



AND



PRESENT

# CODE FOR RESPONSIBLE INVESTING SOUTH AFRICA (CRISA 2) WORKSHOP

## 1. WHAT IS THE ASISA ACADEMY?

The ASISA Academy, in partnership with the ASISA Foundation, makes available online a full series of Retirement Fund Trustee Education (RFTE) workshops at no cost to South African retirement funds and their trustees. The Academy is the preferred service provider for the ASISA Foundation which receives grant funding from sponsors for trustee education, thus allowing the workshops to be made available in this way. This pooled initiative ensures the independence of the education programme from the individual sponsors of the ASISA Foundation. Our workshops are aimed primarily at trustees and principal officers of retirement funds and are ideally run with individual funds but can also be delivered as multi-fund courses. Since inception we have delivered more than 400 workshops to more than 4,800 trustees and principal officers in South Africa, Botswana and Namibia, with highly favourable feedback.

In the wake of South Africa (and the world) experiencing its first lockdown during the Coronavirus pandemic, the team at the ASISA Academy reflected on how we could offer our Retirement Fund Trustee Education workshops online in live sessions using videoconference and for practical time periods instead of our traditional 1-day and ½-day face-to face workshops. We have therefore, adapted our content and composition of the RFTE programme into an online offering using either MS Teams or Zoom depending on your preference. Our preference is to use Zoom with its new enhanced security features.

## 2. ONLINE WORKSHOP LEARNING OUTCOMES

The following table summarises the Learning Areas and Learning Outcomes covered in this workshop:

### CRISA 2 (1/2 day – 3 hours)

<b>Purpose of the workshop</b>	The purpose of the course is to gain an understanding of how the 5 principles of CRISA 2 can facilitate as a framework of principles for stewardship and responsible investment within the South African governance framework	
<b>LEARNING AREA</b>	<b>TIME ALLOCATION</b>	<b>LEARNING OUTCOMES</b> - By the end of the course successful delegates will be able to...
<b>CRISA 2 as a framework of principles for stewardship and responsible investment.</b>	20 min	<ul style="list-style-type: none"> <li>• Discuss how the code can be:               <ul style="list-style-type: none"> <li>○ Positioned as stewardship and responsible investment framework tool within a broader context throughout the investment value chain and across all asset classes, investment styles and type and size of organisations.</li> <li>○ How the code can be used to create a context within which the investment environment can evolve towards positive outcomes to address South Africa's unique environmental and social challenges.</li> <li>○ How the code can be used to encourage collaborative action.</li> <li>○ How the code can be used to promote the development and implementation of green and sustainability-oriented investments and investment vehicles that address ESG issues.</li> <li>○ How the code can be used to fulfil Reg 28 requirements.</li> </ul> </li> </ul>
<b>CRISA 2 as an outcomes-based approach to responsible investment and diligently exercising stewardship and fiduciary duties</b>	20 min	<ul style="list-style-type: none"> <li>• Discuss how the application of the 5 principles can support:               <ul style="list-style-type: none"> <li>○ Positive Impact - Making measurable positive contributions to the UN's Sustainable Development Goals (SDGs).</li> <li>○ Inclusion - Applying the principles of the Code to support a more inclusive society and economy along all ESG pillars.</li> <li>○ Innovation - Developing and implementing novel ideas, investment approaches, methodologies, products or strategies for engagement and collaboration.</li> <li>○ Resilience - Taking into consideration the threat of unanticipated changes, challenges to the global economic system.</li> </ul> </li> </ul>
<b>CRISA 2 as a tool to review how the recommended practices are positioned as best practice-level guidance to assist in the identification of action steps towards implementation of the principles.</b>	25 min	<p><b>Principle 1: Integration of Environmental, Social and Governance (ESG) factors</b></p> <ul style="list-style-type: none"> <li>• Discuss <b>Principle 1</b> as guidance tool on how Investment arrangements and activities can serve as a systematic approach to integrate material environmental, social and governance (ESG) factors.</li> <li>• Demonstrate the systematic approach that needs to be considered in Investment arrangements and activities to enable the effective integration of material environmental, social and governance (ESG) factors.</li> </ul>
	25 min	<p><b>Principle 2: Diligent stewardship</b></p> <ul style="list-style-type: none"> <li>• Discuss <b>Principle 2</b> as guidance tool on how investment arrangements and activities can demonstrate the acceptance of ownership rights and responsibilities diligently enabling effective stewardship</li> <li>• Illustrate how investment arrangements and activities that diligently demonstrate the acceptance of ownership rights can enable effective stewardship.</li> </ul>
	25 min	<p><b>Principle 3: Capacity building and collaboration</b></p> <ul style="list-style-type: none"> <li>• Discuss <b>Principle 3</b> as guidance tool on how the acceptance and implementation of the principles of CRISA 2 and other applicable codes and standards could be promoted through collaborative approaches.</li> <li>• Demonstrate how the acceptance and implementation of CRISA 2 principles and other applicable codes and standards can be promoted to create collaborative approaches (as appropriate) and targeted capacity-building throughout the investment industry.</li> </ul>

	25 min	<p><b>Principle 4: Sound Governance</b></p> <ul style="list-style-type: none"> <li>• Discuss <b>Principle 4</b> as guidance tool with regards to sound governance structures and processes that should be in place (including at all levels of the organisation) to enable investment arrangements and activities that reflect and promote responsible investment and diligent stewardship</li> <li>• Demonstrate how sound governance structures and processes (at all levels of the organisation) can enable investment arrangements and activities that reflect and promote responsible investment and diligent stewardship, including proactively managing conflicts of interest.</li> </ul>
	25 min	<p><b>Principle 5: Transparency</b></p> <ul style="list-style-type: none"> <li>• Discuss <b>Principle 5</b> as guidance tool how Investment organisations should ensure disclosures are meaningful, timeous and accessible to enable stakeholders to make informed assessments of progress towards the achievement of positive outcomes</li> <li>• Demonstrate how meaningful, timeous and accessible disclosures of investment organisations can ensure and enable informed assessments of progress towards the achievement of positive outcomes by stakeholders.</li> </ul>
<b>Endorsing CRISA 2</b>	15 min	<ul style="list-style-type: none"> <li>• Provide an overall review of CRISA 2 and its application, monitoring and enforcing</li> <li>• Alignment with other frameworks – King IV, Reg 28, UNPRI,</li> </ul>

### 3. OUR PRESENTER



**Douglas Davids – B Comm, B.Compt (Hons), MBA, MPhil in Dev. Finance**

Douglas is an experienced investment professional having worked in the investment industry in South Africa for over 25 years, of which the last 12 years have been with a focus on environmental, social and governance (ESG) investing. Douglas has worked for several large investment houses including Old Mutual and Sanlam managing both institutional and retail funds. Previously Douglas was the managing director of Community Growth Management Company, before becoming an independent ESG investment advisor.

## 4. FEEDBACK FROM PAST DELEGATES



"Today's session meant that I could consolidate everything that I had learnt over the days of the course. It has been very valuable. I am very excited about the knowledge I have gained. Great course!"

"Overall, it was definitely encouraging, and I learnt new things once again. The course would be a great tool for all our staff members."

"What an excellent day! Learnt a tremendous amount from the brilliant speakers today."

"Great lecturers from the industry that has a wealth of knowledge to share. Thoroughly enjoyed it!"

"The program has broadened my perspective in terms of the actual industry - I am learning so much. It has been a great experience so far."

"Programme is fantastic, makes you apply your mind especially to the things you know but are ignorant of."



## 5. WORKSHOP CODE OF CONDUCT

Delegates, presenters and other Academy staff are all expected to engage in the following ways.

1. Delegates commit to learning on the course.
2. Delegates and Academy staff commit to signing in at least 10 minutes prior to the starting time so as not to delay the commencement of the session which puts pressure on the presenter and other delegates. The Zoom/ MS Teams room will open 10 minutes before the workshop is due to start. Please ensure that you have logged in and settled down comfortably by the starting time.
3. Academy staff commit to starting the workshop on time.
4. Delegates are requested to switch on their cameras at the start of the session. After introductions we request delegates to switch off their cameras in order to keep the platform stable and data usage optimised.
5. Delegates must ensure that their audio is muted throughout the session, except when participating in discussions or posing questions.
6. If delegates have questions or comments, they can use the chat platform or click the raised hand icon which can be located on the screen's "floating bar" in Microsoft Teams and by clicking on the "Participants" button in Zoom.
7. The presenter will agree a break time with delegates as part of the introductions.
8. When returning from the breaks, delegates are requested to switch on their microphones on re-entering the session so that the presenter can have an indication of the number of delegates that are back.
9. Delegates must advise the Academy if they are not able to make a session or if, for unavoidable reasons, they are going to be late.

## 6. MONITORING AND EVALUATION

The ASISA Foundation-sponsored Trustee Education workshops are formally monitored and evaluated (M&E) by an independent agency. This M&E process ensures our trustee education programmes are planned and presented in a manner which brings about effective knowledge transfer, with real improved governance and financial literacy amongst delegates for the ultimate benefit of fund members and beneficiaries. The context of our online workshops has required adaptation of the M&E process, as explained below.

### DELEGATE INTAKE FORMS

Each delegate will be asked to complete and submit online intake forms before the commencement of the workshop, including details of their retirement fund, role in the fund board, email address and demographics. We are required by the Financial Sector Code in the context as a BEE Regulator to keep statistics based on demographics and gender, hence we request that all demographic and gender statistics should be completed.

### ASSESSMENT FORMS

Delegates will receive an online link to a workshop assessment form at the end of a workshop on which they are required to score various aspects of the workshop and make compliments or suggestions for improvements. Comments made by delegates may be used in marketing material.

### M&E FEEDBACK FORMS

A first set of online questions is supplied to delegates via an online link before the workshop which delegates are asked to complete before the workshop commences. A second set of the same questions will be supplied via an online link to delegates at the end of the workshop. Answers are completely anonymous.

### ATTENDANCE CERTIFICATES

Delegates who have submitted all of the workshop documentation described above will receive emailed ASISA Academy attendance certificates which reflect 3 Batseta CPD points in respect of the half-day workshop. The fund remains responsible for ensuring that the CPD points awarded are updated on the Batseta database.

## 7. CONTACT INFORMATION

For course dates, venues and other information please contact the ASISA Academy on:

- Email: [LEARN@asisaacademy.org.za](mailto:LEARN@asisaacademy.org.za)
- Landline: +27 21 673 1620
- Website: <https://www.asisa.org.za/academy/programmes/retirement-fund-trustee-education/>