



SWAZILAND BUSINESS COALITION ON HIV/AIDS

2009/2010 ANNUAL REPORT and FINANCIAL STATEMENTS



CONTENTS

- 1** Introduction
- 1** Our Partners
- 2** Chairperson's Report
 - Membership
 - Governance
- 3** Chief Executive Officers' Report
 - Administration
 - New Office
 - Human Resources
 - Projects
 - Global Fund Round 10 Proposal Process
 - Dialogues
 - Communications
- 5** Program Directors Report
 - Activity Overview
 - Pact-PEPFAR/USAID Project
 - Canada Fund Project
 - BizAIDS Project
 - North Star Alliance
- 7** Membership and Events
- 9** Financial Reports and the Auditor's Reports
- 15** Members
- 16** The Board
- 16** Technical Advisory Committee
- 17** Secretariat
- 17** Contact Details

INTRODUCTION

The HIV-AIDS pandemic in Swaziland is having a devastating effect, particularly on the private sector where it is debilitating citizens in their most productive age, impacting both business and individual livelihoods.

Citizens of Swaziland must therefore be aware of issues affecting their wellness, in particular HIV-AIDS and as such become pro-active in managing their own health.

The **VISION** of the Swaziland Business Coalition on HIV-AIDS (SWABCHA) is to reduce HIV infection and improve the quality of life of those infected and affected by HIV in the workplace.

To contribute to the HIV and AIDS national response through effective coordination of and collaboration within the private sector, as to ensure universal access to prevention, treatment, care and support for employers and employees in the private sector, this is the **MISSION** of SWABCHA.

SWABCHA strives to obtain the **GOAL** of reaching 25% of workers with at least a minimum HIV workplace program by 2012.

To achieve this goal, SWABCHA has **THREE STRATEGIC OBJECTIVES**

- 1) To coordinate the private sector response on HIV-AIDS
- 2) To increase and improve workplace HIV and AIDS programs
- 3) To strengthen SWABCHA capacity

SWABCHA PARTNERS



CHAIRPERSON'S REPORT



Nick Jackson, Chairperson

2009/2010 was an interesting year in the life of the Coalition. It began with targets being set in line with our business plan, thus contributing directly to the National Multisectoral Framework (NSF) wherein we are mandated to coordinate the private sector response.

I will address on two target areas; membership and governance, outlining our major achievements and challenges.

Membership

Our target was to increase membership and to encourage existing members to review their annual contributions. An increase in contributions was incentivised by linking the company website to that of the Coalition, as to increase visibility of members Corporate Social Investment (CSI).

The year saw the addition of five contributing members, these being; FNB Swaziland, Inyatsi Construction, Macmillan Swaziland, KOBWA and Gone Rural. The addition of Gone Rural, a very small business, is particularly encouraging. A number of continuing members also reviewed their membership in that they are now Bronze, Silver, Gold and Platinum Members, these being Standard Bank for the current year and Swaziland Beverages, Swaziland Water Services Corporation, Ubombo Sugar, Inyatsi Construction for the year 2010/2011.

We shall continue to mobilise members, as all businesses have a social responsibility to their major stakeholders i.e. employees, customers, the communities they operate in, shareholders etc., as HIV, TB and other health related illnesses are not just social issues but a real threat to business. Hence, any business that continues to ignore putting together an affordable work place program is compromising its performance. Wellness in the workplace is a business case.

Governance

The year saw the board undertake efforts to align SWABCHA governance to the Kings Three Report. As such, draft terms of reference for different governance committees are now in place, including; The Board of Directors, The Risk & Audit Committee, The Technical Committee and The Remuneration & HR Committee. The appointment of a CEO, after a period without, was welcomed with relief by the Board as it complemented the required personnel to run the office and implement our three year business plan.

In conclusion, I would like to convey my sincere thanks to the member companies for their contributions which make it possible for the office to continue operating and for their commitment to the work of the Board, and that of the other Governance Sub Committees. Special thanks must also be given to the international and local funding partners who played a major role in financing the projects outlined in this report.

Finally I will take this opportunity to urge all companies in the country to join hands and support SWABCHA through membership fees and the purchase of the different service packages offered, in order to realise our pay off line of HEALTHY WORKER: HEALTHY BUSINESS.

CHIEF EXECUTIVE OFFICER'S REPORT



Thobile Dlamini, Chief Executive Officer

Time flies, it's almost a year since I joined SWABCHA, from the first day I knew I was taking up a very challenging position, this combined with fear of taking up new issues within a pre defined terrain became the biggest challenge for me. However, I am happy I took up the challenge, I have learnt a lot and together with the Board and my office staff we have done a lot, in quite a short time as we are explore new ground and learn to work better with each other in order to realise our national mandate, of being the coordinator of private sector response. My remarks will focus on administration and a SWABCHA overview.

Administration: *Office space:* One of the key requirements of the business plan is to secure office space which will be accessible to all stakeholders. I am pleased to announce that a partnership has been formed with the I Care Africa Group of companies and in January 2011 we will open our office in Matsapha, where we are housed within the Occupational Health Centre. This is a strong, positive partnership given the fact that the clinic provides health care services to our member companies, and as we also plan to upscale work within the Textile and Apparel Industry in Matsapha.

Human resources: two new staff members joined the organisation during the year through partnerships with PACT/PEPFAR and Australian Volunteers International. Lizzelle Earnshaw joined the organisation in January as Office Administrator, with Michelle Drabarek joining the organisation in June as a Marketing and Branding Officer with communications responsibilities. Michelle is Australian and has been assigned to us for two years, with general support from Australian Volunteers International.

SWABCHA overview: Additional to the program overview and achievements cited in the Program Director's Report to follow, I am pleased to highlight the following SWABCHA outcomes and activities;

Our participation in the drafting of the Round 10 Global Fund Proposal was a highly educative process, as we were able to identify new and potential partners to assist in the implementation of activities, whilst consolidating our coordinating role. Potential partners included; Muna Health life, Gone Rural Bomake, Giving Life Nursing Centre, EGPAF, Action Against Hunger, Lifeworks SA, I care Africa and PSI.

A major output of the 2009 World AIDS Day dinner was the collective understanding from participants that as businesses we need to engage each other to find lasting solutions in the fight against the pandemic. As such, a number of dialogues for management were held jointly with the Coalition and individually by companies. It is a target of SWABCHA to upscale the number of such dialogues in the future, as a social behaviour change communication strategy.

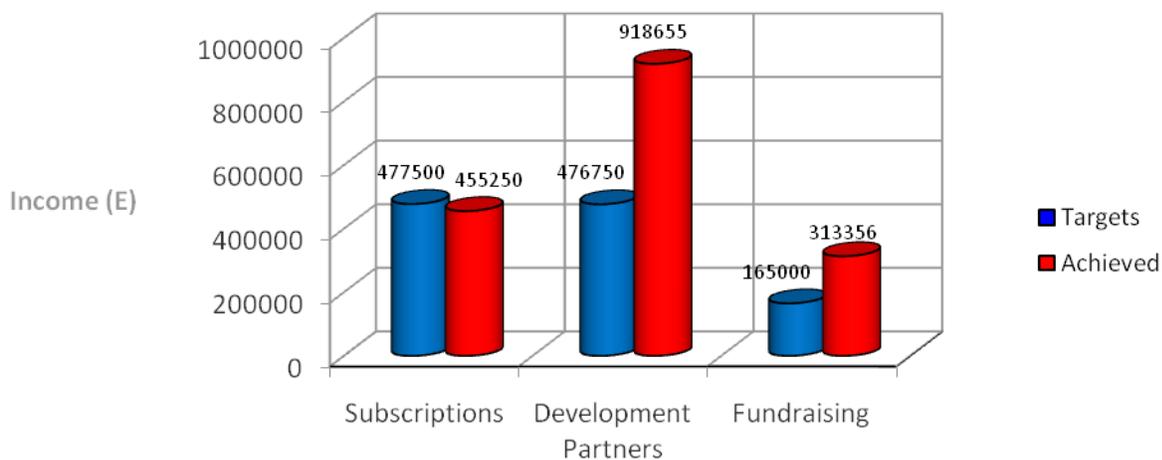
The communications department of SWABCHA has been strengthened in the past year and I urge members to visit our website regularly, as it is now updated frequently due website management being done in house. In the coming year the website will also grow to become a resource and information tool on HIV/AIDS policies for businesses, and communication with member companies will be up scaled through the introduction of a quarterly newsletter. The Annual Report has also been streamlined, with detailed financial information being given as an insert this year.

Chief Executive Officer's Report (cont.)

A major output of the year was the development of the draft Minimum Workplace Package, which is to be launched as part of the Corporate World AIDS Day celebration in 2010, and a Result Based Matrix. The first step of the development process was to benchmark the current private sector response and to assess SWABCHA strategy and implementation within the sector. Through funds secured from TSF with the support of UNAIDS, a consultant was engaged to conduct the assessments and to develop benchmarks for assessment in 2012. This process, besides developing the two documents stated above also identified successes and shortfalls within our organisation in implementing the strategy. Subsequently a SWABCHA strategy and implementation review meeting has taken place where the findings and recommendations of the consultant were integrated into the current work plan of SWABCHA staff members.

In relation to the targets for set for income in our 2009-2012 Business Plan SWABCHA has performed well however lack of funding remains our greatest challenge in reaching out to more companies within the sector.

SWABCHA 2009/2010 Income in comparison to 2009-2012 Business Plan Targets



To reiterate what my Chairperson has expressed above, we need more corporate members as to increase the number of companies establishing workplace programs, because as the recent report on the Modes of Transmission Survey (2009) conducted by NERCHA clearly shows, workplaces must play a greater role in the country's response if we are to bring the pandemic under control.

The recently adopted Recommendation concerning HIV and AIDS and the World of Work, 2010 by ILO in Geneva reflects the need to strengthen workplace prevention efforts and to facilitate access to treatment. This calls for the design and implementation of tripartite workplace policies and programmes on HIV and AIDS. The minimum package is developed with this recommendation and it will help guide companies on how and what they can do, as every effort no matter how small will make an impact. So whether you are a small employer with five staff members or a big one with five thousand, you can contribute to the fight against HIV/AIDS. Of further benefit, the minimum package will lead to an award system which will recognise individual company contribution to the response.

In conclusion I look forward to yet another exciting year as we hope to secure additional partnerships and increase membership. Thank you and we look forward to your support.

PROGRAM DIRECTOR'S REPORT



Alice Tembe, Programs Director

General Overview of SWABCHA Programs

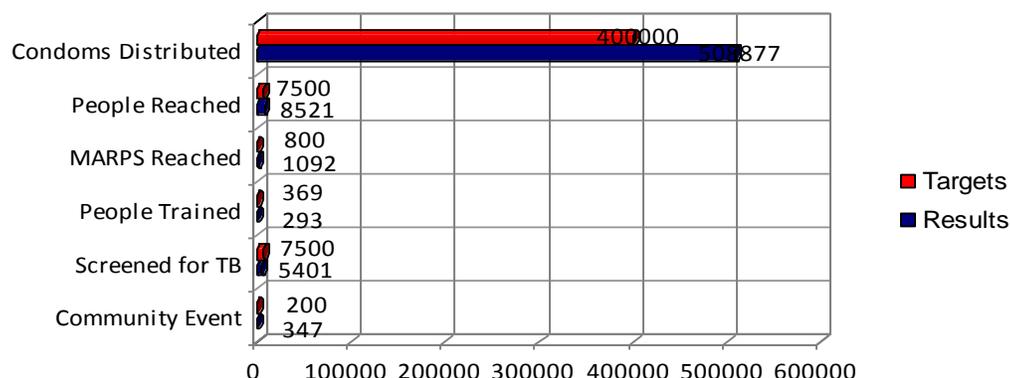
The year 2010, saw SWABCHA through a turning point in programming for the response to HIV-AIDS in the private sector, with the initial steps taken towards fulfilling our mandated coordination role. It was also a year of growth and attainment of higher quality program and service delivery.

SWABCHA performed exceptionally well in the implementation of all existing program. Of note are the new interventions initiated in the year, including the Glucose and Cholesterol Screening intervention aimed at raising awareness and developing pro-active behavior in the prevention of chronic illnesses like cardiac/heart problems and diabetes. The project also aimed at de-stigmatizing prevention of illness, as associated with HIV-AIDS only. Please find to follow a summary of the three major donor funded projects for SWABCHA in 2009/2010.

Pact-PEPFAR/USAID Project

The PEPFAR-USAID project is sexual prevention oriented, targeting small, medium, large and informal sector companies in Swaziland. The project which has been running since 2004 was designed in alignment with the National Strategic Framework. In 2010, the project grew to include not just HIV-AIDS but also the strongly emerging Tuberculosis (TB).

Activities of the project included, orienting companies to the project objectives and the signing-on of companies interested in the project, they year saw 50 companies signing a memorandum of understanding to this effect. Monthly company sessions were also conducted on TB-HIV prevention, where 8,521 employers and employees were reached. TB symptom screening took place with 5,401 people screened in the year, in addition to 293 Peer Educators being trained. 1,092 most at risk populations in the informal market sector were also reached, with prevention and TB messages. Please see below a summary of the project results in relation to our targets;

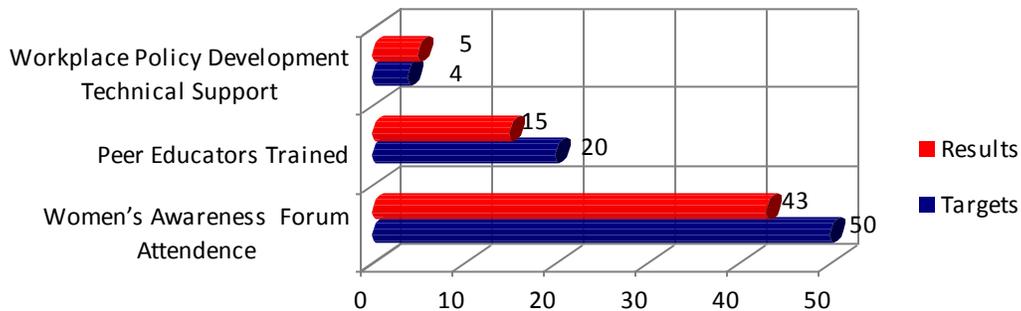


Program Director's Report (cont.)

Canada Fund Project

The project, aimed at motivating business women to invest time and resources in addressing HIV-AIDS and gender issues in the workplace, was a first for business women. The project had a capacity building focus not only the business owners but also the people they employ, families and people they interact with.

Activities included; A Business Women's awareness and dialogue Forum that reached 43 business women from different companies. In the forum, women registered their concerns driven from personal inhibitions brought about by societal expectations. The women concluded that, for any progress in addressing the social ills, women need to address the internal turmoil before going out to serve the world. This was followed by a Peer Education training of 15 participants and lastly five companies were assisted to develop Workplace policies that guide their wellness programs. The table below illustrates the set targets and the results achieved in the year;

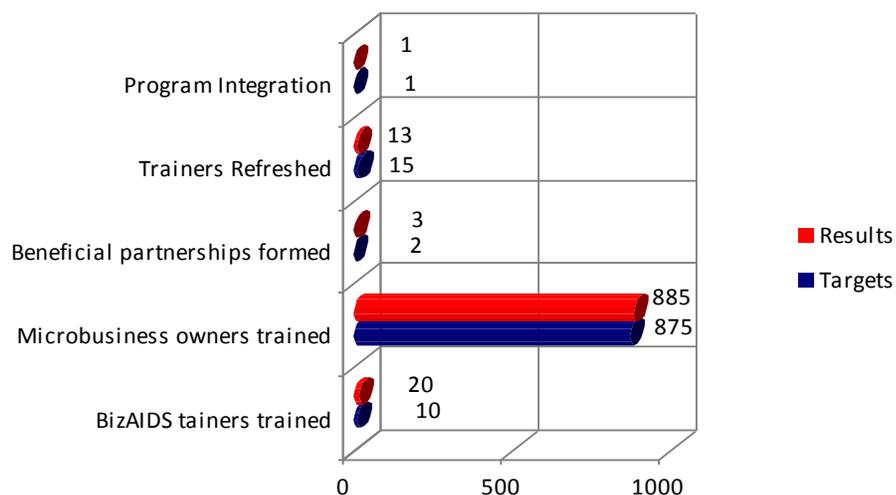


BizAIDS Project

The BizAIDS project, supported through the Pan African Business Coalition (PABC), trains small and medium business owners in preparing for health-related emergencies and on how to improve their chances of business success with good planning, preparation and insight.

With a focus on three areas three areas, HIV/AIDS, legal issues and basic bookkeeping this training project was founded on the premise that approximately 75% of working people in the world do so in the micro/small/informal sector with most running family businesses, and as such if the owner is to get sick or passes away the business will suffer leaving families unprotected. Beneficiaries of this training were Small, Medium and Micro Enterprises that are members to FESBC. SWABCHA partnered with the Federation of the Disabled in Swaziland (FODSWA) and Swaziland National Network for People Living with HIV (SWANNEPHA) to roll out the project.

Activities of the project included the training of 885 business owners in their own area over three days, making it highly cost effective, the training of 20 trainers and the formation of partnerships by SWABCHA to benefit the small business sectors. The project was a regional pilot; which managed to reach the set targets (please see Swaziland results in table below) with the funders now exploring possibilities of rolling it out throughout Africa.



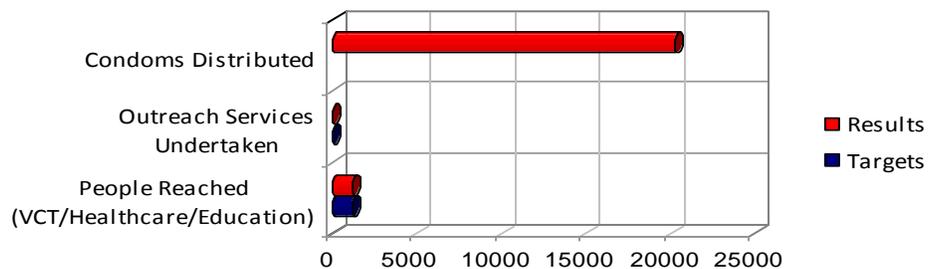
Program Director's Report (cont.)

North Star Alliance Project

The workplace prevention project supported by North Star Alliance commenced on the 12th of October 2009 to 11 December 2009. This two month prevention project focused on the transport industry, with the target being to provide Voluntary counseling and Testing, blood glucose, blood cholesterol and TB screening services to employees and employers within the sector.

The program targeted employers and employees in the transport sector in the industrial town of Matsapha and the Oshoek-Ngwenya Border Post in Swaziland. Project strategies included a mobile wellness clinic, a static clinic in Matsapha and condom demonstration and distribution.

During the project it was apparent that the mobile wellness approach yielded a much higher response than that of the nurse counselor stationed at a well established clinic in the Matsapha area. Please see below a summary of the project results in relation to our targets;



North Star Alliance Project Activities



MEMBERSHIP AND EVENTS

SWABCHA Membership has grown substantially in the past year with membership monies increasing by 40%. Integral to the existence of SWABCHA, the increase in membership monies is attributed to a strengthened SWABCHA presence in the sector brought about through enhanced coordination and membership activities including sector events, the follow on effects of SWABCHA becoming an NGO in 2008 and the development of the SWABCHA website which has increased the visibility of members Corporate Social Investment (CSI).

Highlights of the 2009/2010 SWABCHA Event Calendar are as below;

1st December 2009 – World Aids Day Dinner

December 1st saw SWABCHA host an inaugural Business World AIDS Day Dinner at the Royal Swazi Sun. The Deputy Prime Minister, Honorable Themba Masuku, Minister of Health, Honorable Benedict Xaba and the American Ambassador Earl Irving graced the occasion.

The one hundred and thirty one guests celebrated achievements in Swaziland's response to HIV and were encouraged by the Deputy Prime Minister to continue the fight with the same passion they have exhibited thus far. Through the presentations and dialogues of the evening a collective understanding was reached on the fact that businesses must join forces to strengthen the response.



12th May 2010 – Women in Business Forum

The Canada Fund Supported, Business Women's Project saw SWABCHA host a half day Business Women's Awareness Forum. Attended by forty three women from businesses across Swaziland, the forum launched the project and increased awareness on issues pertaining to HIV, Gender and Women in the Workplace.

Attendees heard from Ms Nokwazi Mathabela of NERCHA who presented on HIV Prevention and Modes of Transmission, Ms Lindiwe Mhlungu of SWAGAA, who spoke on Gender and HIV and Ms Phumlile Shongwe, Coppelia Boutique GGG Winner and Ms Nokucedla Bujela-Manser, Business Woman of the Year 2009 who both explained the challenges they both faced on the road to success. Lively debate and discussion followed each of the presentations. SWABCHA then called for ten companies to register two employees for Peer Education training, and five companies to nominate for assistance developing workplace policy documents on HIV-AIDS as part of the project.



14th May 2009 - National Peer Educator Day

SWABCHA launched National Peer Educator Day with a presentation and celebratory lunch for 120 Peer Educators from 14 companies.

The event showcased the best practices of Workplace HIV/AIDS programs around the country with presentations from Tambuti Estate, Tambankulu Estates and the RSSC.

The importance of a Peer Educator Program and the challenges faced by Peer Educators were communicated through artistic means with Peer Educators from the Exams Council of Swaziland (ECOS) performing short play and a poem about what it means to be a peer educator being performed by Mcebo Sigudla from SPTC.

Information on TB and HIV co-infection was presented by Dr. Johannes of URC, who stressed the importance of early diagnosis for both HIV and TB. The HIV Prevention and Modes of Transmission Analysis was then summarized by Nokwazi Mathabela, NERCHA M&E Officer who went on to explain how these results are used to inform HIV interventions in the country.

Mrs. Thobile Dlamini CEO of SWABCHA concluded the event by commending the peer educators on their work and encouraging them not to undermine their efforts in the response to HIV.



31st May 2010 – Business Executives Response Dinner

SWABCHA's Business Executives Dialogue Dinner brought together fifty five executives from forty two organizations to discuss how they can contribute to HIV-AIDS intervention/ response in the country. The dialogue was graced by the DPM and the Minister of Housing and Urban Development.

Dinner guests were given an overview of the Modes of Transmission (MOT) Analysis by NERCHA, Assistant Director Khanya Mabuza. The Deputy Prime Minister followed by encouraging all to focus on leadership at an individual level as cumulatively each endeavor will add to a robust private sector response. Best practices within the sector were also highlighted as Faith Motsa, of RSSC Management, outlined the successful HIV policy being implemented at RSSC. Designed to educate and inspire the dinner fulfilled its intention, with all who attended leaving with renewed enthusiasm to continue the fight.



FINANCIAL STATEMENTS

COALITION MEMBERS' RESPONSIBILITY STATEMENT

for the year ended 30 June 2010

The coalition members of The Swaziland Business Coalition On HIV/AIDS are responsible for the proper preparation and presentation of the financial statements, comprising the statement of financial position at 30 June 2010, the statement of comprehensive income, and statement of cashflows for the year then ended, and the notes in accordance with The Coalition's stated accounting policies.

The coalition members' responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of these financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

The coalition members' responsibility also includes maintaining adequate accounting records and an effective system of risk management.

The coalition members have made an assessment of the organisation's ability to continue as a going concern and have no reason to believe the organisation will not be a going concern in the year ahead.

The auditor is responsible for reporting on whether the financial statements are prepared in accordance with the applicable financial reporting framework.

Approval of the financial statements

The financial statements were approved by the coalition board on
its behalf by

2010 and are signed on

.....
Board Chairman

.....
Chief Executive Officer

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE SWAZILAND BUSINESS COALITION ON HIV/AIDS

We have audited the financial statements of The Swaziland Business Coalition on HIV/AIDS, which comprise the statement of financial position at 30 June 2010 and the statement of comprehensive income, and statement of cashflows for the year then ended, and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes as set out on pages 7 to 15.

Coalition members' responsibility for the financial statements

Management is responsible for the preparation and presentation of these financial statements on the basis of accounting policies described on pages 10 and 11 for the purpose of providing financial information to the members of The Swaziland Business Coalition on HIV/AIDS. This responsibility includes: Determining that the basis of accounting described on pages 10 and 11 is an acceptable basis for preparing and presenting the financial statements in the circumstances; designing, implementing and maintaining internal control relevant to the preparation and presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements have been properly prepared, in all material respects, in accordance with the basis of accounting described on page 10 and 11.

Other matters

Supplementary information set out on pages 16 to 20 does not form part of the financial statements and is presented as additional information. We have not audited these schedules and accordingly do not express an opinion on them.

The financial statements are prepared to meet the requirements of the Coalition members in accordance with the basis of accounting as indicated above. Consequently the financial statements may not be suitable for any other purpose.

Auditors

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2010

	Notes	2010 E	2009 E
Funds raised and grants received	6	1 456 666	1 052 072
Sundry income	7	955 170	822 310
		<hr/>	<hr/>
Net operating income for the year		2 411 836	1 874 382
Administration expenses		(2 412 241)	(1 816 919)
		<hr/>	<hr/>
Net operating surplus for the year		(405)	57 463
Interest received		895	4 334
		<hr/>	<hr/>
Net surplus for the year		490	61 797
Other comprehensive income		-	-
		<hr/>	<hr/>
Total comprehensive income for the year		490	61 797
Accumulated surplus at beginning of year		133 324	71 527
		<hr/>	<hr/>
Accumulated surplus at end of year		133 814	133 324
		=====	=====

STATEMENT OF FINANCIAL POSITION

at 30 June 2010

	Notes	2010 E	2009 E
ASSETS			
Non-current assets			
Plant and equipment	2	220 902	121 286
Current assets			
Inventories	3	1 860	1 860
Accounts receivable	4	37 490	44 350
Bank balances		117 771	146 678
Total current assets		157 121	192 888
Total assets		378 023	314 174
RESERVES AND LIABILITIES			
Accumulated funds		133 814	133 324
Current liabilities			
Accounts payable	5	100 219	102 306
Bank overdraft		23 990	15 545
Income received in advance	7	120 000	63 000
Total current liabilities		244 209	180 851
Total reserves and liabilities		378 023	314 174

STATEMENT OF CASHFLOWS

for the year ended 30 June 2010

	Note	2010 E	2009 E
Cash from operating activities			
Cash generated/(utilised) by operations	10.1	122 130	(75 695)
Interest received		895	4 334
<i>Net cash flows from operating activities</i>		123 025	(71 361)
Cash flows from investing activities			
Acquisition of property, plant and equipment		(160 378)	(45 473)
Net decrease in cash and cash equivalents		(37 353)	(116 834)
Cash and cash equivalents at beginning of year		131 133	247 967
Cash and cash equivalents at end of year		93 780	131 133

OUR MEMBERS

CONTRIBUTING MEMBERS

FSE & CC

Royal Swaziland Sugar Corporation

First National Bank

Standard Bank

Nedbank

Swaziland Water Services Corporation

Swaziland Electricity Company

Inyatsi Construction

Swaziland Post and Telecommunications Corporation

Swaziland Beverages

MacMillan Swaziland

KOBWA

Gone Rural

PARTICIPATING MEMBERS

Swaziland Agricultural Enterprise

Palfridge

Swaziland Ranches

SPINTEX

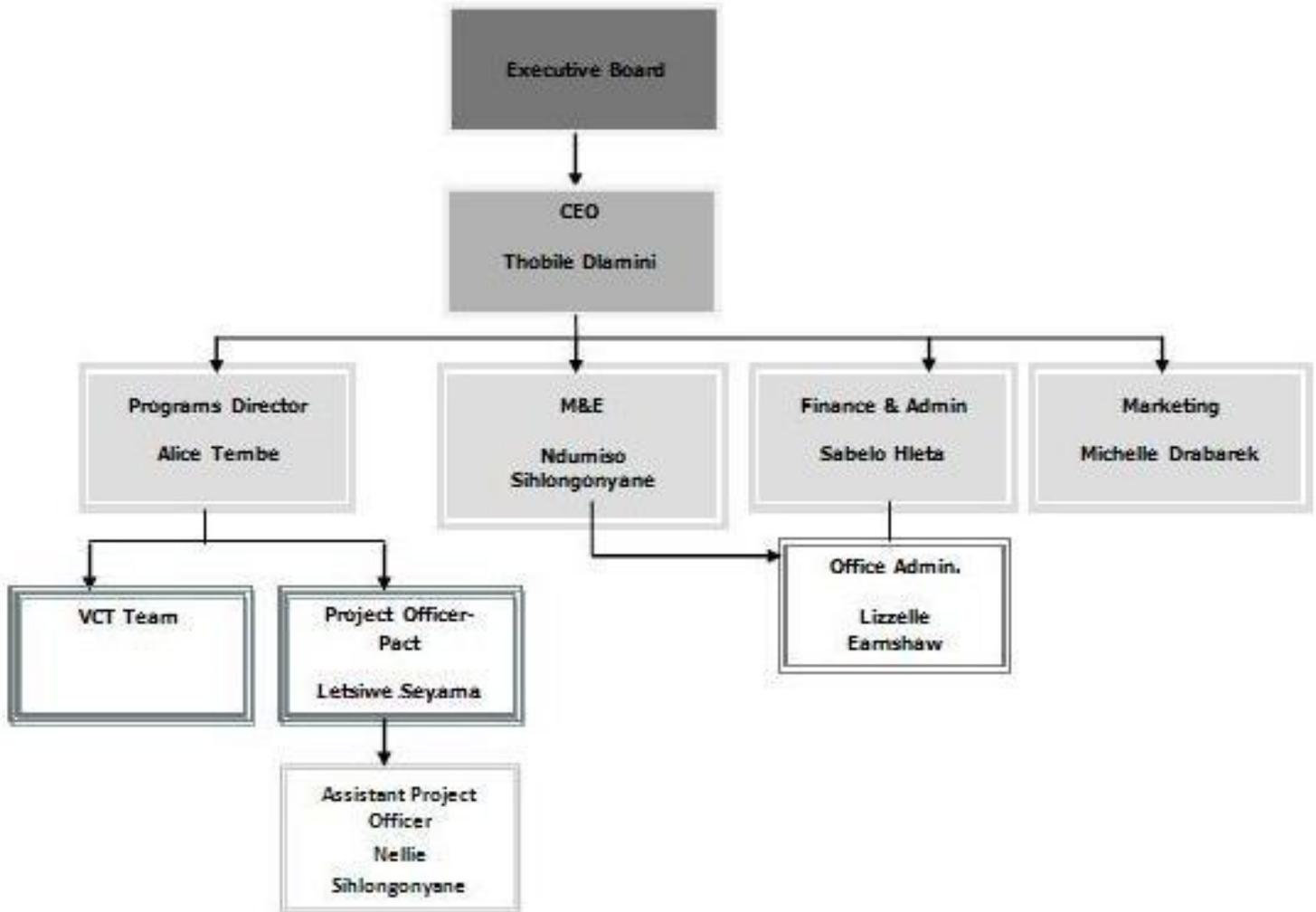
THE BOARD

Company	Substantive Member	Designation	Board Designation
RSSC	Nick Jackson	Managing Director	Chairperson
Standard Bank	Tineyi Mawocha	Managing Director	Vice Chairperson
SNPF	Langalakhe Dlamini	Finance Manager	Finance Chairperson
FSE & CC	Zodwa Mabuza	CEO	Member
Tambankulu	Naphtali Gumbi	HRM	Member
Ubombo Sugar	Simon Cleasby	Managing Director	Member
Sappi Usuthu	Shane Perrow	CEO	Member
SWSC	Peter Bhembe	CEO	Member
MTN	Tebogo Mogapi	CEO	Member
Swaziland Beverages	Zama Kunene	Managing Director	Member
SPTC	Nathi Dlamini	MD	Member
SEC	Pius Gumbi	Managing Director	Member
CONCO	Manqoba Khumalo	CEO	Member
FNB	David Wright	CEO	Member
SNPF	Langalakhe Dlamini	Finance Manager	Member
Inyatsi Construction	Sipho Thomo	CEO	Member
Nedbank	Edward Sithole	HRM	Member
SFL	Thembi Tsabedze		Member
CANGO	Emmanuel Ndlangamandla	Executive Director	Ex Officio Member
SWANNEPHA	Thembi Nkambule	National Coordinator	Ex Officio member
NERCHA	Khanya Mabuza	Deputy Director	Ex Officio member
UNAIDS	Sophia Mukasa Monico	Country Coordinator	Ex Officio member
Ministry of Labour & Social security	Jinnoh Nkambule	Acting PS	Ex Officio member

TECHNICAL ADVISORY COMMITTEE

Company	Focal Person
Tambankulu	Mr. Naphtali Gumbi (Chairperson)
NEDBANK	Ms Nomsa Sibandze (Vice-Chairperson)
RSSC	Dr Bongwiwe Radebe
SWSC	Mr. Lucky Ndlovu
Swaziland Beverages	Ms Tenanile Dlamini
FESBC	Ms Zanele Dlamini
Department of Labour	Mr. Absalom Myeni
UNAIDS	Ms Thembisile Dlamini
Ubombo Sugar	Ms Thabsile Kunene
Standard Bank	Mr. Thulani Mchunu
Health Care Clinic	Dr. Richard Lemmer
SPTC	Ms Futhi Mkhonta
CANGO	Mr. Wandile Nkosi
MTN	Ms Ntomb'futhi Dlamini
SWANNEPHA	Ms Sibongile Mnisi
RSSC	Ms Dudu Motsa
SAPPI	Ms Gcebekile Dlamini
SEC	Ms Busi Dlamini
SWSC	Mr. Lucky Ndlovu
SFL	Ms Gugu Malindzisa
CONCO	Ms Gcebile Dlamini

SECRETARIAT



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