

Power Talk

 Eskom
Pension and Provident Fund

July/August 2020

Meet our Head of Human Resources: **Ms Shyless Nkuna**

**Special Tribute -
Remembering
Dr McRae**

Your finances –
Tips for downsizing

**A healthier you –
Top ten issues for
women's health**

Know your Fund –
Meet the new Board of Fund



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Editor's Note

Welcome to the latest edition of Power Talk. This being the month of September, we are celebrating women at the EPPF and you, our members. Gracing the cover in this edition of the newsletter is our Head of Human Resources, Ms Shyless Nkuna. She shares her journey through the human resources industry, her passion for our members, lessons learnt, her views on leaderships and plans to unlock human capital at the EPPF.

Meet the new Board of Fund

In this issue, we also introduce the newly constituted Board of Fund, who came into office on 1 July 2020. In the coming editions of the newsletter, we will be profiling the trustees and sharing their experience and qualifications, as well as their views on their roles.

Impact investing at the EPPF

Impact investing is quite the buzzword in the investments industry, now more than ever. It is an exciting and rapidly growing industry powered by investors who are determined to generate social and environmental impact as well as financial returns. In this edition, we look at impact investing, how it works, as well as showcase one of the EPPF's impact investing projects.

Tribute to Dr Ian McRae

During the month of July, the nation lost one of its visionary leaders and the Eskom family lost one of its greatest sons. Dr Ian McRae was a remarkable man who took over the reins at Eskom during a very challenging time. It would be remiss of us not to pay tribute to Dr McRae and celebrate this achievements and the legacy that he has left behind.

We want to hear from you!

Thank you to those members who have sent us their feedback, we really do value your feedback and have made changes where appropriate. Do you have any thoughts about this edition of Power Talk? Please send us your thoughts, comments, suggestions or ideas on how we can improve the publication on eppfcommunications@eppf.co.za. We look forward to hearing you!

Happy reading!

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Meet Our Head of Human Resources: **Ms Shyless Nkuna**

1. **You are one of the youngest members of Exco. Tell us about your early life and how you found the path to a successful career in human resources?**

My background is a deeply rural one: I hail from Bushbuckridge in Mpumalanga. I started school at four years of age, primarily because it was a way to keep me occupied (being the youngest, I had no one to look after me during the day). The result was that I ended up starting my university studies at 16 – on the other side of the country, at the University of the Western Cape.

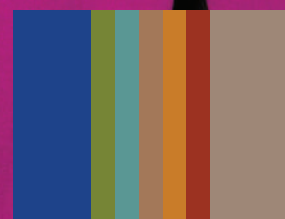
It was while studying psychology that I fell in love with human resources, although not at first. But I realised early on that “humans” are my business, and it became my career path. I’ve taken this journey very seriously, by not waiting for opportunities to fall on my lap. I made it a point to bring my own chair to tables where there was no chair reserved for me. I’ve been fortunate to have wonderful mentors along the way.

2. **At some point in your career, you decided to veer in the direction of working for financial services organisations. Was this a strategic move or an organised change, and what was the appeal?**

My first job was with the Foschini Group, at its headquarters in Cape Town. But I wanted to be closer to home, and so I found work with one of the financial institutions in Johannesburg.



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It was a fast-paced environment that pushed me as a professional, and I loved it! Since then I've worked for financial services organisations, which have an enormous impact on society as a whole, and I feel like I'm in a career where I can – and do – make a difference.

3. As the leader of one of the Fund's support functions, and working in this capacity for most of your career, what have you learnt from this vantage point that is universal about all organisations?

People matter. They aren't simply assets to an organisation – they are its most valuable assets, and provide its competitive advantage. Leaders should be concerned when their most engaged people become quiet; in all likelihood, it's because they feel like they don't matter.

4. Strong leadership and management is part of the Fund's "Formula for Success". How would you classify your leadership style and how do you keep the employees that you lead motivated and engaged?

Asking my team was the best way to respond to this question. They believe that I am a pace-setter, that I am transformational, approachable, focused on solutions (not problems), and that I set high standards for work and delivery. I come across as direct, which I suppose means that I don't mince my words!

They believe I keep them motivated through taking a collaborative approach, encouraging them to take on new challenges, and by supporting and guiding them.

I thrive on a fast pace, which can be a double-edged sword. It has been pointed out to me that I should stop and smell the roses from time to time.

5. The Fund has set out the EPPF 2024 Strategy, which focuses on five pillars, one of which is unlocking our human capital. With a shortage of skills and talent in the financial sector, what is the Fund's strategy to remedy this?

We do compete in the marketplace for talent – but, as our fourth pillar suggests, the focus is on developing our own talent and building the right capabilities needed for the future.

As the Fourth Industrial Revolution takes hold, we will always need new capabilities among our staff. Machines will automate more mundane tasks, which means we'll be looking for people who can bring creative thinking and complex problem-solving skills to the table. Our internship and learnership programmes also work as good feeder mechanisms as we have access to young talent.

6. The Fund is a member-centric organisation and a lot is often said about this – in our communication and positioning, as well as in our tagline. However, these members are served by EPPF employees. What is the Fund doing to keep improving the employee experience?

The late author, academic and motivational speaker Stephen Covey said, "If you can hire people whose passion intersects with the job, they won't require any supervision at all. They will manage themselves better than anyone could ever manage them. Their fire comes from within, not from without."

To truly be member-centric, we first have to be employee-centric. Once again, people matter. By creating a compelling and fulfilling working experience for our staff, we grow an organisation that cares for its members.

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- 7. The EPPF is one the largest pension funds in Africa and our staff complement serves over 80 000 active members, pensioners and beneficiaries. What is the biggest human resources challenge facing delivering on our promise, and how are we poised to deal with the challenge?**

Certainly, our biggest challenge is ensuring that we deliver on our promise to our members, pensioners and beneficiaries. It's important to remember that today's competencies aren't necessarily those of tomorrow, so we're constantly working to ensure that we have the right people with the requisite skills at any given time.

Another challenge is to keep our employees engaged and motivated so that they can deliver on the promise. As a matter of course, this is an ongoing process.

- 8. As women, we are professionals, but a lot of the time we are so much more. Mothers, caretakers, sisters, wives, daughters, community leaders, mentors, comforters, and the list goes on. How would you like to be remembered – what legacy would you like to leave behind?**

I want to be remembered as as an inclusive leader. Someone who tried to build a longer table, to allow more people to participate in meaningful work; and in the process afford them the opportunity to unleash their hidden potential.



Getting to know Ms Nkuna

What motivates you? My job is about human experience, and it affords me the opportunity to make a difference in people's lives daily. That's what motivates me.

How do you respond to change? I am a change-setter. I'm constantly looking for solutions and ways to improve.

How do you deal with criticism? I take what's useful for my growth and I move forward. I don't dwell on the negativity.



Quick facts about Ms Nkuna

What is your favourite dish or meal? I'm not a foodie – I eat for fuel. But retail therapy ... fashion, perfume, shoes are my favourite things! If had to pick a food, any lamb dish works for me.

Of all the books you have read, which one changed your life and why? You, Disrupted: Seizing the Life You Want by Shaking, Breaking, and Challenging Everything, by Todd Mitchem. It's about stepping outside your comfort zone to disrupt yourself and be willing to take risks. The most profound lesson for me was to look at failure differently – not as defeat, but as fuel for the next chapter of my life. It further enlightened me that by embracing the word "can't", you are mentally submitting to your defeat even before attempting. This book speaks to the kind of person I am. I believe that having your own disruptive influencers, who push you to grow, is important.

What new hobby or interest have you picked up in recent months? I love to travel, but the Covid-19 lockdown has put a stop to that. I've started exercising since the lockdown began, and I'm venturing into home decor. It's quite a learning curve, but I'm getting there.

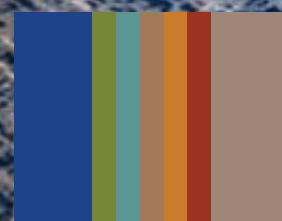


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REMEMBERING Dr Ian McRae



The Eskom Pension and Provident Fund (EPPF) was saddened by the news of the passing of Dr Ian McRae. A remarkable figure amongst our community who devoted 47 years of his life to the Corporation from the 1970s until his retirement in the late 1990s.

Born in Germiston in Gauteng, South African, Dr Ian Started his career as an apprentice fitter in 1947, a second generation of McRae's to work for ESCOM. He obtained his degree in 1953 after receiving the first Eskom Bursary to be awarded to an employee. He continued to move up the ladder, and has been closely involved with many important areas of development, particularly in the field of power generation. He rose through the ranks, primarily in power stations and engineering until he was appointed Chief Executive in 1985.

His appointment came at a very challenging time in our country's history, but Dr McRae worked diligently to promote the benefits of electricity as a driver of social and economic development in South Africa. His vision of "Electricity for All" and the interconnected "Southern African Grid" became an inspiration for utilities across the world and a uniting call for many South Africans.

After retiring from Eskom in 1994 he was named Chief Executive tasked with establishing the National Electricity Regulator.

His passing marks the end of an era in South Africa's electricity supply; an era characterised by his remarkable visionary leadership. Committed to genuine consultation, Dr McRae epitomised at-your-service leadership.

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Dr McRae received many honours, the most notable being:


- Order of Meritorious Service – Gold Class – South Africa [1993]
- Honorary Doctorate in Engineering (University of the Witwatersrand) [1989]
- The Servant Leadership Award (Samford University USA) [1992]
- World Energy Council 75th Anniversary Award for Global Leadership [1998]
- For further information on the life and achievements of this amazing man click [here](#).



Rest in peace,
Dr McRae

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A close-up photograph showing a hand holding a small, white model house with a blue roof and red doors. The hand is positioned over a desk where another hand is holding a pen, ready to write on a document. The background is slightly blurred, focusing attention on the model house and the writing process.

Your Finances-

Could now be the time to think about downsizing?

With so much uncertainty surrounding the COVID-19 pandemic, it's natural to have major concerns around your financial security. The pandemic has brought with it many job losses, salary cuts as well as retrenchments. These are indeed trying times where we have experienced the first lockdown which is an unfamiliar territory and anxiety.

The Coronavirus pandemic brought with it the nationwide lockdown which already prompted many people to tidy cupboards, clean out garages and declutter their homes. Now they are starting to look at how they can simplify their lives even more – while also pruning their accommodation expenses.

For home-owners, planning a move to a smaller property that costs less to run and requires less maintenance, now is the ideal time to start making those tough decisions about what furniture and possessions to take with you, and what you won't need anymore.

For most people, this points to a move from their current home to another - often smaller - residence where they would have lower utility bills, municipal rates charges and maintenance costs, and possibly a higher level of security.



Here are six tips for organizing and/or downsizing your life to live comfortably in a cosier space.



TIP 1: Plan ahead

Don't wait to make decisions. Start planning your downsizing early and set goals. For couples and families, make sure everyone is on the same page to eliminate conflicts and hurt feelings down the road.



TIP 2: Determine your lifestyle needs

It helps to ask yourself some questions. Think about what lifestyle you want to embrace as you move forward, suggests professional organisers.

Do you have room for oversized furniture in your new space?

If you are moving, how much smaller is your new home?

Do you feel you should keep something just because you spent a lot of money for it?



TIP 3: Find purpose

The biggest issue is people don't edit, they just want to bring too much stuff with them and don't realise every little corner should have a purpose or function. With some planning, a shelf can become your whole home office, or a corner becomes an art studio.

Be conscious of what you let into your mind, life and environment, and how you choose to spend your time and resources moving forward. This is the secret to feeling whole and living well.

Regarding sentimental items, take photographs of your old home and belongings to preserve memories. This can be especially helpful for children who don't want to let go of an old stuffed animal or dolls.



TIP 4: Keep clutter out

Edit your technology. Use a printer that connects to Wi-Fi to eliminate extra cables and choose a TV that mounts to the wall, so you don't need a media centre

that takes up valuable floor space.

Use smart storage solutions in your smaller space. For example, a tablecloth can re-purpose an older table and give you a way to "hide" things from plain sight. Or use a piece of your china collection that seems too large to store as a pencil holder in your home office or for makeup storage in your bathroom.



TIP 5: Think quality and multipurpose

You need to go for quality over quantity. Choose a great piece of furniture that makes a statement, instead of trying to squeeze too many pieces into a single room or smaller space.

If you're investing in new furniture when you downsize, choose multipurpose furniture pieces. Go for nightstands with open and closed storage and ottomans with tops that lift to offer space inside for blankets or extra pillows for example.

Look for durable fabrics, since a smaller home often requires flexible spaces that must do double duty as an office, extra bedroom or play space.



TIP 6: When in doubt, get an objective opinion

Accept help in sorting and packing your belongings. Consider hiring a professional organiser or having family or/and friends who can offer an objective opinion when you're trying to decide what you really need to eliminate or donate to charity.

Change is an inevitable part of life, but no-one said it would be easy. In the end, it is about making decisions which benefit you and your family in the long run. Good luck!

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Your health- TOP TEN ISSUES FOR WOMEN'S HEALTH

Women have come a long way and it is always an opportune time to celebrate women and their achievements. But Women's month is also a good time to take stock of how women's rights are fulfilled in the world - especially the right to health. Women around the country world still face many health problems which need to be addressed. This starts with education and is the reason why we need to start sharing information and shining light on some of these health concerns.

Below we have five of the main issues regarding women's health that are still a cause for concern:

 **Cancer:** Two of the most common cancers affecting women are breast and cervical cancers. Detecting both these cancers early is key to keeping women alive and healthy. The latest global figures show that around half a million women die from cervical cancer and half a million from breast cancer each year. Many of these deaths occur in low- and middle-income countries where screening, prevention and treatment are almost non-existent, and where vaccination against human papilloma virus needs to take hold. **Tip: Ensure that you get tested annually to enable early detection.**

 **Reproductive health:** Sexual and reproductive health problems are responsible for one third of health issues for women between the ages of 15 and 44 years. Unsafe sex is a major risk factor – particularly among women and girls in developing countries. Therefore, it is so important to get services to the millions of women who aren't getting the contraception services they need. It is always best to start looking after your reproductive health as early as possible. **Tip: If you are interested in getting pregnant, ensure that you visit your obstetrician and look at the health of your reproductive system and options available to you.**

 **Maternal health:** Many women are now benefitting from massive improvements in pre-natal care, childbirth and post-natal care introduced in the last century. But those benefits do not extend everywhere and in the world, almost 300 000 women die from complications in pregnancy and childbirth. Most of these deaths could have been prevented, had access to family planning and to some quite basic services been in place. **Tip: Find a gynaecologist and ensure that you have regular check-ups like your annual pap smear.**

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4 HIV/AIDS: Three decades into the AIDS epidemic, it is young women who bear the brunt of new HIV infections. Too many young women still struggle to protect themselves against the sexual transmission of HIV and to get the treatment they require. This also leaves them particularly vulnerable to tuberculosis (TB) - one of the leading causes of death in low-income countries of women 20–59 years. **Tip: Take charge of your health and get tested regularly, in addition to practicing safe sex.**

5 Sexually transmitted infections: We have already mentioned the importance of protecting against HIV infection. But it is also vital to do a better job of preventing and treating diseases like gonorrhoea, chlamydia and syphilis. Untreated syphilis is responsible for more than 200,000 stillbirths and early foetal deaths every year, and for the deaths of over 90 000 new-born babies. **Tip: Protect yourself from infection but practicing safe sex and getting tested if you experience any symptoms.**

6 Gender based violence: Women can be subject to a range of different forms of violence, but physical and sexual violence – either by a partner or someone else most likely to be someone they know – is particularly invidious. Today, one in three women under 50 has experienced physical and/or sexual violence by a partner, or non-partner sexual violence – violence which affects their physical and mental health in the short and long-term. It's important for health workers to be alert to violence so they can help prevent it, as well as provide support to people who experience it. **Tip: Help and support is available, educate yourself and report any criminal behaviour to the relevant authorities.**

7 Mental health: Evidence suggests that women are more prone than men to experience anxiety, depression, and somatic complaints – physical symptoms that cannot be explained medically. Depression is the most common mental health problem for women and suicide a leading cause of death for women under 60. Helping sensitise women to mental health issues, and giving them the confidence to seek assistance, is important. **Tip: Practice mindfulness and start a hobby to stay positive and connected.**

8 Noncommunicable diseases: In 2012, some 4.7 million women died from noncommunicable diseases before they reached the age of 70 —most of them in low- and middle-income countries. They died as a result of road traffic accidents, harmful use of tobacco, abuse of alcohol, drugs and substances, and obesity - more than 50% of women are overweight. Helping girls and women adopt healthy lifestyles early on is key to a long and healthy life. **Tip: Look after your overall health by staying active and not overindulging.**

9 Being young: Adolescent girls face a number of sexual and reproductive health challenges: STIs, HIV, and pregnancy. About 13 million adolescent girls (under 20) give birth every year. Complications from those pregnancies and childbirth are a leading cause of death for those young mothers. Many suffer the consequences of unsafe abortion. **Tip: If your children are teenagers or young adults, ensure that they also see a gynaecologist for their sexual health needs.**

10 Getting older: Older women may have less access to health care and social services than their male counterparts. Combine the greater risk of poverty with other conditions of old age, like dementia, and older women also have a higher risk of abuse and generally, poor health. **Tip: Before you retire, find out more about the healthcare options your medical aid or options offered by your local health clinic.**

Everyone is different and that is why it is of paramount importance that women go for regular check ups because symptoms may vary and some illnesses might be difficult to diagnose. While you are still relatively young, it is imperative to take as many precautions as possible to try and prevent illnesses in the future.

Ladies - stay fabulous and stay healthy!

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Know your Fund

Meet the New EPPF Board of Fund

In 2019 the EPPF embarked on election campaign for the new Board of Fund.

The EPPF appointed an Independent Electoral Officer (IEO) who was be responsible for monitoring and ensuring that the election process is free and fair.

Members and pensioners took part in the elections in large numbers, but what exactly do trustees do? This article will give a brief background, explain their duties and also show you who they are.

Background

The duties of the trustees of retirement funds have been codified in sections 7C and 7D of the Pension Funds Act. The other source of trustee duties is the common law as had been developed in court cases about trustees over the years.

According to the Pension Funds Act, The Act stipulates that the object of the board of trustees shall be to direct, control and oversee the operations of a fund (such as the EPPF) in accordance with the applicable laws and the rules of the fund.

In pursuing this object, the trustees must:

- take all reasonable steps to ensure that the interests of members in terms of the rules of the fund and the provisions of the Pension Funds Act are always protected
- act with due care, diligence and good faith
- avoid conflicts of interest
- act with impartiality in respect of all members and beneficiaries.

General Duties

In addition, the general duties of the trustees as set out in the Pension Funds Act are to:

- ensure that proper registers, books and records of the operations of the fund are kept, inclusive of proper minutes of all resolutions passed by the trustees
- ensure that proper control systems are employed by or on behalf of the trustees
- ensure that adequate and appropriate information is communicated to the members of the fund informing them of their rights, benefits and duties in terms of the rules of the fund
- take all reasonable steps to ensure that contributions are paid timeously to the fund
- obtain expert advice on matters where the trustees may lack sufficient expertise
- ensure that the rules and the operation and administration of the fund comply with the Pension Funds Act, the Financial Institutions (Investment of Funds) Act and all other applicable laws.

Our new Board consists of individuals who are highly capable and will draw on its varied professional capabilities and wealth of experience to support and guide the Fund in delivering on its objectives of ensuring the financial sustainability of the Fund and delivering excellent member service.

The EPPF executive team looks forward to working together with the Board in the best interests of our members and pensioners.

The objectives, responsibilities, powers and duties of the board are clearly set out in the rules of the Fund, and these correspond directly to the requirements of the Act as set out above.

The Board comprises 14 trustees. Seven trustees, including the chairman, are appointed by the employer, Eskom. The remaining seven are elected by the member base as follows:

Employees - appointed trustees (7)



Ms Caroline Henry
(Chairman)



Ms Hasha Tlhotlhamajane



Mr Sincedile Shweni



Mr Peter Mashatola



Ms Liza Brown



Ms Mabatho Seeiso



Mr Martin Buys

Pensioner - elected (2)



Mr Izak Du Plessis



Mr Ben Steyn

Member - elected: non-bargaining (2)



Mr Khehla Shandu



Mr Lufuno Ratsiku

Member - elected: bargaining (3)



Ms Helen Diatile - NUM



Mr Deon Jenkins - Solidarity



Ms Anah Makgopa – NUMSA

How to Master Working from Home while **Under Quarantine** with Kids

It is an absolute dream for most parents to have the benefit of working from home. You give up the stressful commute which comes with traffic and sometimes traffic lights that are not working due to load shedding, let us not even make a mention of our beloved taxi drivers. You also give up constant distractions at the office in exchange for a cosy office and more time with your kids. Perfect, right? Well, in theory. Working at home can be a fantastic experience, and it's full of opportunities to be more productive and do your best work. However, when you add children to the mix, things can get challenging quickly. Children, by nature, want and need your constant attention. They don't care if you're on a conference call; they want to show you their water-colour painting – right now.

So how do you balance your desire to be there for your kids with your desire to succeed in your career? Here's are some strategies you can use to find a good balance between work and family and get more done during the day.

Here are 15 tips to help parents adjust to the new world of remote working while kids are cooped up at home.

- 1 If you haven't already done so, set up an office area to separate mentally from the rest of your house. A room with a door you can close helps you detach from your work and serves to reboot your mindset when you open the door and step into your workspace to start another day.

- 2 Agree as employer/employee on how many hours per day will be logged while remote working. That said, given the (pandemic) reason for working at home, focus on meeting realistic expectations or deadlines over several hours worked.

- 3 The time for time management is NOW; structure and schedules help bring a sense of control. Try to keep the structure of your day as typical as possible. Think of new ways to preserve regular routines and let your kids have a say in the schedule for extra buy-in. Build duties like meals, clean up chores, and childcare into the schedule so everyone can pitch in. After a few days reassess your plans and adjust if necessary.

- 4 If you have a partner working from home too, consider 4-hour shifts in which one of you works while the other cares for children – or – have one parent work uninterrupted one day, while the other parent spends intermittent time with the child.



dren, and then switch roles the following day – or – arrange short 30-minute to two-hour shifts that rotate.

5 Tell other adults in your household what the next day or two are looking like for you, so your needs and expectations are aligned. If you're under a pressing deadline and need to focus, say so. If you have a lighter workday with more flexibility, offer to take the kids at lunch or for morning or afternoon play to give your partner or other caregivers in the house a break.

6 Create work blocks for yourself. Figure out which tasks you do during your work day that demand no interruptions. Chances are you'll find your best productivity comes early in the morning or after the kids are in bed. So, get up early (or work later in the evening) and respond to emails. Bonus: if your manager sees that you sent an email at 6:30 am or 11:45 pm, their confidence in your work ethic will surely be cemented.

7 Take advantage of your kids' naptimes to work on challenging assignments that require your complete focus. While you're at it, schedule "quiet-imperative" work-related phone calls for this window of uninterrupted time. Reserve less challenging or low priority tasks for when your children are up and about.

8 On the flip side, plan for interruptions. They're inevitable. Try setting up an activity area in your office with a kid-sized desk where they can pretend-work while you catch up on less pressing matters. Be pre-

pared to hit the mute button during calls for those unexpected outbursts of joy or woe.

9 Set boundaries for children, starting with your office or workspace. Children learn through repetition, which is why your kids want to do the same task or read the same book again and again. Parents can use the power of repetition to teach children what to do and, more importantly, what not to do when you absolutely must be left alone.

10 Let your younglings know that if your office door is closed, they can knock one time and if you don't respond it means you're on the phone or deep in thought. Practise makes perfect, so practise, practise, practise.

11 Be creative with your nonverbal "Do Not Disturb" messages. If you have an office door, put out a sign, or tie a ribbon to the door handle when interruptions are an absolutely no go, outside of emergencies. If you're working from the kitchen or another common space, some novel suggestions include sporting a tiara, a superhero cap, or a hat of your child's choice when you're not to be bothered.

12 Block off a period of quiet time play for every day at the same time. Keep a few new or well-loved toys stashed away – bring them out for quiet play during work time.

13 Arrange virtual play dates with friends and family.

14 Use online activities like yoga, music lessons or jam sessions, zoo visits, virtual Disney rides, doodle sessions and story streaming sites to keep older kids entertained.

15 Above all else, resist the temptation to throw on a load of laundry, start the next meal, or put the house back in order during your work blocks. Use them wisely to focus on your most important work.



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Industry news –

Impact investing: the softer side of investments

What Is Impact Investing?

The main intention of investing is to generate specific beneficial social or environmental effects in addition to financial gains. Impact investments might be in the form of numerous asset classes and might result in various specific outcomes. Impact investing uses money and investment capital impact to yield positive social uses results and improve lives.

The investment strategy it not only generates financial returns but also creates constructive outcomes. The strategy actively seeks to make a positive impact by investing in non-profit organisations for example which benefits the community or in clean-technology example, those which benefit the enterprises that benefit the environment. Impact investing attracts individuals as well as institutional investors including hedge funds, private foundations, banks, pension funds such as the Eskom Pension and Provident Fund (EPPF), and other fund managers.

Types of impact investments

Impact investments come in various forms of capital and investment vehicles. Like any other type of investment class, impact investments provide inves-

tors with a variety of possibilities when it comes to returns. But the most important thing is that these investments offer both a financial return and are in line with the investor's conscience.

The opportunities for impact investments vary and investors may choose to put their money into emerging markets or developed economies. These investments span several industries including:

- Healthcare;
- Education;
- Energy, (especially clean and renewable energy) and
- Agriculture

How impact investing works

The term impact investing started becoming widely used in 2007, but the practice was developed years earlier. A basic goal of impact investing is to help reduce the negative effects of business activity on the social environment.

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That's why impact investing may sometimes be considered an extension of philanthropy.

Investors who use impact investing as a strategy consider an organisation's commitment to corporate social responsibility or the sense of duty to positively serve society, before they become involved with that organisation. The type of impact that can evolve from impact investing varies based on the industry and the specific company within that industry. Some common examples include giving back to the community by helping the less fortunate or investing in sustainable energy practices to help save our planet.

The bulk of impact investing is done by institutional investors, but a range of socially-conscious financial service companies, web-based investment platforms, and investor networks now offer individuals an opportunity to participate. One major venue is micro-finance loans, which provide small-business owners in emerging nations with start-up or expansion capital. Women are often the beneficiaries of such loans.

EPPF's impact investing

EPPF is proud itself in that we were able to conclude a structured finance transaction with Nova Pioneer Education Group to support their future growth. The transaction will enable the Property company of the Nova Pioneer group to acquire suitable sites and build the bespoke buildings and infrastructure required for the schools' unique learning delivery.

"We are very excited to partner with the Eskom Pension and Provident Fund to expand our mission of developing young leaders and innovators across South Africa. We were drawn together by a strong sense of shared purpose, and look forward to contributing to the country's development through our work together." - Chinezi Chijiake (Nova Pioneer CEO)

Nova Pioneer Education Group is a pan-African independent school network, that builds and operates world-class, affordable schools for students from pre-school through to secondary. Nova Pioneer currently operates 13 schools across both East and South Africa.

The founders of Nova Pioneer started the school group because they wanted to offer schools in which young people would grow up to shape the world, and not just work in it. The aim is to transform the lives and career paths of students and equip them to lead change in Africa and around the globe. The school group's mission is therefore to *develop generations of innovators and leaders who will shape the African century.*

Nova Pioneer's vision is to do that through a large scale network of excellent and accessible schools that educate 100,000+ students across Africa. Every year Nova Pioneer grows its network so that it can serve more students, progressively working towards actualising the mission. This transaction will further enable them to achieve this mission by facilitating a path to add another six schools to their network within South Africa in line with their growth trajectory, thereby increasing the number of students from 2300 to an additional ~6000 students.

If you would like to contact Nova Pioneer or for more information, visit www.novapioneer.com/sa/



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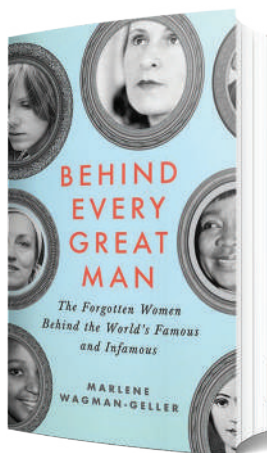
Book list

Books About Remarkable Women Often Overlooked By History



Bad Girls Throughout History: 100 Remarkable Women Who Changed the World By Paulo Coelho

Working from the Laurel Thatcher Ulrich adage “Well-behaved women seldom make history,” this is a gorgeously illustrated collection of short bios about famous and lesser-known historical figures, including Anna May Wong, the first Asian-American movie star, and Aphra Behn, the first female professional writer.

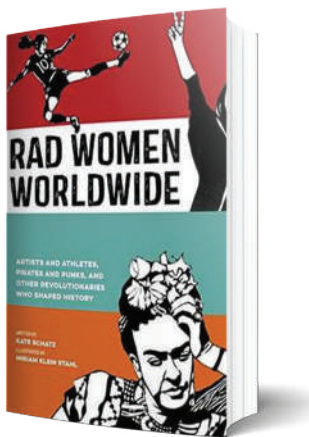


Behind Every Great Man: The Forgotten Women Behind the World's Famous and Infamous by Marlene Wagman-Geller

My friend's mother had a pin on her coat that said, “Ginger Rogers did everything Fred Astaire did, except backwards and in high heels.” This is a look at those women who were like Ginger Rogers, who worked just as hard (or harder) and were just as smart (or smarter) than the men in their lives but were held back simply because they were women.

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Rad Women Worldwide: Artists and Athletes, Pirates and Punks, and Other Revolutionaries Who Shaped History

by Kate Schatz (Author), Miriam Klein Stahl (Illustrator)

From the awesome team that brought us Rad American Women A-Z comes a broader look at cool women from all over the globe! Featuring such important historical figures as Egyptian ruler Hatshepsut, polar explorers Liv Arnesen and Ann Bancroft, and punk rocker Poly Styrene.



Hidden Figures: The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race

If the title sounds familiar, it's because a movie based on this book was just released into the world. It tells the true story of a group of amazing black female mathematicians at NASA whose work was invaluable in getting the space program off the ground (ha) but, despite their help, were still subjected to racism and segregation at work because of laws in place at the time.

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The Family is *growing*

Name: Nomonde Zwane

Role: Investment Multi-Manager

Where did you start your career and what was your role?

I started my career at Alexander Forbes as an assistant employee benefit consultant.

When did you join the Fund; what was your role?

November 2019 as an Investment Multi-manager.

What makes you passionate about your new role or why do you love your job?

I am passionate about transformation and responsible investing. I have the pleasure of using my investment skills to contribute positively to the growth of the Fund.



Name: Mpusheng Tlailane

Role: Fund Supervisor: Payroll

Where did you start your career and what was your role? Heraeus Eletro-nite -general worker, Spoornet – Senior Admin Official, recently from Transnet Engineering as Payroll Team Leader

When did you join the Fund; what was your role?

1 April 2020 - Fund Supervisor Payroll

What makes you passionate about your new role or why do you love your job?

The fulfilment it gives when an impact is made in a life of a pensioner, most worked for Eskom their whole life (up to 40 years) and they all look forward to enjoying their retirement. Paying them on time and correctly, ensuring that they have a lasting impression of the EPPF and their years spend at Eskom. I love the challenge, each day i go to bed with brilliant plans for the next day and it always turns out otherwise, in a nutshell each day is different and unpredictable. The newly deployed Everest system, the navigation, the journey in exploring the capabilities stretches one's mind and that is so stimulating.



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Name: Khanyiso Mzana
Role: Procurement Officer

Where did you start your career and what was your role?

I started my careers at AngloGold Ashanti (Pty) Ltd as an intern – Supply Chain (Procurement).

When did you join the Fund; what is your role?

1 April 2020, Procurement Officer

What makes you passionate about your new role or why do you love your job?

The overall impact which Procurement has to EPPF or any other organisation, adding value, encouraging compliance, being involved in strategic initiatives for Procurement and reducing costs for the Fund, I love to be part of such, knowing that together with the Finance (Procurement) Team, CFO and the rest of the EPPF family we can achieve the goal of having the best and/or specialised Procurement in the Financial Services Industry.

Name: Lethabo Kingston Mokgwatlheng
Role: Internal Auditor

Where did you start your career and what was your role?

I served my articles at KPMG and thereafter moved to in-house Internal Audit departments at Transaction Capital and Altron Management Services. The audit department at Altron was outsourced to Deloitte & Touché in September 2017, where I became an integral member in the Mining and Construction Internal Audit portfolios.

When did you join the Fund; what was your role?

I joined the fund on 1 April 2020 in the Internal Audit Department.

What makes you passionate about your new role or why do you love your job?

I'm very passionate in assuring and improving client processes and taking ownership of challenges faced and success achieved by the business. I'm happy to have joined the Fund at the time that the Internal Audit department is going through a growth phase in being a reliant partner to the Fund's Strategy and improvement of the Fund's Governance processes.



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Name: Mbulelo Musa

Role: Retirement Fund Consultant

Where did you start your career and what was your role?

I started at Sanlam Life as an Associate Financial Planner back in 2011.

When did you join the Fund; what was your role?

I joined the Fund effective 1 April 2020. Before that I was working at Momentum as a Business Consultant.

What makes you passionate about your new role or why do you love your job?

I've always had a great passion for the retirement fund (employee benefits) industry as it allows me to interact with people and teach them how their employee benefits work and the importance of saving for retirement.



Name: Paledi Mothapo

Role: IT Business Analyst

Where did you start your career and what was your role?

I started my career at African Explosives Limited, as a junior Industrial Engineer.

When did you join the Fund; what was your role?

I joined the Fund on the 1 April 2020, and my primary focus as a business analyst within the IT space is helping the Fund in achieving its objectives by performing technological and/or business gap analysis with the aim to uncover process inefficiencies and identify room for improvement.

What makes you passionate about your new role or why do you love your job?

My career goal has always been to assume a role in an organisation that will not only grow my personal welfare but to also enable me to fully utilise my interpersonal, technical, analytical and innovative skills in the best way possible to ensure that the business goals are fully achievable. The EPPF has offered me the platform to become innovative in a relaxed yet challenging environment thus helping me achieve career and personal projection. That is why I love my job.



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Name: Tsebisio Makgabo

Role: Legal Advisor

Where did you start your career and what was your role?

I worked for Routledge Modise Inc currently trading as Lawtons Africa, a law firm. I was a candidate attorney.

When did you join the Fund; what was your role?

I joined in May 2020 as a legal advisor.

What makes you passionate about your new role or why do you love your job?

I enjoy getting results for stakeholders' legal problems. I like how retirement funds law impacts people. This means that the advice we give, the decisions that we make, the solutions we come up with as role-players all have an immediate impact on people's lives.



Name: Reneilwe Rahube

Role: Benefits Processing Administrator

Where did you start your career and what was your role?

I started my career in 2012 at mCubed Employee Benefits Pty Ltd as a claims administrator.

When did you join the Fund; what was your role?

I joined the Fund as at 4 May 2020 and have been appointed as a benefits processing administrator.

What makes you passionate about your new role or why do you love your job?

I can not state my passion right now as, I am still new and learning as much as I can.



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Name: Sinhle Mhlongo

Role: IT Operations Manager

Where did you start your career and what was your role?

I started my career as MTN SA as a Junior Manager (accountable for end to end delivery of IT services and projects to MTN business key corporate customers)

When did you join the Fund; what was your role?

I joined 11 May 2020 as an IT Operations Manager

What makes you passionate about your new role or why do you love your job?

I like the fact that this is a completely new role in the Fund – which present a perfect opportunity for me to implement IT process and functions through the experienced I have gained over the years in the organizations where most of the IT functions and processes were already established. This is the first I am working in small size organisation – so it is a completely different environment for me, and this is a change I have always wanted.



Name: Lesego Maboya

Role: Project Manager

Where did you start your career and what was your role?

I started my career at EOH Security and Building technologies as a Project Admin/Coordinator. This was the role that introduced me to project management, and I fell in love with the field from there on.

When did you join the Fund; what was your role?

I recently joined the fund on 18 May 2020 as a Project Manager.

What makes you passionate about your new role or why do you love your job?

One of the most interesting things about projects is that they are change enablers by nature. They are the drivers of change and innovation and my role gives me the privilege to be part of the team which brings positive change to the Fund and that's what I love about my job. Working with cross functional teams exposes me to the different functions within the Fund which helps me develop significant knowledge about the business and the business processes.



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Interest rates

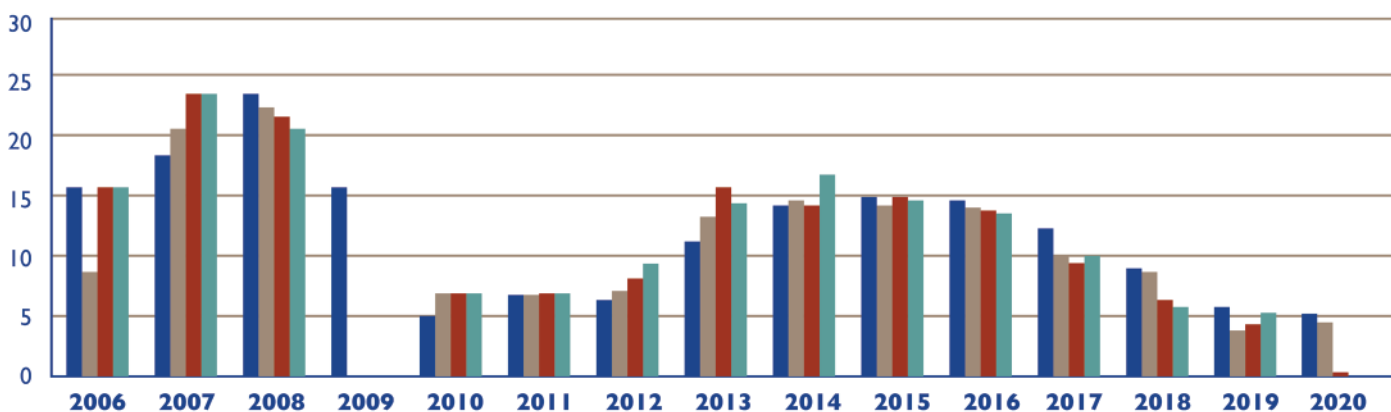
Each quarter, the Board of Trustees of the EPPF reviews the interest rate applicable to the Additional Voluntary Contribution Scheme (AVC) and the Deferred Pension Scheme, taking into consideration the financial performance of EPPF's investments.

The AVC scheme enables in-service members to make additional voluntary contributions in order to enhance their retirement or withdrawal benefits. The Deferred Pension Scheme, provides a "parking" or preservation facility for the retirement money left in the EPPF by former in-service members, the "deferred pensioners".

In-service members earn interest on the AVC Scheme and deferred pensioners earn interest on the Deferred Pension Scheme.

When considering the impact of our interest rates, one should consider the long-term nature of retirement funds and avoid looking at short-term rates only. There may be times when our interest rates are higher than those available in the open market, while at other times the rates may indeed be lower. This is due to the fact that our interest rates are based on past performance on a rolling four-year basis, thus lagging behind interest rates in the market. Over the longer term however, the end result should be comparable. The graphs shows the EPPF interest rates applied for each quarter from 2006:

Fund Interest Rates %



YEAR	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
2006	16%	16%	16%	16%
2007	18.5%	21%	24%	24%
2008	24%	23%	22%	21%
2009	16%	0%	0%	0%
2010	5%	7%	7%	7%
2011	7%	7%	7%	7%
2012	6.5%	7.25%	8.25%	9.5%
2013	11.5%	13.5%	16%	14.7%
2014	14.5%	14.7%	14.63%	17.15%
2015	14.9%	14.5%	15.16%	14.84%
2016	14.93%	14.19%	13.96%	13.87%
2017	12.52%	10.25%	9.64%	10.18%
2018	9.13%	8.40%	6.21%	5.78%
2019	5.92%	4.06%	4.54%	5.09%
2020	5.07%	4.42%	0.24%	

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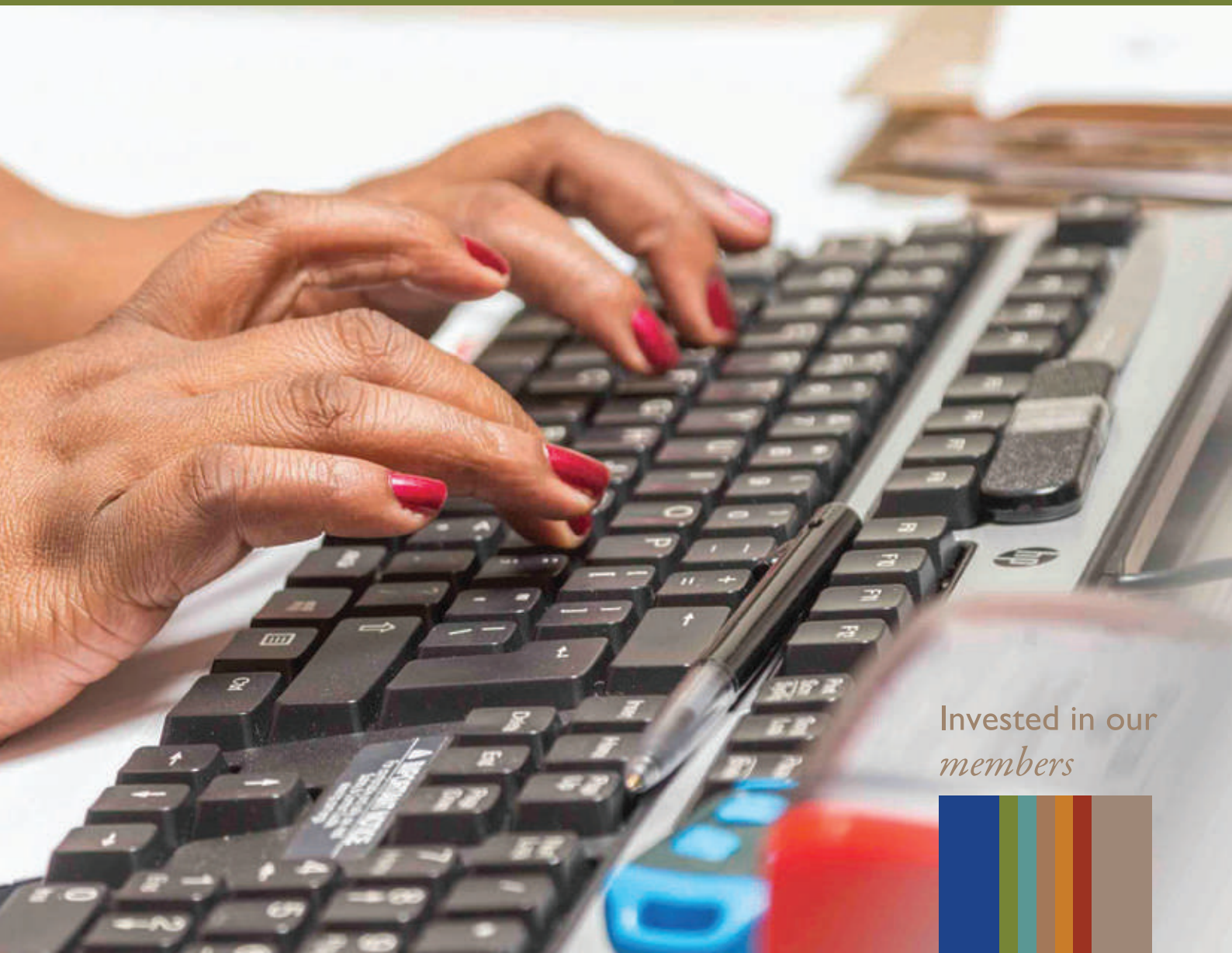


Update of Personal Information

It is important for the Fund to have accurate and up-to-date records of your personal information. We use this information to communicate with you and to be able to correctly administer your pension. We urge you to keep us informed if any of this personal information changes, including the correct spouse's date of birth and other personal details.

Should you experience a significant life event, such as a divorce, please ensure that you update the Fund with this information.

To update your personal information, call 0800 11 45 48 or visit our website and make the changes on our recently revamped member portal.



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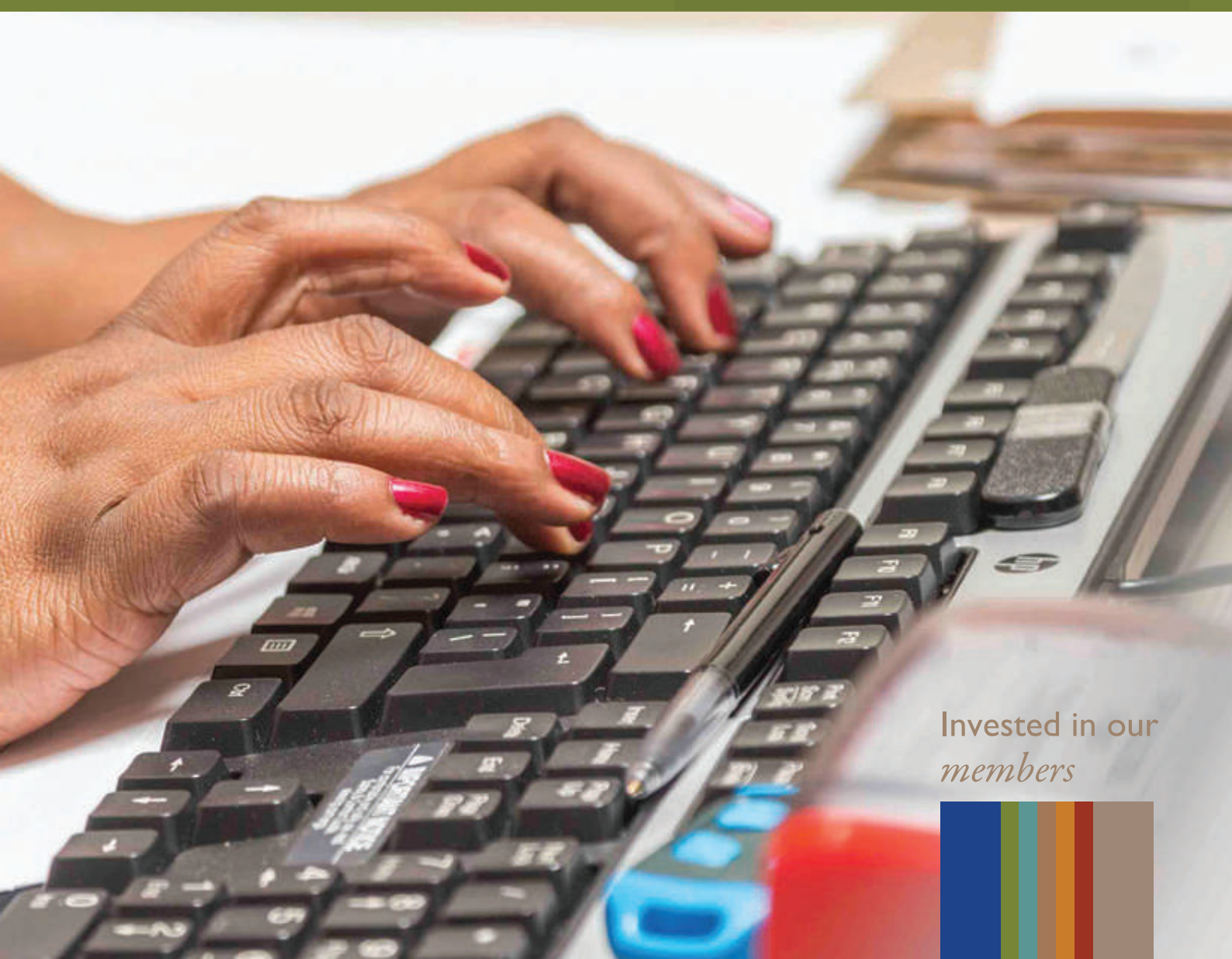


Werk jou persoonlike inligting by

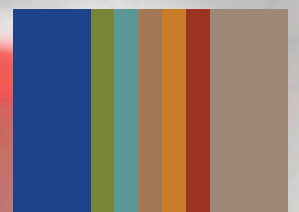
Dit is vir die Fonds belangrik om akkurate rekords te hê wat jou jongste persoonlike inligting bevat. Ons gebruik hierdie inligting om met jou te kommunikeer en jou pensioen reg te administreer. Ons moedig jou ten sterkste aan om ons daarvan in kennis te stel as enige van hierdie persoonlike inligting verander, onder andere jou eggenoot se korrekte geboortedatum en ander persoonlike besonderhede.

As daar 'n groot verandering in jou lewe is, soos 'n egskeiding, moet jy seker maak dat jy hierdie nuwe inligting vir die Fonds stuur.

Om jou nuwe persoonlike inligting vir ons te gee, bel 0800 11 45 48 of gaan na ons webtuiste en doen die veranderinge op ons ledeportaal wat onlangs opgeknip is.



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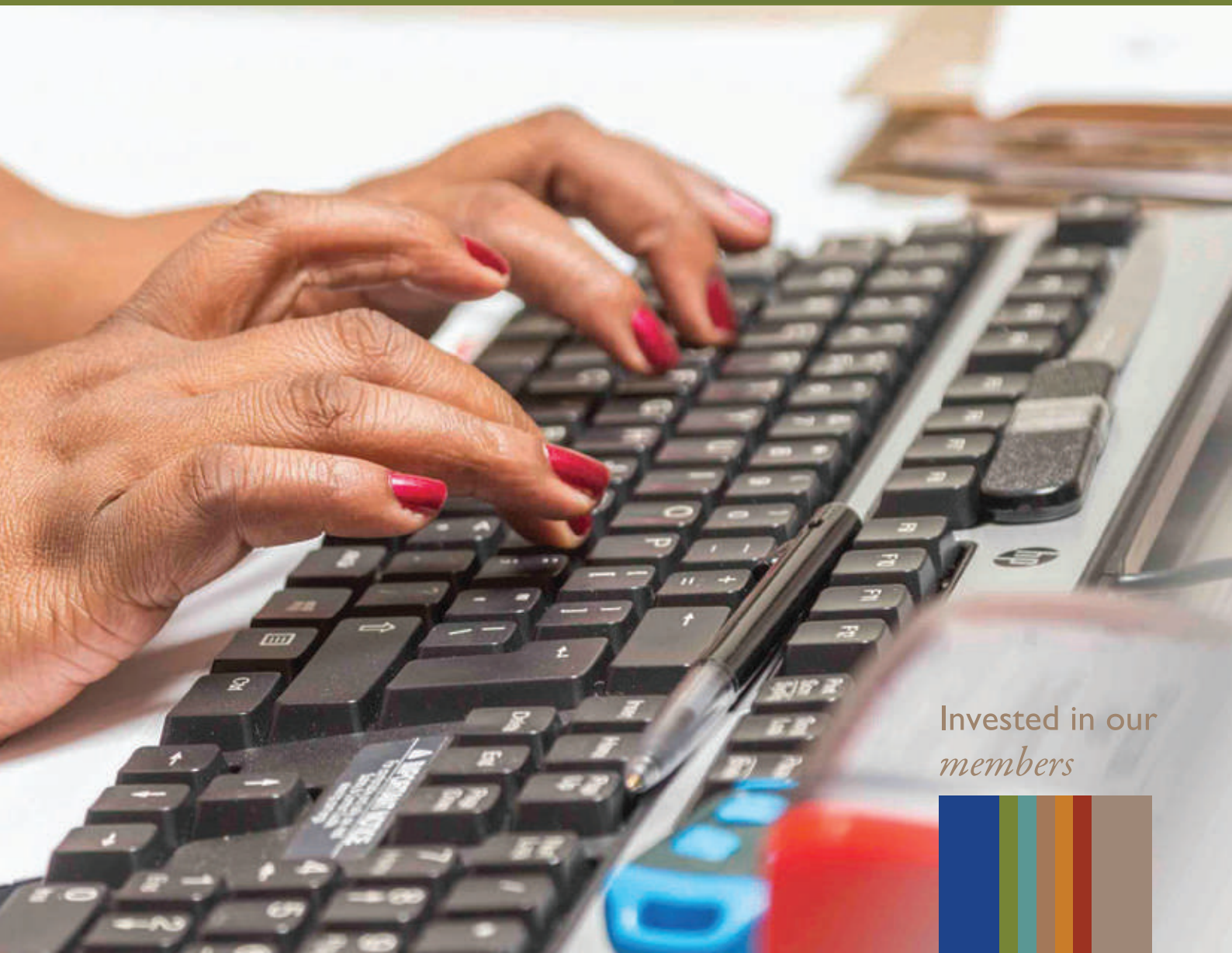


Ho fana ka tlhahisoleseding ya moraorao mabapi le wena

Ho bohlokwa haholo hore Letlole le be le ditlaleho tse nepahetseng le tsa moraorao tsa tlhahisoleseding ya hao. Re sebedisa tlhahisoleseding ena ho buisana le wena hape e re thusa hore re sebetsane le ditaba tsa penshene ya hao ka tsela e nepahetseng. Re kopa hore o dule o re tsebisa haeba tlhahisoleseding ena ya hao e fetoha, ho akarelletsa le letsatsi le nepahetseng la tswalo ya molekane wa hao le tlhahisoleseding leha ele efe e nngwe mabapi le wena.

Haeba ho ka ba le ntho e kgolo e fetohang bophelong ba hao, jwaloka ho hlalana le molekane wa hao, ka kopo netefatsa hore o tsebisa Letlole ka tlhahisoleseding ena.

E le hore o fane ka tlhahisoleseding ya hao ya moraorao, letsetsa 0800 11 45 48 kapa o etele webosaete ya rona ebe o etsa diphetoho leqepheng la ditho tsa rona le sa tswa ntlafatswa.



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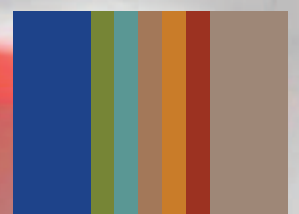
Ukunikeza imininingwane yomuntu yamuva

Kubalulekile ukuba i-Fund ibe nemmmmgwane yakho enembile futhi yamuva. Sisebenzisa le mmmmgwane ukuze sixhumane naye futhi sikwazi ukulawula impesheni yakho. Sikunxusa ukuba uhlale usazisa uma kukhona imininingwane yakho eshintshayo, kuhlenganise nemininingwane enembile ngosuku lokuzalwa koshade naye neminye imininingwane yakho.

Uma kwenzeka ukuphila kwakho kushintsha ngendlela ephawulekayo, njengokuthi udivose, sicela uqiniseke ukuthi uyayazisa i-Fund ngaleyo mininingwane.

Ukuze uthuthukise imininingwane yakho, fonela u-0800 11 45 48 noma uvakashele ingosi yethu ukuze wenze izinguquko ohlwini lwamalungu ethu.

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Protection of **Personal Information Act (POPIA)**

In 2013, certain sections of the PoPI Act came into effect. The PoPI Act seeks to regulate the processing of personal information by responsible parties, in this case, the Fund. The purpose of the PoPI Act is to ensure that all South African institutions conduct themselves in a responsible manner when they are in possession of another entity or person's personal information. This includes prohibiting the sharing of a member's personal information with third parties without consent of the member. The Fund complies with the PoPI Act to ensure that our members' information is secure and protected. Therefore, the EPPF does not provide pension information to third parties (e.g; financial advisers) unless authorised by the member or compelled to do so by law.

POPIA came into effect on 1 July 2020 and the Fund will have 12 months from 1 July to become fully compliant. As an organisation which places its members, and the safeguarding of their personal information high on our priorities list, we embarked on a journey towards POPIA compliance some time ago and that journey will culminate in full compliance by 1 July 2021.

DATA PROTECTION



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Eskom Pension and Provident Fund Contact Details

Call Centre Toll-free Number: 0800 11 45 48
Call Centre Landline: 011 709 7400
Call Centre Fax Number: 0866 815 449
Email: info@eppf.co.za

Postal address: Private Bag X50, Bryanston, 2152
Website address: www.eppf.co.za

Gauteng (Johannesburg)

Keikantseng Seleka
Keikantseng@eppf.co.za
Contact: 067 083 6398

Thembeke Cele
Thembeke@eppf.co.za
073 791 6638

Mpumalanga (Witbank)

Nadia Gagiano
Nadia@eppf.co.za
083 648 4475

Joe Balite
Joe@eppf.co.za
Contact: 074 035 7362

Limpopo (Polokwane)

Belmira Gumbe
Belmira@eppf.co.za
078 439 5945

Western Cape (Cape Town)

Chantal Arends
Chantal@eppf.co.za
084 557 6943

KwaZulu-Natal (Durban)

Mbulelo Musa
Mbulelo@eppf.co.za
Contact: 078 648 0859

Eskom Compulsory Death Benefit

Telephone Number: (011) 800 8597 or (011) 800 2612
Fax Number: 086 668 6065
Email Address: pensionerqueries@eskom.co.za

Sanlam Contact Details (Voluntary Burial Scheme)

Queries related to the new scheme and your benefits must be directed to Sanlam at:
Telephone Number: 0860 302 922
Email Address: Eskomservicing@sanlamsky.co.za

Sanlam: Existing record amendments and claim submissions

Contact Number: 0860 302 922
Fax Number: 0860 276 884
Email for claims: eskomclaims@sanlamsky.co.za
Email for servicing: eskomservicing@sanlamsky.co.za

Indwe (Care and household insurance claims)

Call Centre Number: 0860 843 244 / (011) 912 7300
Email Address: hobackline@indwerisk.co.za
Homeowner new claims: newclaims@indwerisk.co.za

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