BROADCASTING AUTHORITY OF ZIMBABWE

BOARD CHARTER

2021

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INTERPRETATION OF TERMS

In the Charter;

i. **"Act"** means the Broadcasting Services Act [Chapter 12:06] as amended.

ii. **"Authority" means the** Broadcasting Authority of Zimbabwe (BAZ) established by *section three* of the Broadcasting Services Act [Chapter 12:06].

iii. **"Authority Goals"** means the goals of BAZ as set out in *section 3* of the Act.

iv. **"Board"** means the Broadcasting Authority of Zimbabwe Board established by section *four* of the Act.

v. **"Board Chairperson"** means the Chairperson of the BAZ Board.

vi. **"Board member/s"** means a person or persons appointed in terms of *section four* of the Act to sit on the BAZ Board.

vii. **"CEO"** means the Chief Executive Officer of Broadcasting Authority of Zimbabwe.

viii. **"Client"** means any person/s providing broadcasting services or operating signal carriage in Zimbabwe or any person/s licensed to provide services or systems by the Authority.

ix. **"Management Limitations"** means the limitations on the actions of Management as set out in *section 38D* of the Act.

x. **"Management"** means the management personnel of Broadcasting Authority of Zimbabwe.

xi. **"Member"** means a member of the Board;

xii. **"Responsible Minister"** means the Minister responsible for Information, Publicity and Broadcasting services or any other Minister to whom the President may, from time to time, assign the administration of the Act.

xiii. **"Secretary"** means the Company Secretary or the person normally exercising the functions of a Company Secretary.

xiv. **"Shareholders"** means the Government of Zimbabwe.

xv. **"Stakeholders"** means employees, broadcasting service licensees, civic society, the parent Ministry OR Government or any other entity with a direct or indirect interest in the activities of the Broadcasting Authority of Zimbabwe.

1. PREAMBLE

This Charter sets out the key values and principles of the Board of Directors of the Broadcasting Authority of Zimbabwe. It provides a concise overview of:

a) the role and responsibilities of the board of directors;
b) powers of the board and board committees;
c) separation of roles between the Board and Management; and
d) the practice of the board in respect of corporate governance matters.

This Board Charter is subject to the provisions of the Broadcasting Services Act [Chapter 12:06] and the Public Entities Corporate Governance Act [Chapter 10:31]

2. VISION

An effective Regulator with diversified, accessible broadcasting services by 2025.

3. MISSION

To create a conducive environment that promotes the development of a competitive local dynamic broadcasting industry, which provides universal quality, and affordable services; To effectively manage the licensing process and the broadcasting frequency spectrum that comply with the law and international telecommunications and broadcasting treaties.

4. ROLE OF THE BOARD

4.1. The Board is the ultimate decision making body in the administration of the Authority as provided in the Act. The Board`s role shall be to;

i. effectively represent and promote the interests of Zimbabwean citizens and stakeholders, including Government through the line Ministry;
ii. ensure the provision of the broadcasting services and systems that meet Zimbabwean needs and requirements;
iii. formulate appropriate policies that enable the Authority to execute its functions and mandate;
iv. establish sound system of internal control for the Authority;
v. oversee the implementation of the corporate governance framework;
vi. adopt strategic plans and policies for sustainability;
vii. monitor the operational performance of the Authority and establish policies and processes that ensure integrity of the Authority's internal controls and risk management;
viii. establish clear roles and responsibilities in discharging its fiduciary and leadership functions;
ix. ensure that Management actively subscribes to professional and ethical conduct;
x. establish appropriate staffing and remuneration policies for all employees as required; and
xi. ensure the Authority's compliance with all applicable laws, regulations, governance codes, guidelines and regulations.

4.2. In addition, the Board shall bring an independent and objective view to the Authority`s decisions and to oversee the performance and activities of Management including in particular:

i. Establishing policies for ensuring that the Authority attains its objectives as stipulated in the Broadcasting Services Act;
ii. Appointing the Chief Executive Officer and assisting the Chief Executive Officer to appoint immediate subordinates, and setting the terms of the Chief Executive Officer and Management`s employment contract including succession planning for the Chief Executive Officer;
iii. Monitoring the performance of the Chief Executive Officer and that of Management through the Chief Executive Officer; and
iv. Performing other functions as may be prescribed by relevant statutes, regulations and policies.

5. THE BOARD'S RELATIONSHIP WITH SHAREHOLDERS AND STAKEHOLDERS

5.1. The Board shall use its best endeavour to familiarize itself with issues of concern to the Authority`s Stakeholders including citizens, licensees and Government through the line Ministry.

5.2. The Board shall regularly evaluate economic, political, social, technological, environmental, international, customer and legal issues and any other relevant external matters that may influence or affect the operations and development of BAZ or the interests of Shareholders and Stakeholders, and, if thought appropriate, shall endeavour to find solutions including, where practicable and necessary, taking outside expert advice.

6. BOARD COMPOSITION

6.1. The Board consists of twelve (12) members duly appointed in terms of the Broadcasting Services Act [Chapter 12: 06] or any other statute affecting appointment of the Authority`s Board.

6.2. The composition of the Board shall reflect the duties and responsibilities to be discharged in accordance with the Authority`s functions and mandate.

6.3. Board members shall be active in areas which enable them to relate to the strategies of the Authority and to make meaningful contribution to the Board's deliberations. They shall be independent of Management and free from any business or other relationship, which could materially interfere with the exercise of their independent judgement.

7. BOARD INDUCTION AND TRAINING

7.1. Board members shall participate in induction programs tailored to effectively orient members on the Authority's business, strategy, objectives, policies, procedures, operations, senior management and the business environment. The induction shall also include all the necessary information that shall be required by members for effective performance on the Board. New Board members shall also be introduced to their fiduciary duties and responsibilities as well as any other aspects that are unique to the business.

7.2. The Board shall ensure adequate skills development through periodic evaluation and training to keep the members well informed on critical information pertinent to the business and corporate governance environment.

8. BOARD EVALUATION

8.1. The Board shall sign performance contracts with the line Minister.

8.2. In addition, to 8.1 above, the Board shall in each year;

i. critically evaluate its own performance and its own processes and procedures to ensure that they are not unduly complex and are designed to assist the Board in effectively fulfilling its role. An independent external governance advisor may be appointed to collect the evaluations and discuss the results with the Board as a whole.

ii. individual members shall be evaluated by a process determined and documented in the Board Evaluation Policy.

iii. the Human Resources and Remuneration Committee shall be responsible for overseeing this policy and process.

iv. the Board shall disclose in its Annual Report whether evaluation of the Board and Management has been done.

9. BOARD CHAIRPERSON AND BOARD VICE-CHAIRPERSON

9.1 Both the Board Chairperson and the Vice -Board Chairperson shall be non-executive Members. The Vice-Chairperson shall deputize for the Board Chairperson in his or her absence or at his or her request.

9.2 The Board Chairperson shall be responsible for;

i. chairing Board meetings;
ii. establishing the agenda for and frequency of Board meetings (together with the Chief Executive Officer and the Company's Secretary). The Board shall convene at least one meeting per quarter;
iii. ensuring that the Board decisions have been implemented;
iv. ensuring the integrity and effectiveness of the governance process of the Board;
v. maintaining regular dialogue with the Chief Executive Officer over all material matters and shall consult with the rest of the Board promptly over any matters that give him or her cause for major concern;
vi. developing a performance agreement with the Chief Executive Officer and reviewing the Chief Executive Officer's performance against the agreement targets or Key Result Areas- regularly;
vii. representing the Board to the media, government agencies, shareholder, sponsors and large donors or partners. To avoid contradictions, the Board Chairperson shall verify operational issues with the Chief Executive Officer before issuing public statements;
viii. ensuring that the Board receives information that is satisfactory to form sufficient basis for the Board's decision-making process;
ix. ensuring that the Board evaluates its work regularly;
x. coordinating the work of the Board and its committees and ensuring that Board members are provided with timely information relevant for performing their duties and responsibilities; and
xi. briefing Government or line Ministry on major decisions made at each Board meeting and submitting Board minutes to the Ministry within forty-five days after the holding of the Board meeting and in any event prior to the holding of the next Board meeting.

10. AUTHORITY`S CHIEF EXECUTIVE OFFICER

10.1. For the better exercise of the functions of the Authority the Board may, in consultation with the Minister, appoint a person to be the Chief Executive of the Authority, on such terms and conditions as the Board, with the approval of the Minister, may fix.

10.2. Subject to the general control of the Board, the Chief Executive shall be responsible for-

i. managing the operations and property of the Authority;
ii. supervising and managing the activities of the employees of the Authority in the course of their employment.

10.3. The Board may assign to the Chief Executive such of the functions of the Board as the Board thinks fit:

Provided that the Board shall not assign to the Chief Executive any duty that has been assigned to the Chairperson of the Board.

10.4 Any assignment of functions in terms 10.3 may be made either generally or specially and subject to such reservations, restrictions and exceptions as the Board may determine, and may be revoked by the Board at any time.

10.5 The Chief Executive shall have the right to attend meetings of the Board and, except in the case of any discussion relating to the terms and conditions of his appointment, to take part in the proceedings of the Board as if he were a member, but shall not have a vote on any question before the Board.

11. AUTHORITY`S CORPORATE SECRETARY

The roles of the Authority`s Company Secretary shall be to;

11.1 ensure that the Board functions effectively through providing the Board and individual members with detailed guidance as to the nature and extent of their duties and responsibilities and how such duties and responsibilities should be properly discharged in the best interests of the Authority and its shareholders.

11.2 circulate to Board members, materials to be considered by the Board such as Board papers, minutes of meetings, and Financial reports; seven days before the scheduled meetings and during months the Board is not scheduled to meet.

11.3 coordinate induction of new Members and together with the Board Chairperson develop mechanisms for providing continuous education and training for Board members in order to improve and maintain effectiveness of the Board.

11.4 assist the Board Chairperson and the Chief Executive Officer in developing an Annual Board Plan and other strategic administrative issues that affect the Board.

11.5 keep a register of disclosures of interest with respect to each Member. Members shall be required to give written notice of any changes with regards to disclosure particulars as soon as they happen.

11.6 ensure that Board procedures are followed, that applicable rules and regulations for the conduct of the affairs of the Board are complied with and for all matters associated with the maintenance of the Board or otherwise required for its efficient operation.

11.7 ensure that all Members, particularly the Board Chairperson have access to the advice and services of the

Secretary for the purpose of the Board's affairs and Authority's affairs.

11.8 ensure that Board members' fees and other benefits are processed timeously.

12. MEETINGS

12.1 The Board shall normally hold meetings four times each year and shall hold additional meetings, as the occasion requires.

12.2 The Board Chairperson may at short notice convene a special meeting of the Board.

12.3 The dates, times venues and agendas of the Board meetings and Committee meetings shall be notified by the Authority`s Secretary to all Board /Committee members at least seven days before the meeting or as soon as practicable in case of emergency business.

12.4 If, at a meeting of the Board, the Chairperson and Vice-Chairperson are both absent, the Members present may elect one of their members to preside at that meeting as Chairperson.

12.5 Members who are unable to attend meetings shall advice the Board Chairperson and for record purposes send in writing to the Secretary.

13. QUORUM

The quorum necessary for the transacting of Authority`s business shall be five (5) Members.

14. VOTING AT MEETINGS

14.1 All acts, matters or things authorised or required to be done by the Board may be done by a majority vote at a meeting of the Board at which a quorum is present.

14.2 At all Board meetings, each member shall have one vote on every question before the Board and in the event of an equality of votes the Board Chairperson shall have a casting vote in addition to a deliberative vote.

14.3 Where a Member has declared his or her interest in a matter before the Board for consideration, the said Member shall not cast a vote over the matter. For the avoidance of doubt if a Member casts a vote, the Member's vote shall not be considered.

14.4 Any proposal circulated among all Members and agreed to in writing by a majority of all members shall be of the same effect as a resolution passed at a duly constituted meeting of the Board and shall be incorporated in the minutes of the next succeeding meeting of the Board unless if a Member requires that such proposal be placed before a meeting of the Board.

14.5 Attendance of Management at Board meetings shall be only at the invitation of the Board Chairperson.

15. ANNUAL GENERAL MEETINGS

At least once a year, the board shall convene an annual general meeting, which-

(a) representatives of the Unit; and
(b) the Accountant-General; and
(c) representatives of the line Ministry; and

(d) representatives of any minority shareholders in the entity concerned; and

(e) the Auditor-General; and such other persons as may be prescribed are invited to attend and discuss the entity's operations and conduct during the previous financial year and its plans for the next financial year, and any other matters of mutual interest.

16. BOARD COMMITTEES

16.1 For the better exercise of its functions, the Board may establish one or more Committees, over and above those required by law, in which it may vest such of its functions as it deems fit.

16.2 The vesting of a function in a Committee shall not prevent the Board itself from exercising that function, and the Board may amend or rescind any decision of the Committee in the exercise of that function.

16.3 The Board shall have seven standing committees, namely;

i. Finance;
ii. Audit;
iii. Risk;
iv. Technical;
v. Broadcast Content Compliance;
vi. Legal and Licensing; and
vii. Human Resource and Remuneration Committees.

Other Committees can be formed for specific purposes and disbanded on conclusion of purpose.

16.4 The Board shall appoint the Chairpersons of the Committees and shall approve appropriate terms of reference for the Committees.

16.5 Board Committees shall observe the same rules of conduct and procedures as the Board unless the Board determines otherwise.

16.6 Board Committees shall only speak or act for the Board when so authorised. The authority conferred on a Board Committee shall not derogate from the authority delegated to the Chief Executive Officer.

16.7 A member shall not sit in more than 3 Board Committees.

16.8 The Board Chairperson shall not be a member of any Committee but is free to attend by notice to the Chairperson of that Committee.

17. DURATION OF BOARD MEETINGS

The duration of all meetings shall not exceed 3 hours.

18. INDEPENDENT ADVICE

18.1. With the approval of the other members, the Chairperson may invite any person to attend a meeting of the Board or of a Committee, where the Chairperson considers that the person has special knowledge or experience in any matter to be considered by the Board or the Committee, as the case may be, at that meeting.

18.2. A person invited to attend a meeting of the Board or a Committee in terms of 18.1 above may take part in the proceedings of the Board or the committee as if he were a member thereof, but shall not have a vote on any question before the Board or Committee, as the case may be.

19. BOARD PROCEDURES

19.1 The conduct of Members shall be consistent with their duties and responsibilities to the Authority and indirectly, to Shareholders. The Board shall be disciplined in carrying out its role, with the emphasis on strategic issues and policy. Members shall always act within any limitations imposed by the Board or Shareholders on its activities.

19.2 Members shall use their best endeavours' to attend Board meetings and prepare for them thoroughly. Members shall be expected to participate fully, frankly and constructively in Board discussions and other activities and to bring the benefit of their particular knowledge, skills and abilities to the Board.

19.3 Board discussions shall be open and constructive, recognising that genuinely held differences of opinion can, in such circumstances, bring greater clarity and lead to better decisions. The Board Chairperson shall, nevertheless, seek consensus in the Board, but shall ultimately call for a vote *if consensus is not reached.*

19.4 All discussions and their record shall remain confidential unless there is a specific direction from the Board to the contrary, or disclosure is required by law.

19.5 Members attend Board meetings to discharge their Board responsibilities. At Board meetings, Board responsibilities supersede all executive responsibilities.

19.6 The Board has sole authority over the agenda and exercises this through the Board Chairperson. Any Members may through the Board Chairperson, request the addition of an item to the agenda. The Board Chairperson in consultation with the Chief Executive Officer and the Corporate Secretary shall set the agenda.

19.7 At every Board meeting, the Board members in attendance shall sign an attendance register.

19.8 The Board at all its ordinary meetings, shall consider the following;

a) An operational report from the Chief Executive Officer;
b) Reports from Chairpersons of Board Committees.

c) And where applicable, meetings may consider the following;

i. Specific proposals for capital expenditure and acquisitions;
ii. Major issues and opportunities for Broadcasting Authority of Zimbabwe;

d) In addition the Board shall, at intervals of not more than one year, consider:

i. Its licensing role of new broadcasting services and systems ;
ii. Review the strategies for achieving Authority Goals;
iii. Approve the annual budget;
iv. Approve the quarterly, half yearly and annual financial statements, reports to funding agencies and public announcements;
v. Approve the annual report;
vi. Make recommendations to the appointing authority for the review of the Board composition, structure, succession.
vii. Review the performance of, necessity for and composition of Board Committees;
viii. Undertake Board and individual Members' evaluations;
ix. Review the Chief Executive Officers performance and remuneration.
x. Review remuneration policies and practices in general including any incentive schemes for management;
xi. Review risk assessment policies and controls including insurance covers and compliance with legal and regulatory requirement;
xii. Review Authority`s Code of Conduct and Ethical Standards;
xiii. Define the following year's Board work plan.
xiv. Review the Board Charter

19.9 Members are entitled to have access, at all reasonable times, to all relevant Authority information and to Management.

19.10 Members are expected to strictly observe the provisions of the Act applicable to the use and confidentiality of the Authority`s information.

19.11 Board resolutions shall be duly signed by the Chairperson of the Board meeting in which the resolution was passed, the Chief Executive Officer and the Authority Secretary.

20. TRANSACTION OF BUSINESS ON AN URGENT NATURE

If it is not practical to hold a meeting of the Board for the transaction of business on an urgent nature, the Board Chairperson, after consulting such of other members available in the circumstances, may deal with the business himself and as soon as practicable thereafter shall give to the Board full particulars of the nature and extent of the urgency of the business, the circumstances in which the urgency arose and the action taken by him under the circumstance.

21. BOARD DECISIONS

20.1 Decisions of the Board shall be binding in terms of their terms.

20.2 No decision or act of the Board or act done under the authority of the Board shall be invalid by reason only of the fact that:

a) The Board consisted of fewer than the number of persons to constitute a quorum; or
b) A disqualified person acted as a member of the Board at the time the decision was made or act was done or authorised.

Provided that the Board shall ratify any such decision or action as soon as possible after it becomes aware that the decision or action was taken in the circumstances described in subparagraph (a) or (b).

22. MEMBERS' REMUNERATION

Remuneration shall be paid to Members as per the Corporate Governance Unit and Ministerial approved figures or rates.

23. MEMBERS TO DISCLOSE CERTAIN CONNECTIONS AND INTEREST

In this paragraph– "relative", in relation to a member, means the member's spouse, child, parent, brother or sister.

22.1 Subject to subparagraph (4)–if a member of the Board:

i. Knowingly acquires or holds a direct or indirect pecuniary interest in any matter that is under consideration by the Board; or

ii. owns any property or has a right in property or a direct or indirect pecuniary interest in a company or association of persons which results in the member's private interests coming or appearing to come into conflict with his functions as a member; or

iii. Knows or has reason to believe that a relative of his or has acquired or holds a direct or indirect pecuniary interest in any matter that is under consideration by the Board; or owns any property or has a right in property or a direct or indirect pecuniary interest in a company or association of persons which results in the member's private interests coming or appearing to come into conflict with his functions as a member; or

if for any reason the private interests of a member come into conflict with his functions as a member; the member shall forthwith disclose the fact to the Board.

22.2 A member referred to in 22.1 shall take no part in the consideration or discussion of, or vote on, any question before the Board which relates to any contract, right, immovable property or interest referred to in that subparagraph.

23.1 The Public Entities Corporate Governance Act prohibits members from being on more than two State Owned Enterprises boards.

24 BOARD AND MEMBERS' EVALUATIONS

24.1 The Board shall each year, critically evaluate its own performance and its own processes and procedures to ensure that they are not unduly complex and are designed to assist the Board in effectively fulfilling its role. An independent external governance advisor may be appointed to collect the evaluations and discuss the results with the Board as a whole.

24.2 Each year, individual members shall be evaluated by a process determined and documented in the Board Evaluation Policy.

24.3 The Human Resources and Remuneration Committee shall responsible for overseeing this policy and process.

25 BOARD-MANAGEMENT RELATIONSHIP

i. The Board shall link the Broadcasting Authority of Zimbabwe's governance and management functions through the Chief Executive Officer.

ii. All Board Authority conferred on Management shall be delegated through the Chief Executive Officer so that the authority and accountability of Management is considered to be the authority and accountability of the Chief Executive Officer so far as the Board is concerned.

iii. The Board shall agree with the Chief Executive Officer to achieve specific results directed towards the Authority's goals. This usually takes the form of an annual performance contract within Management and in keeping with the Authority`s values directed at achieving social and economic goals.

iv. Between Board meetings, the Board Chairperson maintains an informal link between the Board and the Chief Executive Officer. The Chief Executive Officer shall keep the Board Chairperson informed on all matters. The Board Chairperson shall be available to the Chief Executive Officer to provide counsel and advice where appropriate.

26 REVIEW OF THE BOARD CHARTER

Unless delegated to a Committee, the Board will review this Charter and the Charters of its Committees annually and make any necessary or desirable amendments to ensure they remain consistent with the Board's objectives, current law and best practices.

Signed on behalf of the Board by:

Name and Signature: C.M. SIBANDA .... Date:.......................

BOARD CHAIRPERSON

APPROVED BY:

....

Honourable Minister of Information, Publicity and Broadcasting Services

Commitment to this Charter

By appending a signature below, the Board member agrees and commits to be bound by the terms and the spirit of this Charter, as amended, from time to time.

Signed______________ Date 17/4/21
BAZ Board Chairperson
Mr Charles Manzi Sibanda

Signed______________ Date 21/4/21
BAZ Vice Board Chairperson
Ms Audrey Chihota

Signed VMakamure Date 27/04/21
Mrs Vongai Makamure Nduna

Signed______________ Date______________
Ms Victoria Siphiwe Mamvura

Signed______________ Date 21/4/21
Mr Oliver Mandipaka

Signed______________ Date 26/4/2021
Ambassador Boniface Guwa Chidyausiku

Signed______________ Date 17/05/21
Chief Mabhikwa
Vusumuzi Khumalo

Signed______________ Date 21/04/21
Mr. Rodin Mzyece

Signed________________________ Date 27/04/21

Mr Jonathan Mapinda

Signed________________________ Date 21/04/21

Ms Tendayi Chakanyuka

Signed________________________ Date 27/04/21

Ms Tendai Karonga

Commitment to this Charter

By appending a signature below, the Board member agrees and commits to be bound by the terms and the spirit of this Charter, as amended, from time to time.

Signed____________ Date_______________
BAZ Board Chairperson
Mr Charles Manzi Sibanda

Signed_____________ Date_______________
BAZ Vice Board Chairperson
Ms Audrey Chihota

Signed_______________________ Date_______________
Mrs Vongai Makamure Nduna

Signed Date 02/05/2021
Ms Victoria Siphiwe Mamvura

Signed____________________ Date_______________
Mr Oliver Mandipaka

Signed_______________________ Date______________
Ambassador Boniface Guwa Chidyausiku

Signed_______________________ Date_______________
Chief Mabhikwa
Vusumuzi Khumalo

BROADCASTING AUTHORITY OF ZIMBABWE

BOARD CHARTER

[AMENDMENT NO. 1]

2024

1. PREAMBLE

WHEREAS in line with the provisions of section 27 of the Public Entities Corporate Governance Act [Chapter 10:31], the Board is desirous of ensuring a Board Charter which upholds the efficient and economic use of the resources available to the Authority, without compromising on efficient and effective operations by the Authority; and

WHEREAS in pursuance of the above, the Board has resolved to amend Clause 16 (BOARD COMMITTEES) of the Broadcasting Authority of Zimbabwe Board Charter (the Charter) as more fully appears hereinafter.

2. THE AMENDMENT

2.1. Clause 16.3 is hereby repealed and replaced with the following:

"16.3 The Board shall have five standing committees, namely;

i. Finance and Administration Committee
ii. Human Resources Committee;
iii. Risk Committee;
iv. Audit Committee; and
v. Regulation and Integrity Committee.

Other Committees may be formed for specific purposes and disbanded on conclusion of purpose."

2.2. Clauses 16.7 and 16.8 are hereby repealed.

3. VALIDITY OF THE CHARTER AS AMENDED

The Board hereby confirms that they intend to be, and are therefore bound by the provisions of the rest of the Charter in its original form, as hereby amended.

For and on behalf of the Board:

Signed: ______________________ Date: 12/12/24
BAZ Board Chairperson
Mr Valantine Mutatu

APPROVED BY:

....

Honourable Minister of Information, Publicity and Broadcasting Services

Commitment to the Charter

By appending a signature below, the Board member agrees and commits to be bound by the terms and the spirit of the Charter, as amended, from time to time.

Signed: ____________________
BAZ Board Chairperson
Mr Valantine Mutatu

Date: 12/12/24

Signed: ____________________
Mrs Saliwe Njolomole

Date: ____________

Signed: ____________________
Dr Joshua Murire

Date: 12.12.24

Signed: ____________________
Mrs Maggie Mareya

Date: ____________

Signed: ____________________
Mr Munyaradzi Hwengwere

Date: ____________

Signed: ____________________
Mrs Melody Harry

Date: ____________

Signed: ______________________
Mr Innocent Gukwe

Date: 03/10/25

Signed: ______________________
Ms Leona Kawadza

Date: 03/10/25

Signed: ______________________
Mr Chaplin. P. Chinyanga

Date: 03/10/25

Signed: ______________________
Mr Coxwell Chigwanha

Date: 03/10/25

Signed: ______________________
Mr Vengai Rushwaya

Date: ______________