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## A Message to All SITA Stakeholders

At SITA, our responsibility extends beyond delivering ICT solutions. We are entrusted with supporting the digital backbone of government and enabling services that millions of South Africans rely on every day. This responsibility demands more than technical excellence—it requires unwavering integrity, accountability, and ethical leadership in everything we do.

Our mission to provide secure, efficient, and integrated ICT services can only be achieved within an organisational culture that is built on trust, transparency, and a firm commitment to good governance. As the legislative environment continues to evolve, including the recent amendments to the Prevention and Combating of Corrupt Activities Act (PRECCA), organisations are expected to strengthen their efforts to prevent, detect, and report corruption and other forms of misconduct.

These developments serve as an important reminder that ethical conduct is not only a legal obligation but a fundamental responsibility to the citizens we serve.

SITA maintains a zero-tolerance approach to fraud, corruption, bribery, conflicts of interest, and all forms of unethical behaviour. This commitment applies equally to all in the SITA ecosystem: SITA Board of Directors, Executives, Management, employees, contractors, suppliers, business partners, and every stakeholder who engages with our organisation.

Integrity is not the responsibility of a select few - it is a shared obligation that must be demonstrated through our decisions, actions, and interactions every day.

### **Non-Executive Directors:**

Ms Stella Bvuma (Chairperson), Adv. Johannes Collen Weapond (Deputy Chairperson), Ms Siphumelele Dlungwane,  
Ms Zimbini Hill, Ms Nalini Maharaj, Mr Willie Mathebula, Mr Protas Phili,  
Mr Rendani Ramabulana, Mr Willie Vukela

### **Executive Directors:**

Mr Magatho Mello (Managing Director), Ms Carmen Le Grange (Interim Chief Financial Officer)

### **Company Secretary:**

Ms. B Laka

We recognise that building and maintaining an ethical organisation requires constant vigilance. For this reason, SITA continues to strengthen its governance frameworks, internal controls, risk management practices, and reporting mechanisms to safeguard public resources and ensure accountability.

Equally important is creating an environment where individuals feel empowered to raise concerns without fear of victimisation or retaliation. Speaking up when something appears wrong is an act of courage and a contribution to the integrity of our institution.

To support this commitment, SITA provides an independently managed Ethics Line. Every report received is treated with the seriousness it deserves and is assessed through the appropriate processes. The Ethics Line enables confidential and anonymous reporting of suspected fraud, corruption, unethical conduct, or other irregularities through the following channels:

- Free-call: 0800 111 180
- Email: [sita@behonest.co.za](mailto:sita@behonest.co.za)
- WhatsApp: 0860 004 004
- Website: [www.behonest.co.za](http://www.behonest.co.za)

Together, we have a collective responsibility to protect the reputation of SITA, uphold the principles of ethical governance, and ensure that public resources are used for their intended purpose.

By reporting wrongdoing and championing ethical conduct, we strengthen public trust, reinforce accountability, and contribute to a public service that delivers with integrity, reliability, and excellence.

Thank you for your continued commitment to doing what is right, at all times.

**Kind regards**

**Mr. Magatho Mello**  
**Managing Director**

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