

2018

Annual Report VOICE Network

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1. About VOICE

The VOICE Network is the association of NGOs and Trade Unions working on sustainability in cocoa.

Our Mission is to be a watchdog and catalyst for a reformed cocoa sector.

Our Vision is a sustainable cocoa sector, in which all stakeholders are able to earn a living income, under decent working conditions, where human rights – and especially child rights – are respected, within a thriving and healthy environment.

Our three core pillars of activities are

- a. Influencing policies and practices
- b. Publications and Public Awareness
- c. Coordination and Network Building

This annual report provides a justification of activities and expenditures over the calendar year 2018, and reflects **our strategic focus areas** of

- a) Informed Civil Society
- b) Ground-Breaking Research
- c) Living Income
- d) Transparency & Accountability

2. Informed Civil Society / Berlin PreConference

The first goal of the VOICE Network is to ensure that civil society (both VOICE members and other actors) have sufficient information to understand and tackle the challenges and dynamics within the cocoa sector. To this end, the VOICE secretariat facilitates discussions within civil society on relevant topics when and where needed, both within its membership as well as with a broader set of actors, VOICE facilitates discussions.

Some of these discussions are internal, but there are also times when we reach out to allies for input. In that light, in April 2018, VOICE organised a workshop for a broad representation of cocoa farmers, farmers organisations, and non-governmental organisations in Berlin, Germany, directly prior to the fourth World Cocoa Conference. Almost a hundred participants (farmers or civil society representatives in the broadest sense, including standards, trade unions, Non-Governmental Organisations, and researchers) from about twenty producing and consuming nations attended. The pre-conference provided a first meeting place for many farmers and civil society organisations, thereby creating a series of friendly and safe faces for reference later during the conference. It also explained the key items in the conference programme, facilitating better content-based participation in the various sessions held during the WCC. Participants to the pre-conference were updated on major recent developments in the cocoa sector, including cutting edge conversations on living income, the key findings of the 2018 Cocoa Barometer, developments within the major voluntary standards, and many other topics. A common key ask for the conference was identified by the participants of the pre-conference; where possible, farmers and civil society would try to push for a sector-wide commitment to living income (similar to the sector-wide commitments against deforestation that can be found in the Cocoa and Forests Initiative). This broad call was echoed time and again during the WCC.

3. Cocoa Barometer

Information is one of the most effective tools for improvement. As such, a public and informed debate on the most pressing issues is essential. VOICE - and its predecessor the TCC - have published the Cocoa Barometers since 2008. The purpose of the Cocoa Barometer is to provide an up-to-date 'State of the Sector' overview, outlining current sustainability issues, future challenges, and identifying recommendations and

calls to action. A major goal of the Barometer is to be agenda setting; to be ahead of the major sustainability conversations, and to indicate the next fields of improvement necessary. The Barometers are available for use by various actors in the supply chain when discussing the challenges and next steps within a sustainable cocoa sector. Internally, the Barometer is a common reference with facts and figures for the members of the Barometer Consortium, ensuring a consistency and continuity within Civil Society actors, and enabling everyone to use the same data and the same recommendations. In the lead up to the publication of the 2018 Cocoa Barometer, two consultation papers were prepared and published in 2017, on 'Raising Farm Gate Prices' and on 'Transparency & Accountability'. The feedback on these two consultation papers was incorporated into the 2018 Cocoa Barometer, published in April 2018.

In April the 2018 Cocoa Barometer was published, directly preceding the fourth World Cocoa Conference. The most expansive Barometer yet, it has also had the most impact of any of our Barometers so far, leading to recommendations for the WCC Conference Declaration, framing the debate within the cocoa sector on both living income and on due diligence regulation, as well as calling out the lack of progress on the many challenges in the cocoa sector. All of the Cocoa Barometers, Consultation Papers, as well as supporting documents, can be downloaded at www.cocoabarometer.org.

4. Living Income

Focussing on Living Income is core to the strategy of the VOICE Network; from child labour to deforestation, poverty is the core driver to the challenges facing the cocoa sector. If we cannot find solutions to this key issue, we will not be able to make the cocoa sector sustainable.

As such, we have been very satisfied to see Living Income become such a key component of the conversation in cocoa in 2018. Having been identified as one of the core issues during the World Cocoa Conference, and being anchored in the Berlin Declaration, it has taken a major leap forward. Living Income and poverty alleviation is now clearly the number one priority of the cocoa sector, if not in deeds, then at least in words.

In 2018 baselines of a Living Income were established by the "Community of Practice for Living Income" for both Cote d'Ivoire and Ghana, the worlds two leading cocoa producing nations. VOICE is on the advisory board for the Community of Practice, and VOICE and several members were involved in the process of establishing these baselines.

Simultaneously, a multistakeholder framework, called the Living Income Task Force, is being set up to develop a sector-wide commitment to living income. VOICE is one of the drivers of this Task Force, and has a leadership role in developing this process.

We have also been engaged in various other processes, such as Fairtrade's review of their pricing systems, leading to their Living Income Reference Price, and Mars' "Farmer Income Lab". We have also started working with various legal experts on the complexities of competition law when trying to work on farm gate prices, an essential ingredient to the Living Income conversation.

5. Transparency & Accountability

Transparency and Accountability are also key elements to the VOICE strategy. They are necessary prerequisites for implementing sustainability, as well as essential building blocks for delivering on human rights requirements set in national and international laws and conventions.

2018 saw several major developments on this level, especially in regards to Due Diligence regulations. VOICE has been actively engaging with the European Commission and European Parliament on this topic, and together with several major multinationals are starting to draft a recommendation to the European Commission around a Due Diligence regulation for both human rights and deforestation.

As members of the Consultative Board of the ICCO, VOICE has been instrumental in pushing for transparency and accountability in progress on the so-called Global Cocoa Agenda, an agreement signed by all major cocoa

nations and all major cocoa and chocolate companies in 2012. However, a proper monitoring framework to measure progress on these commitments was absent; as such companies and governments can claim progress, without any verification of these claims. A first proposed framework for monitoring was attempted early 2016, but the response rate was disappointingly low, causing the postponement of further monitoring and the development of a new framework. In 2018, a new monitoring framework was in the process of development. VOICE has been the co-chair of the standing committee for the monitoring of the Global Cocoa Agenda, and has been playing a lead role in pushing for transparent and open communication on progress.

6. Bilateral Engagement

A core part of VOICE's activity is to engage in advocacy: raising the voice and concerns of the underprivileged, and addressing blind spots and underrepresented issues in the value chain. Our advocacy efforts are through bilateral engagement with actors in the chain, as well as extensive engagement in global sector initiatives such as the International Cocoa Organisation (ICCO), the global ISO/CEN standard on sustainable cocoa, ensuring that the World Cocoa Conferences (WCC) have a strong voice of civil society and farmers, as well as engaging with various multi-stakeholder and sector initiatives, such as the World Cocoa Foundation (WCF) and the International Cocoa Initiative (ICI).

International Cocoa Organisation / World Cocoa Conference

The Consultative Board is the non-governmental advisory panel to the International Cocoa Organisation (ICCO), the UN body for cocoa. VOICE has been member of this body ever since ICCO started accepting accepted civil society membership in the fall of 2013. A variety of actions were undertaken within this framework.

The ICCO is the organiser of the biennial World Cocoa Conferences, the fourth of which was held in Berlin, Germany, in April of 2018. VOICE acts as one of the spokespersons for civil society in the lead up towards these conferences. VOICE was the civil society representative to the Technical Committee tasked with the preparations for the fourth World Cocoa Conference.

Towards this WCC4, key priority areas were identified in a Voice of Farmers and Civil Society Workshop held by VOICE in November 2017. These key priority areas were used as a base for influencing the conference programme, and also were a direct input for the 2018 Cocoa Barometer. Key issues that found their way to the WCC programme included living income for smallholder farmers and the need for a regulatory level playing field. VOICE members, staff, and key farmer allies were prominently visible on stage during the conference.

VOICE chaired the group drafting the final conference declaration, which is now known as the Berlin Declaration. In this Berlin Declaration many of the key recommendations of VOICE and the 2018 Cocoa Barometer were incorporated, including a call to a sector wide commitment to Living Income, as well as the acknowledgement that voluntary initiatives alone are insufficient, and the need for a regulatory level playing field.

ISO/CEN

Since 2011, work has been underway to create a new international standard on sustainable and traceable cocoa, under the banner of the ISO/CEN global platform. As the chair of the part of the standard that is developing the 'Performance Requirements', VOICE has played an active role in ensuring a high standard will be set on labour rights, human rights, children's rights, women's rights, socio-economic issues, and many more. At the same time, the process provides a platform for VOICE to connect with important actors in the value chain, and to influence their work and thinking. At the time of writing of this report, the standard has been approved and is pending publication sometime in 2019.

Bilateral Engagement

In addition to advocacy on larger sector-wide platforms such as the ICCO, WCF and ISO/CEN, VOICE also deploys efforts through bilateral engagement with wide range of actors in the chain. These include umbrella organisations (such as the World Cocoa Foundation, Caobisco and the European Cocoa Association), individual companies (such as Mondelez, Nestlé, Mars, Cargill, and Barry Callebaut), governments (in both chocolate consuming nations, such as the American Department of Labor, the Dutch Ministry of Economic Affairs, the German Ministry of Food and Agriculture, as well as cocoa producing nations, such as the Ghanaian Cocobod and the Ivorian Conseil du Café-Cacao), international organisations (such as UNICEF and the World Bank), farmers and farmer organisations, civil society organisations, and multi-stakeholder platforms (such as the German Initiative for Sustainable Cocoa (Gisco), the International Cocoa Initiative (ICI), and the “Community of Practice on Living Income”, hosted by the Sustainable Food Lab, ISEAL and GIZ).

7. Coordination and Network Building

Besides the external activities of the network, we also engage in several internal processes towards the network itself. This includes all the regular logistics of running a network, the organisation and facilitation of member and board meetings, related logistics & calendar management, internal communication, internal planning, budgeting and related reporting.

8. Organisational Structure

The VOICE Network is an association (Vereniging), a legal entity within Dutch law, operating on a global level. We are registered with the Dutch tax authority as a tax-exempt charity (ANBI).

Members

Our highest body is our Members Assembly, which met twice in 2018. Our membership is comprised of ABVV-FGTB/Horval (Belgium), FNV (Netherlands), Green America (United States), Inkota Netzwerk (Berlin, Germany), Oxfam Novib (Netherlands), Oxfam Wereldwinkels (Belgium), Public Eye (Switzerland), Stop The Traffik (Australia/Netherlands), and Südwind Institut (Germany).

Internal Organisation

In the course of 2018, based on fact that internal communication and collaboration could be improved, the board implemented improvements and changes in the administrative and financial activities, as well as in reporting and the guarding of deadlines. At the same time, it was decided that larger financially complex projects (such as the Berlin Workshop) would henceforth be administered by one of the members of the VOICE network.

During the members meeting of October 2018, the members expressed a desire to have more influence on the priorities of the Network, as well as an improvement of internal reporting. This was cause for the board to become more actively involved in the management of the activities of the VOICE Network. As this changed approach will lead to a changed relationship with the coordinator, the board decided to no longer hire him as a freelance consultant, but to engage him as an employee, starting January 2019, in the position of lobbyist for the VOICE network.

The change of working relation - including the setup of salary administration, working contract, working conditions - required a lot of time and energy. Meanwhile, some progress has been made on planning and reporting of the lobbyist's activities, although improvement in this area remains a priority. Little progress has been made in the areas of a new governance plan, fundraising and membership policy.

Composition of the board

The Members elect a board, the constitution of which, at the beginning of 2018 was as follows: Jos

Hendriks (FNV) – chair, Bart van Besien (Oxfam Wereldwinkels) – treasurer, Evelyn Bahn (Inkota) – general board member. In the fall of 2018, Evelyn Bahn resigned as board member, and was succeeded by Esta Steyn (Stop The Traffik). At the end of 2018 the board consisted of, Esta Steyn (Stop the Traffik) – chair, Bart van Besien (Oxfam Wereldwinkels) – treasurer, Jos Hendriks (FNV) – general board member

Staff

The staff of the organisation consists of the Antonie Fountain, the coordinator, who is contracted as a consultant, and is directly accountable to the Board.

Contact

For questions, please contact

VOICE Network
Antonie Fountain
antonie@voicenetwork.eu

For contacting the board directly

Esta Steyn
Chair of the Board
esta@stophetraffik.nl

This report was published in April 2019

Signed:



Chair: Esta Steyn



Treasurer: Bart van Besien

9. Annual Financial Statement

This chapter outlines the finances of the VOICE Network over the fiscal year 2018. The core funding of the Network is provided through contributions by its members. In addition, funding for specific projects, such as Cocoa Barometers and Workshops, can be obtained through other organisations, such as independent foundations and funds. The VOICE Network does not accept funding from companies whom it is our mission to critically follow.

Please note that many of our members contribute in-kind through human resources, legal and/or technical expertise, media outreach and engagement, organisation of workshops etc. which are just as crucial to advance our cause. An exercise to ‘monetise’ this is virtually impossible but we would not be where we are today without their support.

The financial administration of the VOICE Network is performed by Van Tiggelen Financiële Administratieve Dienstverlening, an accredited accountancy and administration firm based in Leusden, the Netherlands. In addition, an internal audit committee consisting of members of the VOICE Network perform an annual audit on the bookkeeping, and have approved the 2018 books.

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Vereniging Voice Network
Ede

Annual report
financial statements 2018

23 April 2019

Vereniging Voice Network
Ede

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Auditor's report

To the Board of
Vereniging Voice Network
Prins Bernhardlaan 39
6713 MA Ede

Leusden, 23 April 2019

Dear Madams/Sirs,

Scope of engagement

In accordance with your assignment, we have compiled the annual report 2018 for Vereniging Voice Network for you.

We hereby offer you the report concerning the annual report 2018 for Vereniging Voice Network, Ede.

Accountant's compilation report

The financial statements of Vereniging Voice Network, Ede, have been compiled by us using the information provided by you. The financial statements comprise the balance sheet as at 31 December 2018 and the statement of activities with the accompanying explanatory notes. These notes include a summary of the accounting policies which have been applied.

This compilation engagement has been performed by us in accordance with Dutch law, including the Dutch Standard 4410, 'Compilation engagements', which is applicable to accountants. The standard requires us to assist you in the preparation and presentation of the financial statements. To this end we have applied our professional expertise in accounting and financial reporting.

In a compilation engagement, you are responsible for ensuring that you provide us with all relevant information and that this information is correct. Therefore, we have conducted our work, in accordance with the applicable regulations, on the assumption that you have fulfilled your responsibility. To conclude our work, we have read the financial statements as a whole to consider whether the financial statements as presented correspond with our understanding of Vereniging Voice Network.

During this engagement we have complied with the relevant ethical requirements prescribed by the 'Verordening Gedrags- en Beroepsregels Accountants' (VGBA). You and other users of these financial statements may therefore assume that we have conducted the engagement in a professional, competent and objective manner and with due care and integrity and that we will treat all information provided to us as confidential.

Vereniging Voice Network
Ede

General

Comparative figures

The comparative figures published in this report are derived from the report as prepared on 23 April 2019.

The comparative figures for the previous financial year are, where necessary, only in terms of classification adjusted for comparison purposes.

Incorporation association

The association is an association with full legal capacity. The association has been established by notarial deed dated 27 August 2015, by notary C.G. Zijerveld. The association is registered with the Chamber of Commerce under number 64003833.

In the establishment year there is a shortened financial year. This runs from 27 August 2015 up to and including 31 December 2015.

Tax Duty

The association is not liable for turnover tax in the financial year
Corporation tax.

Adoption of the annual accounts

The Annual General Meeting had adopted the 2017 financial statements on 30 October 2018. The net result after taxation for the year ending 2017 was € 8.641.

Statutory regulations concerning the appropriation of the result

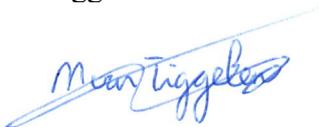
According to article 13, paragraph 2 of the articles of association, the annual statements are determined by the general meeting. By taking a board decision in a board meeting such as recorded in article 12 paragraph 3 of the articles of association, the allocation of the result is determined.

Signing of the auditor's report

We trust to have been of service. Should you have any questions or comments, we are available to provide a more detailed explanation.

Leusden, 23 April 2019

Van Tiggelen FAD B.V.



M. van Tiggelen AA RB

Management Board's report

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Management Board's report

Exemption and reference to location of availability of the management report

The management report 2018 is available for inspection at the office of the legal entity.

Financial statements

Vereniging Voice Network
Ede

Balance sheet as at 31 December 2018

After appropriation result)

		31.12.2018		31.12.2017	
		€	€	€	€
Assets					
Fixed assets					
Current assets					
Receivables					
Receivables	¹	3.500		3.500	
Other receivables, prepayments and accrued income	²	99		36	
			3.599		3.536
Cash	³		19.010		55.354
			<u>22.609</u>		<u>58.890</u>

	31.12.2018		31.12.2017	
	€	€	€	€
Liabilities				
Association capital				
General reserve ⁴		16.052		33.017
Current liabilities, accruals and deferred income				
Accounts payable ⁵	2.509		6.625	
Other liabilities and accrued expenses ⁶	4.048		19.248	
		6.557		25.873
		22.609		58.890

Statement of activities for the year 2018

		2018	2017
		€	€
Net income	7	83.643	112.246
Expenses			
Organization implementation costs	8	76.217	65.957
Selling expenses	9	20.882	32.130
Office expenses	10	1.576	3.684
General expenses	11	1.752	1.490
Total operating expenses		100.427	103.261
Operating result		(16.784)	8.985
Financial income and expense	12	(181)	(344)
Net result		(16.965)	8.641
Appropriation of result			
General reserve		(16.965)	8.641

Notes to the financial statements

Entity information

General notes

The most important activities of the entity

The activities of Vereniging Voice Network consist mainly of promoting the sustainability in the global cocoa sector.

The association tries to achieve this goal by:

- a. bringing stakeholders together to create a national infrastructure to facilitate changes;
- b. exchanging international knowledge and experience;
- c. joint lobbying activities towards companies and organizations;
- d. joint campaign activities to create awareness; and
- e. raising the voice of southern NGOs and cocoa producing organizations.

The association has no profit motive.

Mission Statement

The Voice Network is an association of NGOs and Trade Unions working on sustainability in cocoa. Voice's mission is to be a watchdog and catalyst for a reformed cocoa sector. A reformed cocoa sector will provide a decent livelihood, good labour conditions, adherence to human rights and sustainable environment in cocoa growing communities. We focus on Advocacy and Research.

The location of the actual activities

The registered address of Vereniging Voice Network is Amsterdam and is registered at the trade register under number 64003833.

The actual address of Vereniging Voice Network is Prins Bernhardlaan 39, 6713 MA in Ede.

General accounting principles

The accounting standards used to prepare the financial statements

The financial statement is drawn up in accordance with the provisions of Title 9, Book 2 of the Dutch Civil Code, Guideline 650 Fund-raising institutions as issued by and the firm pronouncements in the Dutch Accounting Standards, as published by the Dutch Accounting Standards Board ('Raad voor de Jaarverslaggeving').

Assets and liabilities are generally valued at historical cost, production cost or at fair value at the time of acquisition. If no specific valuation principle has been stated, valuation is at historical cost.

Financial instruments

Financial instruments include both primary financial instruments, such as receivables and debts, as financial derivatives.

For the accounting policies of primary financial instruments, reference is made to the treatment by balance sheet item.

Accounting principles

Receivables

Receivables are initially valued at the fair value of the consideration to be received. Receivables are subsequently valued at the amortised cost price. If there is no premium or discount and there are no transaction costs, the amortised cost price equals the nominal value of the accounts receivable. If payment of the receivable is postponed under an extended payment deadline, fair value is measured on the basis of the discounted value of the expected revenues. Interest gains are recognised using the effective interest method. Provisions for bad debts are deducted from the carrying amount of the receivable.

Cash and cash equivalents

Cash at banks and in hand represent cash in hand, bank balances and deposits with terms of less than twelve months. Overdrafts at banks are recognised as part of debts to lending institutions under current liabilities. Cash at banks and in hand is valued at nominal value.

General reserve

The general reserve aims to correct any deficits in respect of the planned be able to supplement activities if at any time the expenses exceed the benefits.

Current liabilities

On initial recognition current liabilities are recognised at fair value. After initial recognition current liabilities are recognised at the amortised cost price, being the amount received taking into account premiums or discounts and minus transaction costs. This is usually the nominal value.

Accounting principles for determining the result

The result is determined as the difference between the total of the benefits and the total of the expenses. The income is recognized in the year in which it is realized; charges as soon as they are foreseeable. Income received in the form of business or services valued at fair value, insofar as it can be determined. In that case, such income in the statement of income and expenses.

Income for which a special purpose has been designated will be shown in the statement of income and expenditure processed; if these benefits were not fully spent in the year under review, the benefits are not yet paid funds spent processed in the appropriated reserve or appropriated fund. A withdrawal from the appropriated reserve or appropriated fund is considered as spending (expense) recognized in the statement of income and expenses.

Provided subsidies and gifts

Benefits are understood to mean those promised from third parties and pledged for the year under review grants, gifts and income from activities intended for financing activities and the own organization.

Expenses

The expenses include the costs directly attributable to actions, as well as the implementation costs of the own organization. The costs are allocated to the year on which they relate.

Financial income and expenses

Interest income and interest expense are recognized in proportion to time, taking into account the effective ones interest rate of the relevant assets and liabilities. When processing the interest charges taking into account the responsible transaction costs on the loans received.

Notes to the balance sheet

	<u>31-12-2018</u>	<u>31-12-2017</u>
	€	€
1 Receivables		
Receivables	3.500	3.500
	<u> </u>	<u> </u>

A provision for possible bad debts is not considered necessary.

	<u>31-12-2018</u>	<u>31-12-2017</u>
	€	€
2 Other receivables, prepayments and accrued income		
Amounts paid in advance	99	36
	<u> </u>	<u> </u>

The other receivables and accrued assets have a term of less than one year.

	<u>31-12-2018</u>	<u>31-12-2017</u>
	€	€
3 Cash		
Triodos Bank, current account	19.010	55.354
	<u> </u>	<u> </u>

The cash and cash equivalents are at the free disposal of the association.

4 Association capital

Movements in association capital were as follows:

	<u>General</u>
	reserve
	€
Balance as at 1 January 2018	33.017
Appropriated of result	(16.965)
	<u> </u>
Balance as at 31 December 2018	<u>16.052</u>

Vereniging Voice Network
Ede

	<u>31-12-2018</u>	<u>31-12-2017</u>
	€	€
5 Accounts payable		
Accounts payable	2.509	6.625
	<u>2.509</u>	<u>6.625</u>
	<u>31-12-2018</u>	<u>31-12-2017</u>
	€	€
6 Other liabilities and accrued expenses		
Audit and consultancy costs	2.542	1.332
Other amounts to be paid	1.478	0
Bank charges to be paid	28	28
Projectcosts "Berlin" to be paid	0	15.683
Accounting costs to be paid	0	2.205
	<u>4.048</u>	<u>19.248</u>

The other debts and accrued liabilities have a term of less than one year.

Subsequent events

No events after the balance sheet date have occurred that should be mentioned here to become.

Notes to the statement of activities

	<u>2018</u>	<u>2017</u>
	€	€
7 Net income		
Income from contributions and donations	77.291	111.696
Income from project benefits	6.352	0
Other income	0	550
	<u>83.643</u>	<u>112.246</u>
	<u>2018</u>	<u>2017</u>
	€	€

8 Organization implementation costs

Hiring third-party management and support	<u>76.217</u>	<u>65.957</u>
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Remuneration of supervisory board

No loans, advances or guarantees have been granted to the directors, nor have they received any receive remuneration for the work they perform.

Average number of employees

No employees were employed by the foundation during the year under review (2017: zero).

	<u>2018</u>	<u>2017</u>
	€	€
9 Selling expenses		
Advertising expenses	7.829	0
Exchange expenses	7.702	0
Travelling and hotel expenses	5.207	32.130
Representation expenses	144	0
	<u>20.882</u>	<u>32.130</u>

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	<u>2018</u>	<u>2017</u>
	€	€
10 Office expenses		
Telephone and fax expenses	1.476	1.770
Office supplies	100	1.914
	<u>1.576</u>	<u>3.684</u>
	<u>2018</u>	<u>2017</u>
	€	€
11 General expenses		
Accounting costs	1.725	1.490
Subscriptions	27	0
	<u>1.752</u>	<u>1.490</u>
	<u>2018</u>	<u>2017</u>
	€	€
12 Financial income and expense		
Interest and similar expenses	<u>(181)</u>	<u>(344)</u>
	<u>2018</u>	<u>2017</u>
	€	€
Interest and similar expenses		
Bank interest and costs paid	<u>181</u>	<u>344</u>

Vereniging Voice Network
Ede

Signing of the annual statement

Ede, 23 April 2019
Vereniging Voice Network

J. Hendriks
President

H.H.J. Steyn - Jansen
Secretary

B.R.E.K. van Besien
Treasurer