • Ad hoc arrangements on relevant topics 	<ul style="list-style-type: none"> • Investment policy • Regulatory issues • Development of products and services • Surveillance • Investor and market protection mechanisms
3. Clients Issuers Requirements to bring traded products on market	<ul style="list-style-type: none"> • Website • Client relationship officers • Client forums • Dedicated extranet • Market notices • One-on-one meetings 	<ul style="list-style-type: none"> • Customer service • Customer expectations
Members Ensuring the JSE understands member needs	<ul style="list-style-type: none"> • Service hotline • Website • Advertising • Press releases • Social media • Customer relationship officers • Customer forums • Dedicated extranet • Market notices • One-on-one meetings 	<ul style="list-style-type: none"> • Customer service • Customer expectations
The investor community Understanding the range of investment products available through the JSE and how to invest in them	<ul style="list-style-type: none"> • Investor education • Showcases for listed companies • Webinars and presentations about new and existing products • Press releases and interviews • Radio, TV and newspaper articles • JSE website 	<ul style="list-style-type: none"> • Financial literacy and investor education • JSE markets and products • Aspects of JSE business
Sponsors and designated advisors (DAs)	<ul style="list-style-type: none"> • Meetings as and when needed • Scheduled meeting update every 18 months • JSE Advisory Committee meeting 	<ul style="list-style-type: none"> • General market conditions • Changes to the JSE Listings Requirements • Service levels and general conduct of staff • Feedback provided on their performance and interaction with their investor relations officer

Stakeholder and key interest	How the JSE communicates	What the JSE engages about
4. Employees Company strategy, values and policies, enhancement of skills, retention and motivation of talent	<ul style="list-style-type: none"> • Team meetings • Training needs analysis • Performance reviews • Communication sessions • Intranet • JSE website • Employee committees • Email • Whistle-blowers' hotline 	<ul style="list-style-type: none"> • Development and training • Health and safety • Wellness programmes • Remuneration, benefits • Employment equity • Personnel and company financial performance • Code of conduct and ethics • Employee assistance programme • Mentorship programme
5. Potential employees JSE as employer of choice	<ul style="list-style-type: none"> • Integrated annual report • JSE website • SENS • Interviews • JSE magazine • Employment agencies • Career exhibitions 	<ul style="list-style-type: none"> • Remuneration policy • People development • Career options
6. Suppliers Performance feedback Future requirements of company	<ul style="list-style-type: none"> • Scheduled meetings • Negotiations 	<ul style="list-style-type: none"> • Monitor performance • Evaluations • Cost assessment • Growth expectations and product and service developments
7. National and local government Areas of mutual interest (stakeholders include the National Treasury; the Department of Agriculture; the Department of Minerals and Energy; the South African Reserve Bank; and the South African Revenue Services)	<ul style="list-style-type: none"> • Ad hoc meetings as and when necessary 	<ul style="list-style-type: none"> • Financial sector regulatory framework • CPSS-IOSCO compliance • Exchange control matters • Tax issues as they impact capital markets and our clients • Market structure considerations, particularly in relation to new products, where regulatory support is critical
8. Media To create awareness of investment products and to promote financial literacy	<ul style="list-style-type: none"> • Results announcements • Annual report and interim report • Notices distributed through SENS • JSE website • Road shows • Press releases and interviews • Showcases on listed companies • Webinars and presentations about new and existing products • JSE website 	<ul style="list-style-type: none"> • Performance • Growth areas • Company sustainability • Dividend policy • Share schemes • Prospects • Financial literacy and investor education • JSE markets and products • Aspects of JSE business
9. External panels and associations Areas of mutual interest	<ul style="list-style-type: none"> • Ad hoc meetings • JSE advisory committees • Sponsorship and membership 	<ul style="list-style-type: none"> • Various ongoing initiatives during the year, dealing with service, expectations, prospects, strategies, sustainability and regulation
10. Community Corporate social investment Education and awareness	<ul style="list-style-type: none"> • JSE website • Education officers • Articles in various media • JSE magazine • CSI strategy 	<ul style="list-style-type: none"> • Education initiatives including: <ul style="list-style-type: none"> • JSE/Liberty Investment Challenge • Financial literacy initiatives (JEF) • Health care and community development • Sponsorships and donations • JSE Benevolent Fund

1. Engagement with JSE Limited shareholders and analysts

JSE Limited's shareholders provide the listed Group with equity capital that funds its operations and capital spending. Investors assist the Group in its drive for long-term growth. The Board has worked hard to get close to the JSE's shareholders and analysts.

The Investor Relations division is known to major investors and its contact details are available on the Company website. Information is distributed through various channels. The website continually addresses queries from analysts, investors and potential shareholders. The security and integrity of the information is carefully maintained, while ensuring all critical information reaches shareholders simultaneously.

The JSE's chief executive officer (CEO), chief financial officer (CFO) and head of Investor Relations engage shareholders through regular communication sessions, meetings and other processes. They regularly meet investors and analysts to foster dialogue and communicate the JSE's strategy and performance.

The directors are encouraged to attend all general meetings. Shareholders are encouraged to be present and to ask questions. Shareholders are also afforded the opportunity, when they wish, to meet with directors and management.

2. Media

The JSE has a robust media engagement strategy and has established close and integral media relationships to manage its reputation and audience perceptions about the Exchange. The media and public relations function forms part of the Marketing and Corporate Affairs division. The team continuously engages with the media using various communication platforms. Spokespeople also engage with the media at various conferences and events hosted by the JSE.

 All media releases are publicly available on the JSE's media portal on its website: <https://www.jse.co.za/media-centre/press-releases>.

The ways in which society consumes media and information are changing. Therefore the JSE maintains a presence on various social media channels, which it uses to constantly engage the media and the public on a plethora of topics while providing information about the JSE.

Please follow the JSE on:


 Twitter: https://twitter.com/JSE_Group

 Facebook: <https://www.facebook.com/Johannesburg.Stock.Exchange>

 LinkedIn: <http://www.linkedin.com/company/jse-limited>

3. Clients

As the JSE operates largely in the service industry, it forms part of a complex ecosystem engaging with a number of stakeholders. The JSE consistently focuses on building a sustainable, broad and deep business model. Its emphasis is on products, staying close to customers and giving them the services that they require.

 The Exchange continues to grow its product range and trade volumes while constraining costs and fees to customers. This is achieved despite a fairly fixed cost infrastructure and a significant investment in technology, enabling the JSE to remain competitive. The JSE's website, www.jse.co.za, gives customers access to detailed information on the JSE.

Issuers

The JSE focuses on attracting top quality issuers and ensures their quality by setting and enforcing high quality Listings Requirements.

The JSE operates a fully automatic electronic central order book for its Equity Market. The JSE provides issuers with visibility to local and international investors every year through investor showcases and roadshows. The JSE also lists a number of Exchange-Traded Fund products, as well as Futures and Options.

Members

The JSE interacts with its members through:

- account management;
- broker forum sessions;
- ad hoc meeting requests;
- one-on-one training sessions;
- on-site support at members' offices;
- communication sessions;
- technical workgroups;
- advisory committees; and
- other communication.

Finally, the JSE interacts with its clients through the JSE's Client Support helpdesk, which provides business support and application functional support to clients as well as equity members' front, middle and back-office operations.

The Client Support helpdesk also provides the following services:

- First level support to all JSE paying subscribers on all JSE services to which they subscribe;
- Client enablement by ensuring that all new equity members are enabled for production and test services;
- User training;
- Client incident management through which the JSE helpdesk(s) and business teams communicate with the Exchange's clients, using various communication channels (email, SMS, broadcast messages); and
- First-line technical support for Equity Derivatives, Commodity Derivatives and Interest Rate Markets clients.

Investor community

The JSE values its relationship with both institutional and private investors and adopts a positive and proactive approach to ensure that communication is handled appropriately. There is regular two-way communication with the investor community. The JSE engages in financial literacy initiatives proactively and on request.

Sponsors and designated advisors (DAs)

Although the JSE is the first line regulator, it is dependent on sponsors and designated advisors to provide advice to listed companies with regard to compliance with the JSE's Listings Requirements. Sponsors and designated advisors need to be well versed in the Listings Requirements as well as their interpretation. The JSE also needs to ensure that any new requirements released by the Issuer Regulation division are well understood and that the advisors receive ongoing training. Advisors are seen as an extension of the JSE's regulatory mandate to ensure that listed companies understand the Listings Requirements. Each Issuer needs to appoint a sponsor or designated advisor upon listing.

4. Employees and talent management

Philosophy

The JSE uses its enhanced and formalised integrated talent management framework and processes to achieve results through people. These optimise its ability to effectively attract, engage and reward our talent and thus to create a high performance culture.

Culture

The JSE encourages a culture that is focused on high performance, supports professional growth and development, and values diversity. The Group seeks to treat each person as an individual and to create a climate of openness and trust, respect and dignity. High performance and values alignment are measured and rewarded through the incentive and retention scheme .

Staff profile

The employee complement of the JSE as at 31 December 2014 was as follows, on a divisional basis:

	Permanent	Fixed-term contract
Capital Markets	42	2
CEO's Office	8	–
Finance	21	1
Governance, Risk and Compliance	16	–
Human Resources	11	2
IT	157	17
Issuer Regulation	34	–
Market Regulation	24	–
Marketing and Corporate Affairs	29	1
Post-Trade and Information Services	61	2
Strategy and Public Policy	7	–
Trading and Market Services	45	5
	455	30

The JSE's employment equity policy aims to eradicate all forms of discrimination and to create opportunities for all employees, with a special emphasis on the business's demographic profile.



Staff turnover and recruitment

The JSE's staff turnover for 2014 was 15.8%. Of the terminations of employment in 2014, 65 were owing to resignations, one to a dismissal and four to retirement.

Training and development

The JSE is committed to supporting the development of its people to ensure that its employees have the skills and competencies required to deliver against the business strategy.

The JSE also promotes a culture of learning among its employees, as it relies on their knowledge and skills to provide the best service to its clients and stakeholders.

In 2014, the JSE spent R4.3 million on training and development, including JSE-sponsored courses.

The JSE also has a formal internal learnership programme aimed at further developing employees' capabilities to meet future business needs and to facilitate transformation. Sixteen employees are currently in the process of completing the programme.

Health and wellness

The JSE strives to increase the wellbeing and productivity of all its employees by enhancing all aspects of health.

The JSE's health and wellness plan seeks to increase awareness of positive health behaviours, to motivate employees to voluntarily adopt healthier behaviours and to provide opportunities and a supportive environment to foster positive lifestyle changes. The JSE also seeks to aid wellness in its communities by encouraging employees to give back through periodic sponsored charitable activities and programmes.

The JSE has several services in place to enhance employee health and safety and to provide early warning signals in accordance with international standards for building infrastructure and ensuring safety. The Exchange adheres to the Occupational Health and Safety Act, 1993, and the relevant regulations. Safety issues are the responsibility of the building management team, which reports to the Group Company Secretary, a member of the JSE's executive management. There have been no fines, accidents or other significant social incidents in the period under review.

Pin-point improvements related to the site inspections carried out in 2013 were completed during 2014.

The JSE commits itself to creating and maintaining an environment free from all forms of unfair discrimination, including discrimination against people living with HIV/Aids and other life-threatening illnesses. The JSE acknowledges that the HIV/Aids pandemic will affect its workplace. It has a policy in place for handling this pandemic.

5. Potential employees

The JSE is a diverse and highly competitive organisation. The JSE's success depends on its ability to attract and retain the best talent, both internally and externally. Its sourcing approach strives to hire the best possible talent that demonstrates the skills, aptitude and capabilities to advance and support the JSE in meeting its strategic objectives.

Working at the JSE offers a unique opportunity to work not only in a diversified organisation but also in an organisation that is small enough for every individual to make a difference.

6. Suppliers

Suppliers are selected by applying the appropriate JSE supplier selection process as defined in the JSE selection process. This best practice aligned process aims to ensure that the appropriate service or product is obtained at the right price. This process is then supported by formal contracting, ensuring that appropriate terms and service levels are in place. The supplier financial approval and payment process to suppliers is tightly controlled and overseen by the Procurement department. A procurement policy guides appropriate procurement practice for the JSE. Suppliers are managed against contractually defined service levels appropriate to the type of product or service provided and performance is measured through formal service level meetings and periodic forums. Key suppliers are especially closely managed, not only on a service level basis, but also on a strategic level to ensure appropriate continuity for the JSE. The JSE has a number of partners that are strategic to the business and acknowledges the importance of their services to the effective and efficient running of the JSE.

7. National and local government

The JSE's engagement with government authorities occurs mainly at an executive level. Regulatory responses in the JSE's major global competitor marketplaces, including in relation to increased transparency and the regulation for alternative execution venues and over-the-counter (OTC) products, have direct implications for South Africa and the JSE. This also applies to the final policy direction from the National Treasury in relation to the implementation of a twin peaks regulatory system. With regard to the former, as part of its G20 commitments, South Africa has already released draft regulations under the Financial Markets Act that target OTC derivatives and central counterparties. The twin peaks legislation, which is also still in draft form, envisages the introduction of a new prudential authority housed within the SA Reserve Bank and the transformation of the Financial Services Board into a market conduct authority. The JSE not only participates in the debates, but also takes the necessary steps to implement strategies to best position the JSE once the policy directions are clear.

8. JSE regulator

The JSE is regulated under the Financial Markets Act (FMA), No. 19 of 2012, by the Financial Services Board (FSB). The FSB is the regulatory authority tasked with ensuring that the JSE operates its securities markets in the public interest and in accordance with the legislation governing the operation of an exchange in South Africa. The FSB is invited to attend all Board and Board committee meetings.

The Issuer Regulation division interacts with the FSB in the following ways:

- The FSB has a permanent seat on the JSE's Issuer Regulation Advisory Committee and the Bonds and the Debt Issuer Advisory Committee. Through these committees, the FSB participates actively in the consultation process when changes to the Listings Requirements are proposed;
- The JSE regularly meets with the FSB to advise it of new developments and projects that the teams are developing. This includes proposed rule changes and also the listing of new products;
- The FSB is invited to the Self-Regulatory Organisation (SRO) Oversight Committee meetings, where the JSE's SRO activities are discussed and assessed; and
- The JSE regularly meets with the FSB to discuss matters pertaining to section 81 of the FMA. This provision deals with false and misleading statements.

To date, the FSB has been accorded the highest standing by the International Organisation of Securities Commissions (IOSCO). South Africa is one of only 36 countries that have been able to secure a multilateral memorandum of understanding (MOU) with other developed markets. This allows the FSB the option of cross-border cooperation and information exchange with other securities markets.

9. External panels and associations

There are many other industry players, both domestic and international, with whom the JSE interacts regularly: the Financial Markets Advisory Board (FMAB), the Takeover Regulation Panel, the King Committee, Business Unity South Africa (BUSA), Business Leadership South Africa (BLSA), the World Federation of Exchanges (WFE), the Committee of SADC Stock Exchanges (COSSE), and various industry committees and lobby groups.

Specifically enhancing the business environment, the JSE supports the following initiatives:

Institute of Chartered Secretaries and Administrators (R47 170)

This sponsorship is aimed at encouraging excellence in producing annual reports to promote transparent and comprehensive disclosures to stakeholders. This is an important aspect for the JSE's Issuer Services division, which monitors compliance with regard to listed companies' continuing obligations in terms of meeting the Listings Requirements.

Institute of Directors (IoD) (R100 000)

The JSE's director of Issuer Regulation is a director and chairs the Audit Committee of the IoD. The JSE's involvement is aimed at uplifting the standards required of directors in South African companies.

Business Leadership South Africa (R235 400)

Business Leadership South Africa (BLSA) is an independent association of CEOs, chairs and major multinational investors in South Africa. BLSA aims to provide leadership on economic and societal issues of national importance, and to facilitate business dialogue with the government. Further information is available at <http://www.businessleadership.org.za/home/?&re=1>.



Nepad Business Foundation (R50 700)

The JSE's director of Government and International Affairs is a director on the board of the Nepad Business Foundation (NBF), the purpose of which is to promote sustainable private sector development on the African continent in pursuit of the Nepad ideal of alleviating poverty. Nepad is an African Union initiative. At present, the NBF is involved with:

- TransFarm Africa projects;
- leadership development;
- agricultural programmes taking small-scale farmers to market in Malawi, Mozambique and Zambia;
- water projects (done in conjunction with the World Economic Forum and the SA Department of Water Affairs); and
- Infrastructure project development.



Stakeholder engagement through JSE Advisory Committees

Through the JSE's advisory committees, stakeholders are able to discuss and influence JSE activity, including trading on all markets, clearing and settlement, indices and Listings Requirements. The committees consider and advise on principle and operational matters and, where appropriate, propose amendments to the JSE Rules, directives and Listings Requirements.

The appointment of all advisory committee members is approved by the JSE Board to ensure the correct combination of stakeholders from the industry and JSE representation. Mandates are also approved by the Board.

JSE Clear Advisory Committee

Purpose

- The primary purpose of the committee is to advise the JSE on all elements of the operations and risk framework of JSE Clear and to provide guidance to the JSE Clear board on how changes should be implemented as well as their impact.
- The committee also reviews any proposed amendments to the JSE Rules and directives relating to the clearing and settlement of derivatives.

Approach

- The committee typically meets at least once a quarter, but more regular meetings can be requested as matters arise.
- The JSE representative responsible for the overall management of JSE Clear (the Responsible Officer) chairs the session and is responsible for establishing the agenda for each meeting. Currently, Leila Fourie, director of Post-Trade and Information Services, fills this role.
- Matters of interest are presented to the Board and its Risk Committee for debate. Any discussions and decisions are duly noted and recorded. Where necessary, formal recommendations are put forward, either to the JSE Clear Risk Committee or directly to the Board.

The JSE Clear Advisory Committee met three times in 2014 and a special technical sub-committee was convened to advise on proposed specific margin quantification improvements.

Material developments for the JSE Clear Advisory Committee in 2014

- JSE Clear liquidity lines: As part of its assessment of JSE Clear's IOSCO compliance, the FSB highlighted the need for JSE Clear to secure external liquidity support to be used in times of market distress. These facilities were finalised in January of 2014 and are currently in place.
- JSE Clear margin methodology: A multi-phase plan to review the inputs to the current J-SPAN methodology was approved in 2013. The biggest change is the way in which single contract margins are calculated, where a 99.7% two-day historical value at risk (VaR) metric is now used, considering a four-year look-back period that explicitly includes a period of stress. The first phase of this review was implemented in the first half of 2014 for the Equity Derivative Market and the Commodity Derivative Market. The implementation of the remaining markets included in phase one of the plan is expected to be complete by midway through the second quarter of 2015. Offsets in the margining framework will be addressed in the remaining phases of the review. The impact of phases two, three and four is expected to be much smaller and they are expected to be completely implemented by the end of 2015.
- Listing requirements for Single Stock Derivatives: Listing requirements for Single Stock Futures (SSFs) and International Equity Derivatives (IDXs) were reviewed. A minimum liquidity of the underlying was recommended for the listing of Derivatives. This led to geared positions in certain very low-liquidity stocks being closed out during the course of 2014. A floor on the margin of SSFs and IDXs was also introduced to guard against idiosyncratic behaviour in specific risk factors.
- JSE Clear ESMA recognition: Late in 2014, JSE Clear's application for recognition from the European Securities and Markets Authority (ESMA), to enable it to continue to provide services to local clearing members that were either branches or subsidiaries of European-registered holding companies, was deemed complete. This initiated a fixed period of 18 months within which ESMA has to respond to the application.
- Integrated trading and clearing: During 2014, a project was initiated to replace the trading and clearing systems of JSE Clear. This is a multi-phase programme of work and will enable the JSE to improve its service offering to clearing members, trading members and clients in the derivative markets in terms of its trading, operations and risk management capability.
- End-of-day process: The committee discussed and advised on specific aspects of running the end-of-day process, which includes reconciling margins and payments with clearing members. Conditions for rerunning the end-of-day process were discussed and agreed.
- Concentration risk: A technical sub-committee was convened to discuss and advise on proposals regarding the risk management of concentrated and large positions. The principles of risk mitigation have been agreed, but the exact implementation framework has yet to be worked out and confirmed with the market and other governance committees.
- Default insurance: The JSE was asked to investigate obtaining insurance for losses greater than the pre-funded waterfall of initial margin and JSE Clear Default Fund. After a lengthy process of analysis, the findings were presented to the committee, which advised that the costs involved would not justify the level of protection provided to members given the current exposures and risk assessment.

The Africa Advisory Committee

This past year has been a busy one and the JSE has continued to establish itself in both Nigeria and Kenya. The Africa Advisory Committee has assisted with this process both in-country and in South Africa.

Purpose

- To facilitate JSE access to other African market stakeholders.
- To advise the JSE on new listing opportunities for the Main Board, AltX and the Interest Rate Market.

Approach

- Regular teleconferences with committee members to keep abreast of developments in other African markets.
- Assistance and advice on country events and meetings and events in South Africa.

The JSE has been working closely with the Nigerian Stock Exchange and with the Nairobi Securities Exchange during the course of 2014. Its markets aim to cross-list ETFs between the Nigerian and South African markets, and the Kenyan and South African markets. This will be followed by equity listings and debt listings. The Company is also working with these markets on secondments of staff between markets, as an in-depth knowledge of how the markets work contributes enormously towards fruitful relationships. In addition to this, JSE staff have taken the opportunity during trips to Nigeria and Kenya to continue extending the Company's relationship base in these markets.

The JSE's increased presence in these two key markets has translated into very good relationships with these markets and has also meant that the JSE is now starting to get referrals for listings from the advisors in these markets.

The Africa Advisory Committee contributed to the success of the third Building African Financial Markets (BAFM) conference, which the JSE hosted in September this year. The keynote speech was made by Mr Aigboje Aig Imoukhuede, the chairman of the Nigerian Stock Exchange. The first panel benefited from the participation of one of the Africa Advisory Committee members, Mr Bolaji Balogun, CEO of Chapel Hill Denham, an investment banking firm in Nigeria.

The JSE team has continued to engage in quarterly conference calls with the Africa Advisory Committee. These discussions have encompassed the macroeconomies of the target countries, regulation and legislation, and other topical matters.

The advice and active participation of the committee continues to be of great value. The committee members all have a deep knowledge of their markets, the stakeholders active in those markets and upcoming events in those markets. The assistance of the Africa Advisory Committee members, including the chairman, Mr Nathan Mintah, continues to play a key role in the progress of the JSE on the continent.

Agricultural Derivatives Advisory Committee

Purpose

- Discuss and advise on issues pertinent to the agricultural products traded on the commodity derivatives market. In many instances, this involves issues that extend to the physical grain market, such as quality standards, storage and origins accepted for delivery.

Approach

- Endeavour to ensure extensive consultation on relevant topics with the market participants; agricultural industry representatives and registered members, who provide feedback on behalf of their customers.
- The JSE executive management remains the ultimate decision-maker, should the committee not be able to reach agreement on any item discussed.

Meetings are scheduled every second month, but the committee meets only as and when required.

The committee met three times in 2014.

Material developments for the Agricultural Derivatives Advisory Committee in 2014:

- Discussed in detail an error trade proposal presented by the JSE's Market Regulation Division and agreed input in terms of the practicalities of the process and the criteria for trades to qualify as an error.
- Discussed a proposal to consider introducing a reference point and therefore applying location differentials to the soya bean contract. The results of a survey of registered position holders were discussed. Based on the survey, the majority of participants supported the status quo.
- Supported the changes made to the sunflower seed and soya bean grading regulations to reflect trading these commodities on a clean basis.
- Researched aligning the commodity price limits to those of the CME, however the committee preferred to support the current percentages in place and not to support the wider base limits as adopted in the US.
- Discussed and supported changes to the margining methodology for Commodity Derivative products.
- Adopted changes moving the last notice day earlier in the delivery month. A number of concerns were also raised with regard to issuing silo receipts when the moisture levels were not correct. This was addressed with storage operators and it was agreed to publish a process document to the industry that defines this more clearly for all market participants to reference. This process document will include details about loading responsibilities and commitments by storage operators.
- Changes to the Options mark-to-market methodology following an industry workshop were discussed and supported by the committee.
- The inclusion of Russian and Ukraine wheat as delivery in completion of a Futures Contract was discussed in detail and the committee supported their inclusion as from the new marketing season in 2015.
- A basis Futures Contract was proposed and discussed in detail, with the committee providing suggestions in terms of the proposed contract design.

- A soya meal contract was requested by some industry participants. It was agreed that it was critical to secure access to storage and quality standards before proceeding with this product.
- The integrated trading and clearing (ITaC) project was introduced at a high level and potential changes to the current commodity functionality was discussed.
- Discussed the recent JSE restructure and the establishment of the Capital Markets division, into which the Commodity Derivatives division will report.
- Reported on the progress made in terms of introducing Zambian Derivative contracts for various grain contracts.
- Enhancements to improve the liquidity of the Mini-Maize Contracts were discussed and supported.

In 2014, the Committee was chaired by Chris Sturgess, director of Commodities and Key Client Management.

Currency Derivatives Advisory Committee

Purpose

- Structure and enhance the JSE's Currency Derivatives Market for the benefit of the greater financial markets.

Approach

- The committee confirms or agrees on an approach, which is presented to JSE executive management for discussion.
- If need be, any unresolved issues are taken to JSE executive management for further comment and, where necessary, discussed with the FSB.

Meetings are arranged quarterly and ad hoc as and when required. The committee met twice in 2014, with the final meeting scheduled for 17 November 2014.

Material developments for the Currency Derivatives Advisory Committee in 2014

- The trade cancellation rule was provided to the committee for comment. After a discussion with the JSE regulation team, an initial decision was taken to see the trade busting rule for the Equity Derivatives and Commodity Derivatives Markets up to a point where it is submitted to the Financial Services Board and thereafter engage with the Currency Derivatives Market regarding these issues. This is therefore on hold until further notice.
- The integrated trading and clearing (ITaC) project was brought to the attention of the committee. The purpose and benefits were highlighted to the market participants. All members raised that communication would be key in ensuring that affected parties are kept up to date with regard to the project.
- The committee raised a concern with regard to the risks associated with high open interest leading up to close-out day. After extensive discussion, the committee agreed that, in respect of high open interest, no risk mitigation is expected to be pursued by the JSE.
- The Currency Derivatives billing model was reviewed and changes were implemented in July 2014. The sliding scales for Futures and Options were amended to a lower fee costing. The broker and asset manager fee rebate incentives were removed and all affected parties were pleased with the overall result.
- The JSE communicated the final decision to retain Super Derivatives as the source for the currency option volatility skew.
- The committee discussed the requirement from Thomson Reuters for the JSE to start paying for access to and use of the Reuters Dealing 3000 application. The JSE makes use of this information for mark-to-market and valuation purposes. After numerous discussions, it was agreed to remain with Thomson Reuters as the source.
- The committee reviewed the African Currency Futures contract specifications for the Zambian Kwacha/Rand, Kenyan Shilling/Rand and Nigerian Naira/Rand contracts. The suggested changes were made and the three contracts were launched on 3 October 2014.
- The committee requested that a formal document be compiled to manage the process whereby authorised dealers (ADs) close out open interest between each other prior to close-out day. The document was created, circulated and approved.

The committee is chaired by Graham Smale, director of Bonds and Financial Derivatives.

The Equity Derivatives Advisory Committee

Purpose

- Ensure strategic communication and agreement between the JSE and Equity Derivative (ED) Market participants to ensure an efficient, transparent Equity Derivative Market with true price discovery and best execution.
- Create a forum where relationships are built between the JSE and market participants to grow the ED market together in the interest of the South African Derivatives market as a whole.

Approach

Four meetings were held in 2014.

Material developments for the Equity Derivatives Advisory Committee in 2014

The stability and technical issues experienced on the Equity Derivative Market were a constant topic during most of the Equity Derivatives Advisory Committee meetings. The JSE used the meetings to provide feedback on system incidents and gather input on suggestions for stabilising the trading system. The committee approved of the proposal to replace the Nutron Trading System with a solution from

Millennium IT (the trading system provider currently used by the JSE's Equity Market). This project was later expanded, not only to upgrade the trading system, but also to upgrade the post-trading and clearing system, which will be acquired from Cinnober.

In order to get specialists involved in detailed product strategic discussions and decisions, two sub-committees to the Equity Derivatives Advisory Committee were created. Feedback from the subcommittees was provided and discussed during the Equity Derivatives Advisory Committee meetings:

- Options Advisory Sub-Committee: Traders in this specialised product are not well represented on the main Equity Derivatives Advisory Committee. The sub-committee was used to agree product structural changes with the market to improve the liquidity of JSE listed Options. Major decisions included: increasing the transparency of the traded volatilities, changing Option exercise random allocations to pro rata allocations and enhancing the daily Options mark-to-market process. A committed market-maker for on-screen Option trading was also introduced.
- CFD Advisory Sub-Committee: This new product was launched by the JSE during May of 2014. It saw the JSE using a more collaborative approach to design and implement the product, which required input from market participants. The sub-committee meetings were used to co-produce all aspects of this new product.
- A proposal for the introduction of a trade cancellation rule and directive for error trades was presented to the committee for input. The final rule and directive changes were implemented during 2014.
- Feedback about the following products and initiatives to improve these products were also provided at the Equity Derivatives Advisory Committee meetings: Can-Do product suite, International Derivatives (IDX), Dividend-Neutral Single-Stock Futures and MSCI products.
- This year saw much more collaboration between the JSE's Equity Derivatives and Equity Markets. Feedback about initiatives in the various markets was provided at the advisory committee meetings. Feedback from the Equity Market at the Equity Derivatives Advisory Committee included information about the new Equity Market billing model, colocation and high-frequency trading initiatives.
- It is anticipated that the 2015 Equity Derivatives Advisory Committee meetings will focus on market quality and billing model improvements.

The committee was previously chaired by Graham Smale, former director of Bonds and Financial Derivatives, and is now chaired by Donna Oosthuysen, director of Capital Markets.

Equities Trading Advisory Committee


Purpose

- Consider and advise on principle and operational matters relating to Equity trading.
- Propose amendments to the JSE Rules and directives governing Equity trading.

Approach

- The committee makes recommendations to the JSE executive on the basis of reasonable consensus.
- Where reasonable consensus on any issue considered by the committee cannot be reached, the conflicting views on the issue in question are referred to the JSE executive or, where appropriate, to the JSE Board for determination.


Committee mandate

 The committee's mandate is on the JSE website at: https://extranet.jse.co.za/docs/default-source/equity_bulletin_board_-_tac_mandate/20131114-equity-trading-advisory-committee-mandate.pdf?sfvrsn=2

Meetings are held quarterly. The committee met four times in 2013.

Material developments for the Equities Trading Advisory Committee in 2014

- Colocation services
 - The JSE successfully implemented colocation services on 12 May 2014.
 - The implementation of the revised requirements has been delayed because of issues identified during the detailed analysis phase. Implementation is expected to take place during the last quarter of 2014.
- Rounding of closing prices
 - All closing prices are now rounded to the nearest cent to ensure consistency between the real time and end-of-day data feed.
- New order attribute – excluding hidden limit (EHL) orders
 - The introduction of a new order attribute that provides the ability to do a “book over” in the central order book, within the spread without interacting with hidden limit orders. This is to minimise the execution risk.
- Circuit breaker reviews
 - The circuit breaker tolerances were revised for segments ZA01 and ZA02 on 30 June 2014.
- Clearing and settlement billing model
 - The revised clearing and settlement billing model was successfully implemented on 30 June 2014.

 For more information, visit the Equity Market bulletin board on the JSE website <https://www.jse.co.za/services/technologies>

The committee is chaired by Leanne Parsons, director of Equity Market.

FTSE/JSE Advisory Committee

Purpose

- Consider and advise on principles and operational matters relating to and proposed amendments to the ground rules governing the management of the FTSE/JSE Africa Index Series and the FTSE/JSE All Africa Index Series.
- Ensure that best practice is used in the construction and management of the index series.
- Review the selection methodology for constituent companies and the treatment of securities within the FTSE/JSE Africa Index Series and may make recommendations arising from this review to FTSE and the JSE.

Approach

- The committee was set up by FTSE and the JSE.
- The committee operates independently of FTSE and the JSE, subject to the committee acting within its constitution and terms of reference.
- FTSE and the JSE will use their reasonable endeavours to implement the decisions of the committee regarding the operation of the FTSE/JSE Africa Index Series.

The committee met four times in 2014.

Material developments for the FTSE/JSE Advisory Committee in 2014

- All corporate actions with major impact on the index series were discussed in the context of their conformance to the ground rules.
- All technical outages impacting the index series were discussed in terms of their impact on the index series.
- Amendments and improvements were made to the FTSE/JSE ground rules document. Some end-of-day product modifications were made.
- A change to the timelines applied at quarterly index reviews was implemented, whereby the notice period for the publication of index changes was increased from seven to 12 week days.
- On 17 July 2014, FTSE issued a statement of compliance with respect to the recommendations contained in the final report by the International Organisation of Securities Commissions (IOSCO) on its principles for financial benchmarks. The IOSCO principles are intended to promote the reliability of benchmark determinations and address issues surrounding governance, the quality of benchmark design and methodology, and accountability. The FTSE statement covers all FTSE partnership indices, including the FTSE/JSE Africa Index Series.
- On 22 September 2014, FTSE/JSE launched shareholder-weighted (SWIX) versions of all existing ICB sector and SA sector indices. These 58 new indices are designed for specific sector benchmarking and performance analysis of local investors.

Membership

The membership of the committee, which operates differently from the other advisory committees as it is created under the JSE's joint venture with FTSE, is intended to be representative of the users of the FTSE/JSE Africa Index Series and should consist of representatives from domestic and international investors and investment banks as well as domestic and international actuaries.

The committee is chaired by Francois Oosthuizen of Sanlam.

Bonds and Interest Rate Derivatives Committee

The separate Bonds and Interest Rate Derivatives (IR) committees were merged into a single committee in 2012. This was done because of the commonality of market participants and linkages between the product sets.

Purpose

- Create and be responsible for the secondary market trading of a diverse set of products, across the Cash, Repo/Carry and Derivatives Markets.

Approach

- The committee is to be able to canvass and converse with the members of the market about:
 - amendments to trading and settlement rules.
 - the development of new products.
 - fees and changes to the billing model.
 - subjects appropriate to the general evolution of the market, for example:
 - Δ pre- and post-trade transparency.
 - Δ electronic vs reported trading.
 - Δ clearing (this is more specifically covered in the JSE Clear/Risk Committee meetings, but aspects of clearing may have a direct relationship to trading).
- Endeavour to achieve reasonable consensus on topics of discussion. Where this is not possible, depending on the nature of the lack of consensus, it may be necessary to poll a wider set of opinions across the market or to refer the matter to the JSE executive management or the JSE Board for further consideration.

- Deliberations and decisions by the committee are not binding on the JSE, which retains full discretion as to whether to implement or go against a decision of the committee. In so doing, the JSE will take into account its regulatory duty to include the interests of the market as a whole and not only the interests as represented at the committees.

The committee met only once in 2013. This is less regular than normal because the discussion surrounding the electronic trading platform, which had previously been held through the Bond Advisory Committee, was externalised to a committee formed by the National Treasury to address this issue. All follow-up meetings regarding this issue have now taken place at the National Treasury.

Material developments for the Bond and Interest Rate Derivatives Committee in 2014

- The intention to change the initial margin requirements for Interest Rate Derivatives was communicated through to the committee. It was indicated that the methodology proposed would not significantly impact on the Derivatives at the time.
- With the implementation of the FSA earlier in the year, some rule changes were necessary in order for the JSE to be compliant with the new act. These rule changes were communicated to the committee at the meeting.
- The JSE advised members of the committee that changes to the mark-to-market (MTM) valuation rules for corporate and other illiquid instruments were in the process of being implemented. The committee accepted these.
- The JSE advised members of the committee that the process to revise the current corporate indices was under way and any comments should be sent through to Mark Randall. New indices/sub-indices were presented at this time as well.

The committee is chaired by Graham Smale, director of Bonds and Financial Derivatives.

Issuer Regulation Advisory Committee

Purpose

- To consider and advise on proposed amendments to the JSE Listings Requirements.
- To consider objections and appeals in relation to the Listings Requirements.

Approach

- Make recommendations to the JSE on the basis of reasonable consensus.
- Where reasonable consensus cannot be reached on any issue considered by the committee, the conflicting views on the issue in question shall be referred to the Issuer Regulation executive management.
- Individual members of the committee may be requested to:
 - assist the Issuer Regulation division in an advisory capacity;
 - assist the Issuer Regulation division with objections from relevant parties; or
 - serve on the Issuer Regulation Appeal Committee.

Meetings are arranged as and when required. Members are consulted on an ad hoc basis on many matters. In view of the Issuer Regulation division's regulatory responsibility for the debt market, it also has a separate Debt Issuer Advisory Committee with a similar mandate.

Both committees are chaired by John Burke, director of Issuer Regulation.

AltX Advisory Committee

Purpose

- To consider the business plans of prospective AltX companies and to recommend to the Issuer Regulation Division the suitability for such a listing on AltX.

Approach

- Make recommendations to the JSE on the basis of reasonable consensus.
- Meetings are arranged as and when there is a proposed new listing for AltX.
- The committee met eight times during 2014.

The AltX Advisory Committee is chaired by John Burke, director of Issuer Regulation.

JSE SRI Index Advisory Committee

Purpose

- Consider and advise on principle and operational matters relating to and proposed amendments to the ground rules.
- Ensure that best practice is used in the construction and management of the JSE SRI Index.
- Review the selection methodology for constituent companies and the treatment of securities in the JSE SRI Index, and may make recommendations arising from this review to the JSE.
- Consider and advise on introducing new indices to the series.
- Oversee the annual reviews.

Approach

- Make recommendations to the JSE on the basis of reasonable consensus.
- The JSE will use its reasonable endeavours to implement the recommendations of the advisory committee regarding the operation of the JSE SRI Index.
- Where reasonable consensus cannot be reached on any issue considered by the committee, the conflicting views on the issue in question shall be referred to the JSE executive management or, where appropriate, to the Board for determination.
- The JSE is responsible for the appointment of the members of the JSE SRI Index Advisory Committee.
- The committee operates independently of the JSE, subject to the committee acting within its terms of reference.

Meetings are arranged as and when required. The committee met three times in 2014 .

Material developments for the JSE SRI Advisory Committee in 2014

- At the first meeting of the year, the JSE presented the next steps in the strategic transition process. The committee expressed its support for the proposed strategy, subject to sufficient stakeholder communication being planned.
- In September, the committee met with a delegation from the mining sector in a follow-up discussion to the 2013 engagement. The meeting was aimed at discussing developments in the various industries in the sector with regard to labour issues following the incidents of 2012.
- During November, the annual assessment results were presented to the committee for confirmation.

Membership

The membership of the committee is intended to be representative of the users of the SRI Index and of the sustainability industry.

The committee's membership therefore includes experts from the sustainability arena, investment professionals, academics and listed companies. The committee also invites the JSE SRI Index data provider to attend relevant meetings.

There was one change to the committee membership in April 2014, when the representative from the chairperson stepped down because his time and ability to travel from Cape Town for regular meetings were subject to constraints. At the committee meeting in June, it was resolved that, given the intention to revise the committee composition in 2015 as part of the strategic transitioning approach, a new chairperson would not be appointed immediately but that the JSE would chair meetings for the remainder of the year.

10. Community

The JSE is committed to making a difference in the lives of South Africans by investing time, effort and money in various initiatives. The JSE also believes that this difference should be sustainable and should ensure that individuals benefit directly through positive and meaningful contributions.

The CSI strategy will focus the JSE's activities into areas believed to be relevant to the country in which it operates as well as the business activities of the JSE. These activities may be of broader benefit to society in the manner in which the Company believes it is best able to make a meaningful contribution.

The areas that constitute the JSE's main focus in this regard are as follows:

- National priority issues, such as poverty alleviation, job creation and youth and community development, as indicated by the National Development Plan and the Financial Sector Codes, among other key policy and development papers or legislation.
- Strategically aligned causes (areas that relate to the JSE's business) where the JSE is hence better suited to make meaningful contributions (such as enterprise development and financial literacy).

The JSE will also be growing its emphasis on staff participation in CSI initiatives, thereby encouraging active citizenship.

The process of re-aligning the JSE's CSI spend to mirror the identified priority areas is an ongoing effort and is evolutionary in nature. The Company continues to prioritise its activities, which are focused on education (see the following sections). This is reflected by the significant amount spent on related activities.

A summary of these initiatives is shown below:

	2014 R'm	2013 R'm
Financial education – schools and universities	5.1	3.8
Education for students in the field of finance – JEF	3*	3*
Community development and healthcare	2.8	2.4
Benevolent Fund	5.6*	5.6*

*Does not affect JSE cash flow.

Community investment and relations as well as all sponsorships and contributions are the responsibility of Zeona Jacobs, director of Marketing and Corporate Affairs.

Education

The JSE's educational initiatives are aimed at increasing understanding about the financial markets (particularly among high school learners and university students), encouraging investment among South Africans and growing the pool of potential employees in the financial markets. The JSE believes that this assists in growing the number of people who might become investors or businesses that might list.

JSE Investment Challenge – Community Investment

Now in its 41st year, the challenge is a focused and far-reaching educational programme aimed at introducing South African high school learners and university students to the world of finance. The challenge coaches learners in the fundamentals of investment strategy and encourages them to research and strategise around the trading of JSE-listed shares by managing a virtual portfolio of R1 million.

School challenge	2014	2013
• Number of schools (number of Adopt-a-School* schools)	320 (*80)	317 (*69)
• Number of learners	6 276	6 632
• Number of teams	1 569	1 654
University challenge		
• Number of universities and private colleges	38	38
• Number of students	2 750	3 041
• Number of teams	1 035	1 161

**The Adopt-a-School initiative aims to assist schools with few resources. The schools are adopted by stock broking firms, listed companies and other institutions. Schools are given funds to enter the game and to receive daily newspapers and business publications.*

Social impact assessment of the JSE

The JSE is a low-impact company as determined by the JSE SRI Index and its business activities do not directly affect any South African community, thus it is not imperative for the JSE to conduct any formal social impact assessment. However, the Company is proud of the following outcomes of the financial literacy activities in which it engages with the South African youth, which show the JSE's commitment to contributing to their financial literacy and having a positive impact on them:

- Enhancing the South African youth's understanding of the securities market and its role in wealth generation;
- Equipping the South African youth with financial skills that will assist them in realising employment opportunities and/or contributing to and participating in the country's economy in future;
- Driving financial literacy in the youth market by educating them about the value of investing and exposing the learners/students to the investment fundamentals through the simulated trading of shares on the JSE; and
- Equipping students, who will eventually feed into the financial sector.

Education of targeted groups

The JSE continued to offer regional public seminars at identified and selected towns around the country, offering basic information on how to invest on the JSE.

In Sandton, Gauteng, the JSE provided Power Hour sessions offering new and current investors an opportunity to grow their knowledge by attending a one-hour session once a month in which a variety of speakers and experts shared their knowledge and investment skill with the public. These sessions were extended to Durban and Cape Town in 2012, albeit quarterly.

Through its Retail Development unit, the JSE launched the Virtual Trading Game in 2013. It targeted the public and aimed to provide a simulated experience of trading on the JSE. The Virtual Trading Game was also supported by a simulator (Virtual Trader), which enabled members of the public to develop their own portfolio and include products from all of the JSE's markets.

The JSE also implemented a retail strategy focusing on LSM 8-10 with effect from 2013 and engaged in a retail market study for the first time. The study indicated the size of the addressable market and the appetite for investing on the JSE. The analysis delved into both the demographics and the psychographics in order to determine the behaviour of the investors and these were quantified to provide assumptions for the study and further proposals for the JSE to engage potential and current investors.

In its endeavour to become more relevant, the JSE established a Retail Advisory Committee, in which, together with the broking community, collaboration is being sought in facilitating access to the market by educational interventions as well as positioning the JSE as an investment destination of choice for potential investors.

The JSE launched a new offering in 2014: Webinars for all investment seminars held in Sandton, Durban and Cape Town to enable interested members of the public to tune in live (online) to scheduled seminars and Power Hours, adding convenience and increasing the attendance opportunities for members of the public who are unable to attend or are in areas not covered by the JSE.

In 2011, the JSE embarked on an initiative to improve the investment education of professional groups by offering targeted training programmes. The groups included the Judicial Officers Association of South Africa, the South African Medical Association, and the South African Women Entrepreneurs' Network. This initiative supplemented public education seminars held across the country.

The JSE continued to interact with identified groups with the potential to invest with the aim of providing them with opportunities to learn about investing on the JSE. This included organisations such as Absip, the Black Management Forum as well as the Engineers Association of South Africa.

JSE Empowerment Fund (JEF) Trust

The JEF Trust provides academically deserving black students with the finance and support to acquire the appropriate qualifications and the opportunity to enter the financial services sector on completion of their university training.

Through the dividends received as a result of its JSE shareholding, the JEF Trust is able to provide the financial assistance reflected in the table below and this financial assistance does not affect the JSE's cash flow.

In 2014, progress was as follows:

Institution	Students	Amount paid including allowance	Progress/Comments (as per the 2014 JEF Trustees' Report)
Thuthuka	3	R142 560	Three students studying towards their CA qualification were funded in 2014. The funds provided by JEF go into a pool, which is then made available to students who are deserving and financially needy. This means that there is no direct contact with any of the students who benefit from the JEF bursary, but regular reports on the general performance of the students funded is provided.
Reunert	5	R224 276	Reunert College provides a bridging programme for students who did not perform well in grade 12. Five learners were sponsored in 2014, with the intention to further their studies at tertiary institutions in 2014. The awards ceremony was held in October 2014.
University of Cape Town	1	R148 765	One student studying BBusSci Economics completed his third year in 2014.
University of Johannesburg	4	R397 487	Four students were sponsored in 2014. The university continues to provide us with regular feedback on the progress of the students.
University of Pretoria	16	R1 867 130	Payment was effected for 16 students in 2014. Regular feedback is received regarding the students' academic performance.
Total	29	R2 780 218	

Community development and healthcare

The JSE supports a number of worthy charities over and above its community efforts in education and financial literacy. Each of these addresses important social and environmental issues. The JSE also sponsors and donates money to initiatives that it believes directly and indirectly improve the lives of ordinary South Africans and that contribute to constructively advancing the general business environment, both in South Africa and on the African continent.

In 2014, the JSE invested R2.8 million (2013: R2.6 million) in initiatives including the following:

Initiative (spend)	Description of initiative
Afrika Tikkun (R1 029 000)	Afrika Tikkun was started in 1994, with a vision to alleviate poverty. The leadership of Afrika Tikkun determined in 1996 that the biggest need in the newly democratic South Africa was to create a society capable of catering for the needs of future generations as well as the current generation. To deliver this vision, it adopted a model that seeks to develop the competencies of South Africans living in townships and uses these competencies to deliver much needed developmental services to children and the youth. The model invests in the development of children from early infancy into young adulthood and into the world of work. This approach is referred to as Cradle to Career.
Mike Thomson Change a Life Trust (R480 000)	The Change a Life Cycle, a fundraising vehicle for the Mike Thomson Change a Life Trust, is committed to raising more than R3 million each year for anti-crime projects through participation in a four-day cycle tour run by Computershare, one of the JSE's stakeholders. The aim is to tackle crime at grassroots level, and part of the programme includes youth development in underprivileged areas, as well as a DNA project that promotes the development of the use of DNA evidence in crime detection and conviction. Further details can be found at http://www.computersharecares.com/Projects/southafrica/Pages/MikeThomsonTrust.aspx .
Business Against Crime South Africa (R350 000)	Business Against Crime South Africa (BACSA) was established in response to a call from Nelson Mandela, during his time as President of South Africa, for the business community to join the fight against crime. BACSA has two distinct roles. The first is to get business' "own house in order" by eliminating crime-enabling processes, systems and approaches, and improving crime prevention measures within the control of business. The second is to partner with the government, when invited, by sharing expertise, information, processes and technologies resident in business. These roles are fulfilled primarily by mobilising business skills and resources in government-defined areas of need, and the strategic alignment and coordination of the anti-crime strategies and priorities of business. BACSA is totally reliant on the commitment and generosity of companies. Further information can be found at http://www.bac.org.za/about.html .
NECT – National Education Collaboration Trust (R273 456)	The National Education Collaboration Trust (NECT) is an organisation dedicated to strengthening partnerships among business, civil society, the government and labour in order to achieve the education goals of the National Development Plan. It strives to support and influence the agenda for the reform of basic education .
Alexandra Education Committee (R150 000)	The primary goal of the Alexandra Education Committee is to fund each student for five years at high schools outside Alexandra. Currently, 178 boys and girls are receiving bursaries for their high school education. Bursaries include academic fees and all approved extras. School fees are payable in January each year and are a tax deductible expense. The next goal is to guide students towards obtaining funds for tertiary education.
Adopt-a-School Foundation (R50 000)	The foundation strives to address the inequalities and inadequacies in South Africa's rural and disadvantaged schools, in order to ensure positive learning experiences that will lead to greater opportunities for South Africa's youth. Over the past 10 years, Adopt-a-School has inspired businesses and individuals in the private sector to invest effectively in education in South Africa through its whole school development model.
Buffelshoek Trust (R100 000)	Constituted in 2001 by Sidney Frankel, one of the JSE's long-term stakeholders, to uplift the Manyeleti villages, the Buffelshoek Trust focuses on two needs of this poverty stricken, rural community – education and healthcare. Located in Mpumalanga, adjacent to the Kruger National Park, this community has been identified as one of 23 rural and urban nodes by the South African government. These nodes represent the largest concentrations of poverty in the country. This municipal area has the smallest economy; a limited resource base; and contributes the least to the district and the provincial GDP. Growth of the agricultural and tourism sectors can make a meaningful contribution to the local economy. The area has great potential in creating economic growth and reducing unemployment. However, resources to initiate such growth are not easily accessible. The trust has contributed significantly toward improving healthcare and education in the community.
Nepad Business Foundation (R57 000)	The director of Government and International Affairs for the JSE is a director on the foundation's board. The foundation's purpose is to promote sustainable private sector development on the African continent in pursuit of the Nepad ideal of alleviating poverty. Nepad is an African Union initiative. At present, the NBF is involved with: <ul style="list-style-type: none"> • TransFarm Africa projects; • Water projects (done in conjunction with the World Economic Forum); and • Leadership development .





The Benevolent Fund

The Benevolent Fund, managed by the JSE, was set up by JSE stockbrokers and member firms to assist unemployed persons employed by the broking community and the JSE before November 1995 and who find themselves in dire financial circumstances because of their inability to find new employment.

At present, an aggregate of R652 565 (2013: R442 600) is distributed among about 161 beneficiaries per month. Beneficiaries are also offered non-financial assistance. The financial assistance described above does not affect the JSE's cash flow.

Recent policy changes have introduced more generous levels of assistance.

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