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FOREWORD



Historically, access to marine resources in South Africa was unrestricted. However, fishermen saw their traditional fishing grounds eroded under the guise of resource protection. Laws were fashioned in a manner that forced them to go underground while the resources were gradually transferred into the hands of a few larger players in the fisheries sector. It is generally accepted that there is an overconcentration in the market despite very recent efforts of empowerment.

The informal fishermen have in the last three years organised themselves into a cohesive unit. Since the free elections there have been growing signs that at last they would be allowed to legitimise their operations and become part of the free and democratic market system.

It is to this end that a careful plan has been devised to ensure participation from grass roots level upwards. The system is aimed at benefitting the smaller players who have suffered much in the past.

Basically the plan provides for 18 regional co-operatives at fishermen

level as well as a controlling company, SA Commercial Fisher's Corporation (SACFC) and a holding company, SACF Holdings (SACFH), at upper management level.

We appreciate the fact that Government has been sympathetic to our cause and therefore respectfully submit more details of our plans. It is our express hope that these plans will be accepted in the same spirit of co-operation to find solutions for the plight of our people.

1. SHARES

1.1 The current 18 co-operatives, ranging around the coast from Lamberts Bay to Hawston, will hold 77,9% of the shares. Share ownership is based on membership of the co-operatives in relation to the total registered membership of informal fishermen.

A total of 10 000 shares have been authorised for SACFH and 5 400 have so far been issued as follows :-

1.1.1	Buffeljags Fishers Co-operative Ltd	100
1.1.2	Cape Town Harbour Fishermen Co-operative Ltd	600
1.1.3	Elandsbaai Fishers Co-operative Ltd	100
1.1.4	Gansbaai Fishers Co-operative Ltd260	
1.1.5	Hawston Fishers Co-operative Ltd	180
1.1.6	Helderberg Fishers Co-operative Ltd	300
1.1.7	Houtbaai Fishers Co-operative Ltd	360
1.1.8	Kleinmond Fishers Co-operative Ltd	60
1.1.9	Lambertsbaai Fishers Co-operative Ltd	300
1.1.10	Paternoster Fishers Co-operative Ltd	220
1.1.11	Saldanha Fishers Co-operative Ltd	180
1.1.12	Stilbaai Fishers Co-operative Ltd	220
1.1.13	Stompneusbaai Fishers Co-operative Ltd	560
1.1.14	Velddrif Fishers Co-operative Ltd	120
1.1.15	Vredenburg Fishers Co-operative Ltd	180
1.1.16	Waenhuyskrans Fishers Co-operative Ltd	340
1.1.17	Witsand-Kommetjie Fishers Co-operative Ltd	120
1.1.18	Food and Allied Workers Union (FAWU)	600
1.1.19	Fishermen Leaders Trust	200
1.1.20	Johnston Family Trust	200
1.1.21	The United Trust	200

Shares are issued in a manner which will ensure that fishermen will at all times hold the majority.

1.2. SHARES IN THE HOLDING COMPANY

It must be pointed out that 200 shares were issued to the Fishermen Leaders Trust of which leaders of the informal fishing community are the beneficiaries. The purpose is to compensate them for loss of income, commitment and financial contributions over the last three years (the period in which they have been part of the struggle for legitimacy).

Another 200 shares were issued to the family trust of Mr Andy Johnston, as decided by the Executive Committee of the Informal Fishing Communities (IFC) as compensation for his financial sacrifices and time spent on the struggle for legitimacy.

The Executive Committee also decided to settle the accounts of professional advisors of the IFC by means of shares issued. The account of R419 000 is thus settled by issueing 200 shares to a trust held by Mr Thys Mocke on behalf of the advisory group. It was agreed that the trust will have no claims whatsoever against the IFC or any of its companies, should the said companies not become operative.

[SEE ANNEXURE "A" FOR STATUTES OF REGISTRATION OF SACFC AND SACFH]

[SEE ANNEXURE "B" FOR SHAREHOLDERS AGREEMENT]

2. REPRESENTATION OF CO-OPERATIVES IN SACFH AND SACFC

Each co-operative will appoint 5 directors in accordance with the statutes of the co-operatives. The directors will elect the managing director who will hold office for two years.

The managing directors of the co-operatives will serve on an advisory committee. The advisory committee will elect six nonexecutive area directors to serve on the Board of Directors of the SACFCH. The six directors will be elected on the following basis:

Two to represent the Cape Town area Two to represent the Cape West Coast Two to represent the Cape South Coast.

Should fishermen of the Eastern Cape and KwaZulu/Natal choose to join the company, provision will be made for them to elect two area directors each to represent them.

The area directors will elect two from their ranks to serve as nonexecutive directors on the Board of Directors of SACFC.

Peoples ver plate Dene AGENDA Opening 1. Attendance 2. Agreement on agenda 3. Kesearch. to Wesgko. Andy Johnston - Political situation < 4. Con Salo -Miner T Mocke - Company structures 5. MINIETRY Peter Mokaba's involvem 6. Nego. 2010 of them Companyers Possible joint ventures lowg Yowa Longline Tuna -Japan visit 8. JAPAN 9. FDU involvement TV PROgRans 10. Financial 11. Involvement of each director 12. Election of chairman, and CEO ? later 13. Remuneration of directors Political 14. Quota Board representation lack of uncertional 15. Next Meeting

The whole structure has been devised to ensure and protect representation from grass roots level. SACFC will belong to the informal fishermen of South Africa.

3. DIRECTORS

3.1 **SACFH**

The holding company will be owned by the co-operatives, FAWU and a few minor shareholders. The co-operatives will appoint six members of the Advisory Committee as non-executive members.

The share holders will appoint two executive directors to act as Chairman and Chief Executive Officer (CEO).

3.2 <u>SACFC</u>

The company will be under the sole ownership of the SACFH. A total of 10 000 shares has been authorised of which 5 100 will be issued to SACFH.

The Board of Directors will consist of a maximum of 10 nonexecutive directors and an unlimited membership of executive directors. A maximum of 2 alternative directors will be allowed. Each director will be appointed for a maximum term of 3 years. These directors will, however, be eligible for re-election after the 3 year term. According to the statutes of incorporation of the company, directors will not necessarily have to own shares in the company.

A Chairman and Chief Executive Officer will be appointed by the Board of Directors. Members of the first Board of Directors will be :-

3.2.1	IFC Chairman	- A Johnston	
3.2.2	Economic Advisor	- Z Molea.	(Non-Executive)
3.2.3	FAWU representative	- M Gxanyani	(Non-Executive)
3.2.4	Environment	- K Salo	(Non-Executive)
3.2.5	Fishing Industry		
	Advisor	- M Drucker	(Non-Executive)
3.2.6	Community		
	Development	- M Barnabas	(Non-Executive)
3.2.7	Attorney	- M P Mocke	(Non-Executive)

3.2.8 Financial

3.2.9 Fishermen

Fishermen Representatives - C P Claassen (Non-

(Non-Executive)

- 2 Directors to be appointed by Advisory Committee(Non-Executive)

4. PROFESSIONAL ADVISORS

The management team of SACFC will initially be relatively inexperience and will have to rely on a consultantancy group.

However, the company vision will be that it must belong to the community of fishermen of the South African coast and it will be expected of the management to implement this vision to the benefit of the members of co-operatives.

5. INTERNAL CONTROL SYSTEMS

The establishment of sound internal control systems will be the responsibility of the South African Commercial Fishermen Corporation (PTY) LTD.

The planning and implementation of these controls will be done in close consultation with the external auditors of the company.

The following critical areas will be addressed by the internal control system :

-delivery of fish products to joint venture processing companies. -reconciliation of pool accounts in co-operatives.

-price agreements with joint venture processing companies.

-receipts from joint venture processing companies.

-central control over payments to members of co-operatives.

-allocation of quotas to co-operatives.

6. VALUE ADDING TO PRODUCTS

The Informal Fishermen have thus far had no share in the value added to the price of their products.

The SACFC will change this situation and ensure that the small fishermen along the coast get their fair share of the real value of the various products.

The company will not set up its own factories to accomplish this for at least the first three years. The reasons are as follows :-

The company does not deem it responsible to borrow large amounts of capital from financial institutions to invest in infrastructure due to high interest rates and the large financial burden that will result. The company plans to enter into joint venture agreements with various established enterprises to process its catch at an agreed profit split. This approach will enable SACFC to build up capital in the first 3 years to buy or build its own factories.

SACFC views it as a priority that there must not be any loss of employment for factory workers. SACFC has started negotiating joint ventures for a three year period (of co-operation) with existing enterprises.

SACFC's management is still relatively inexperienced and the first three years will mainly be a learning period for them.

The three year period will enable the management of SACFC to put all the necessary controls and financial systems in position to ensure a smooth and functional operation for the future.

7. <u>SACFC's DISTRIBUTION OF THE AVAILABLE TAC OF THE</u> DIFFERENT SPECIES TO EACH CO-OPERATIVE

The whole proposal is based on the assumption that SACFC will receive allocations from Central Government. The minimum allocations needed by SACFC to solve the poaching problem, are as follows :-

7.1	lobster	- 250 ton
7.2	abalone	- 150 ton
7.3	longline hake	- 5000 ton
7.4	pelagic	- 10 000 ton

The Informal Fishermen have certain new species they would like to exploit commercially. The Department of Sea Fisheries can investigate these possibilities.

As far as lobster and abalone are concerned, SACFC will allocate a specific tonnage to a co-operative to take out on his/her behalf. The following criteria will be used to determine the size of such an allocation:-

- (a) The specifications of the Department of Sea Fisheries
- (b) The number of members of a co-operative
- (c) The strength of a specific species in an area.
- (d) The availability of processing facilities in the co-operative area.
- (e) The type of allocation required to stop the fishermen poaching.

SACFC will pay fishermen an agreed price on delivery of their catch and the added value to the product by means of processing or proper marketing in South Africa as well as Internationally.

As far as pelagic fish and longline hake is concerned SACFC's goal is to buy its own vessels to catch the allocation and employ its members from eg. the Cape Town Harbour Co-operative. For the first three year period SACFC will, however, enter into joint ventures with existing companies to catch the allocation on its behalf on a profit share basis. Certain Co-operatives already have the ability to catch longline hake but will have to be assisted to ensure that the quality of the catch complies with the standards of the European Markets.

8. **DIVIDEND POLICY**

SACFC aims to give the fishermen of South Africa's coast access to the sea and to assist them financially during the off season.

SACFC will be managed with a definite profit goal. A substantial percentage of each year's profit will have to be declared as a dividend to ensure that the members see the Co-operative and SACFC to be working in their cause. It is of the utmost

importance that the people must experience the benefits of membership of the Co-operative and SACFC, as the success of the project depends on support and loyalty at grassroots level.

Dividends will be declared annually by SACFC. Equal monthly payments will be made to the Co-operatives in proportion to their shares held in the Company. Provision will also be made for payment of insurance policies for the members of the Cooperatives.

SACFC plans to establish itself with a sound financial base within the first three years of its existence. A five year plan has been divised to enable SACFC to establish its own processing plants, acquire its own fishing vessels and establish a successful distribution network in South Africa.

Success will ensure larger profits for all concerned.

Other plans include assistance to the poorer communities to acquire vessels and equipment via their co-operatives. To succeed with the five year plan, some 65% of all profit made in the first three years will be retained in the company.

9. RELATIONSHIP WITH OTHER ESTABLISHED COMPANIES IN THE FISHING INDUSTRY

SACFC views itself as a new but equal player compared to companies such as I & J, Oceana and Sea Harvest. SACFC would, however, like to build a good working relationship with its competitors in the industry and to settle any differences which may have resulted from the struggle to achieve legitimacy.

SACFC's executive management has had numerous meetings with most of the company's competitors to establish a pattern for better relationships in the future. Possible joint ventures for the first three years are being negotiated.

The Informal Fishing Communities have historically had a solid relationship with Small Business in the Industry and plan to build on this solid foundation.

10. APPROACH TO WORKERS AND TRADE UNIONS

SACFC sees itself as a People's Empowerment Company. The Company belongs to the people working for it, namely the fishermen and their co-workers. A total of 600 shares, which constitutes 11% of the issued shares in the Company were issued to FAWU for this reason.

Mr Mandla Gxanyani of FAWU is one of SACFC's directors and will represent the company as its Labour Relations Advisor. Management will strive to act in accordance with the Labour Relations Act of 1996 at all times.

The Informal Fishing Communities view the Labour Unions as their comrades in the struggle to obtain access to the natural resources of our coast and SACFC will attempt to strengthen this relationship.

11. INFRASTSRUCTURE

SACFC's success is subject to the members of Co-operatives feeling that they are handled fairly at all times. SACFC is the property of the Co-operatives' members and therefore management must strive to pay out as big a dividend as possible annually.

It is therefore part of SACFC's policy not to buy expensive offices and spend money on unnecessary assets.

A functional infrastructure will, however, have to be established as soon as possible for which money will most probably have to be borrowed from a financial institution.

12. FUNCTIONING OF CO-OPERATIVES

The Co-operatives are managed by the five directors of the Cooperative in accordance with the statute of each Co-operative. [SEE EXAMPLE AS ANNEXURE F]

The financial management will be handled by the financial department of SACFC. This measure has been implemented for the purpose of strict control in order to limit any chances of fraud.

The five directors will decide according to a set of criteria [SEE ANNEXURE E] if new applicants for membership of the Cooperative are "bona fide fishermen making a living from the sea", as the qualification for membership stipulates in accordance with the statute of the Co-operative.

The Co-operatives are the shareholders of SACFCH and a channel through which dividends can be distributed to the people. The value adding process will be handled by SACFC.

[SEE ANNEXURES "C; D; E; F"]

GREEN REPORT

To see the ocean as a means of an endless supply of money and instant wealth is short sighted and a destructive concept.

We need to reverse this attitude. Reckless exploitation is a serious sign of political mismanagement at the moment. The general public, scientists, policy makers and government must be made aware that more than ever the solutions to protecting our resource lay not in putting "bandages on the wound but what is causing the symptoms".

One of the basics of our ocean and resource management is in people's policing. I predict that the policy whereby it is accepted that the ocean and resource is the heritage of all the people of South Africa and not of the privileged few, will be a solution to conservation.

Any attempt to protect the resources to the benefit of the profitmakers, politicians and monopolies is a short term mentality and will fail as it is doing at the moment.

All of us who love the sea and animals that live in it should for the benefit of future in general fight, and continue to struggle for the protection of our oceans.

Strategy in marine conservation should be addressed through integration of all who use it, through democratic processes and not on the old styled ivory tower concept, we all can learn from one another. The needs and aspirations of our disadvantaged peoples should be brought into the equation. Conflicts should be resolved, Robin Hood concepts eradicated and education and awareness should be spread to all in our country.

Lets all feel part of this land and sea and then, and only then, will we be able to responsibly manage it.

God bless our land and sea.

CONCLUSION

Power vests as much in business as it does in governments and is easily corruptable. Business cannot carry on as usual with superficial black faces being regarded as change. It must act in a socially responsible way and to rediscipline itself to operate in an open and democratic system. It must take its place to bring about a New South Africa.

In conclusion, this company is such a company.

[SEE ANNEXURE "G" FOR PRESS REPORTS TO DATE.]

INFORMELE VISSERS VAN SUID AFRIKA INFORMAL FISHERFOLK OF SOUTH AFRICA

REELS FOT REGISTRASIE VAN VISSERS RULES TO REGISTRATION OF FISHERFOLK

'n Persoon mag registreer as: a Person may register if:

 Die persoon se enigste inkomste vir hom of sy gesin se voortbestaan die inkomste is wat hy verkry deur die bronne van die see te ontgin.

His only income must be that of harvesting the resources of the sea to support him and his family.

- 2. Dit sal nie in aanmerking geneem word sou die persoon in tye van slegte weer ander inkomste verkry nie, maar nie vir langer as drie dae per geleentheid nie. If a person do odd jobs in time of bad weather it can not be held against him but no job may be more than three days at a time.
- 3. Die persoon wat oor 'n vaartuig bettik maar slegs van die inkomste van die vaartuig voortbestaan , maar die vaartuig se bemanning moet volwaardige vissets wees. a Person whose only income is that of his vessel but the crew of the vessel must qualify as mentioned above.
- 4. Enige persoon most die afgelope jast permanent sy enigste inkomste verkry het uit die see. Any person for his only income should have harvested the seas for a period permanent of a year.
- 5. 'n Persoon wat enige toelae ontvang (slegs pensioen of ongeskiktheids toelae van die staat) en die bedrag is minder as agt honderd rand R800 per maand mits hy meer as drie jaar permanent visvang. Any person who recieve pension or any other benifit less than the amount of eight hundred rand and who have been fishing permanent for the past three years.
- 6. Enige ander persoon wat pensioen ontwang maar meer as vyf jaar permanent visvang en so goedgekeur is deur die plaaslike vissers. Any person with pension permanent fishing for the past
- five years with aproval of the local fisherfolk.
 7. Sou die persoon se pensioen of toelae per maand meer wees
 as R 3000-00 mag by nie deelneem aan ontginning van kwota
 spesies of finansiele fondse ontvang deur fondse wat
 verkry is deur die kwota spesies nie.(GEKEUR VOLGENS 6)
 If a person recieve monthly a amount exceding R 3000-00 he
 may not share in profits or the exploitation of any quota
 species.(ACCEPTED BY 6)

NIE TOELAATBAAR N NOT ACCEPTED

- 'n Persoon met enige salaris.
 a Person with any salary.
- Fabriekwerkers
- Factory employees\employers.
- 'n Persoon wat die plaaslike vissers nie goedkeur nie.
 a Person the local fisherfolk do oot accept.
- Lid van FDU Membership of FDU.
- Persoon wat naweke en met verlof visvang. Person fishing weekends and with leave.
- 'n Persoon wat die doel van die Informele vissers probeer beinvloed het.
- a Person who have discredited the cause of the Informal sector.
- 'n Persoon wat geen bewyse kan toon tot die aard van sy inkomste.
- a Ferson who can show no proof as to his income.
- In Persoon wat nie op 8\2\97 aan die vereistes voldoen nie.
 a Person that do not qualify on the date of 8\2\97.

Price Waterhouse Chartered Accountants (SA) Geoktrooieerde Rekenmeesters (SA) Eleventh Floor Metlife Centre 7 Coed Steyffer Avenue Cabe Town 8001 PO Box 2505 Cape Town 8000 BHde Verdieging MetHesentrum Doen Steytlerban 7 Kaapstad 8001 Posbus 2808 Kaapstad 8000 225, 410-5800 221,415-1381 Doca, DX 154

Price Waterhouse

Fax No: 854-8747

No of pages:

27 February 1997

Mr T Mocke Attorneys Conveyancers PO Box 1059 Strand 7139

Dear Thys

....

SOUTH AFRICAN COMMERCIAL FISHERMEN'S HOLDINGS (PTY) LIMITED SUID-AFRIKAANSE KOMMERIËLE VISSERMANS KORPORASIE (EDMS) BEPERK

We acknowledge with appreciation receipt of your letter dated 27 February 1997 advising us of our appointment as auditors to the above newly incorporated companies. I enclose two copies of form CM31 for each of the companies duly signed by us at Part 1. Kindly complete the dates of incorporation and the statement at Part III, before forwarding them to the Registrar in Pretoria.

I confirm that we are preparing a proposal setting out our intended approach to the audits as well as estimates of our audit fees.

Thank you for the confidence shown in us through our appointment as auditors. We look forward to working with you in future.

Yours sincerely

Cooule

AC Coombe

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Senior Partner South Africa-Senior Vennoot Suid-Afrika DiBeggs Deputy Sonior Partner/Adjunk-Senior Vendrod RG de Bend Western Cape Region Partners-Woskeap-streek Vonnote Cape Toxin/Kaspishad SD Cattel AD Ocombo DM Filmbank R Gonsulves USS Lomberg NJ Pritor us TN Wetnone Paarl PAL Strayes Stellenbosch US Lobusch Other offices in South Africa/Ander kantore in Suid-Afrika British Dicempentation Duridee Duchan Bard London/Cos Londen Johannesourg Kerkedono USD chaurg Moabine Minishatho Port Education Proteine Ukronege Windonok FEE.26 '97 SHOW MARICOL TRADING 510





Reg. No. CK 93/12033/23

93 Carlisie Street Paarden Eiland P.O. Box 569 Paarden Eiland 7420 Tel. (021) 511~4678 Fax: (021) 510-5163

11. THE SECTE AFTICAN COMMERCIAL FIGHERMANE COMPORATION FTTI MR T. MEDNE FTTA D.R.M. PALORI LATEL **25 FERGA**RY 1797 FREED: 1

SER DIR P**ledony**essouids, - Fan <u>Reent</u> - 7 <u>reervary</u> inter

IT WAI BEEN GUITE SINE TIME BINGE WE LRET SPRKE AND THE REAGON FLW THIG IS THAT WE ARE BLEY BETTING IN A PROCESSING FROTION WHICH IS BABE APPROVED IN ORDER TO VALUE ADD FIGH FOR THE CATERING AND RETAIL MARKET.

NE 25E ALSO DÉVELOPINE À RANGE OF LINE FIER PRODUCTE FOR THE ETRA GEOLPI

HE DAN BE SEEN, WE ARE DOMMITTED TO THE LOCAL MARKET AND REDUCED A DIABITANT BERREY OF LINE FORM. IN ADDITION TO YOUR LINE FORM, OF WOUR BOX OF LOBSTER FOR LUCAL MORKET,

IN LIEU OF THE ABOVE, I AM POSITIVE VARE WE CAN DOME TO SOME SORT In column verture wherean we all can berefit in terms of setter noodys, thereby addressing the figheryexe needs and thoughting Their standards of lights.

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I RUST FOG WILL OFFER ME DES GPPORTUNION OF MEET WITH YOU Are ar othnion as soin as fitseible in laber to discuss our virilt in more detail.

MARINING YOUR ODMMENTS SOOMERTS.

KINGE PAIDNI

Member: M. Paioni (Managing)