UNIVERSITY OF CAPE TOWN
IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD

University of Cape Town

University Panel on Responsible Investment (UPRI)

Responsible and Sustainable Investment Policy

Version 2, Approved by UCT's Council on 18th October 2025

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1.0 PREAMBLE

The University of Cape Town's Responsible and Sustainable Investment Policy sets out the approach taken by the University regarding the stewardship of its financial endowments[1]. The Council of the University is ultimately responsible for that stewardship, yet has delegated that responsibility to the Joint University/UCT Foundation Investment Committee (the JIC) which reports to the Trustees of the UCT Foundation, and the University Council.

Specifically, this policy provides greater detail on how the University will integrate environmental, social, and corporate governance (ESG) factors into its investment decision-making and monitoring processes. The policy therefore represents an extension and amplification of the *Responsible Investment Beliefs for the University of Cape Town Council and Foundation*, a copy of which is attached as Appendix A.

To this end, the University has established the University Panel on Responsible Investment (UPRI) to provide advice and guidance to the Council (and through the Council, the trustees of the UCT Foundation, and the JIC) on matters relating to Responsible Investment (RI). UPRI's current Terms of Reference are attached as Appendix B. This policy seeks to amplify and consolidate the Responsible Investment Beliefs and UPRI's Terms of Reference and mode of operation.

The first section of the policy establishes the overall **principles** that govern UCT's approach to Responsible Investment; the second sets out the **process** whereby Responsible Investment decisions are made, the locus of decision-making, and the roles of UPRI, the JIC, and the Trustees. The **implementation** of Responsible Investment principles and processes at UCT will be subject to additional policy frameworks to be adopted by these relevant stakeholders to align with this policy.

The policy has been written with the University's Mission, Vision and Values in mind, and will continue to be informed by these as they evolve. The University's strategic *Vision 2030*, with its focus on sustainability, on producing research that answers the complex problems of today and tomorrow, and thought leadership on social justice is a crucially important aspect that will continue to shape the work of UPRI. Ongoing alignment between the University's strategic direction, its teaching and research, its operations, and its financial stewardship is required.

The policy will be reviewed biennially by UPRI, and reaffirmed by Council in consultation with the JIC and Trustees.

[1] Financial Endowments include the financial assets of the University, including the UCT Foundation, the UCT Account and UCT cash portfolio, as well as the Allan Gray donation, the Isaac Greenberg Trust Fund and the Shari'ah portfolio.

1.2 PRINCIPLES

1.2.1 Overall Commitment and Scope

The University Council, and through it the JIC and UPRI, commit themselves to a RI approach that considers material ESG factors in the course of our analysis, decision-making, and monitoring of our investments to the extent reasonably practical under the circumstances. For the purpose of this policy, UCT defines material ESG factors as those that we have determined to have, or have the potential to have, direct impacts on an asset's ability to create, preserve, or erode economic, environmental, and social value.

This policy applies to all asset classes, sectors, and markets in which the University invests.

Responsible Investment

The Principles on Responsible Investment (PRI) consortium is a non-affiliated entity based in the UK, established in 2005 to give content to then-Secretary General Kofi Annan's call for greater social responsibility among institutional investors, and is supported by the United Nations. Since their founding, they have placed themselves at the global forefront in setting the RI agenda.

PRI defines RI as "a strategy and practice to incorporate environmental, social and governance (ESG) factors in investment decisions and active ownership."[2] For them, approaches to RI typically combine elements of two areas: ESG incorporation and active ownership of investment as shown in Figure 1.

Figure 1: Responsible Investment Approaches

CONSIDERING ESG ISSUES WHEN BUILDING A PORTFOLIO (known as: ESG incorporation)			IMPROVING INVESTEES' ESG PERFORMANCE (known as: active ownership or stewardship)	
ESG issues can be incorporated into existing investment practices using a combination of three approaches: integration, screening and thematic.			Investors can encourage the companies they are already invested in to improve their ESG risk management or develop more sustainable business practices.	
Integration	**Screening**	**Thematic**	**Engagement**	**Proxy voting**
Explicitly and systematically including ESG issues in investment analysis and decisions, to better manage risks and improve returns.	Applying filters to lists of potential investments to rule companies in or out of contention for investment, based on an investor's preferences, values or ethics.	Seeking to combine attractive risk-return profiles with an intention to contribute to a specific environmental or social outcome. Includes impact investing.	Discussing ESG issues with companies to improve their handling, including disclosure, of such issues. Can be done individually, or in collaboration with other investors.	Formally expressing approval or disapproval through voting on resolutions and proposing shareholder resolutions on specific ESG issues.

Source: PRI

Even though UCT is not a signatory to the Principles of Responsible Investment (PRI), UCT will nevertheless strive to comply with their Six Principles:

a) We will incorporate ESG issues into investment analysis and decision making processes.
b) We will be active owners and incorporate ESG issues into our ownership policies and practices.
c) We will seek appropriate disclosure on ESG issues by the entities in which we invest.
d) We will promote acceptance and implementation of the Principles within the investment industry.
e) We will work together to enhance our effectiveness in implementing the Principles.

2 https://www.unpri.org/pri/an-introduction-to-responsible-investment/what-is-responsible-investment

f) We will each report on our activities and progress towards implementing the Principles.

At present, the portfolio managers appointed to manage the financial endowments of the University are required to integrate ESG considerations into their decision-making processes (the left-most column of the figure). However, UPRI regards this as a baseline for RI: the other four elements described in the figure above should – at the very least – not be excluded from consideration; and preferably be carefully considered for incorporation into the several investment strategies governing the financial endowments of the University.

As a body established by the University Council, UPRI has adopted an expansive view of RI, expanding not only the impacts on the economic value of the investment but also the impacts that ESG factors have on the environment and society. Overarching this is a commitment to the global development agenda set out through the United Nations' Sustainable Development Goals, and the University's articulation of a vision of contributing to the creation of a fair and just society, in which the University seeks to redefine and co-create a sustainable global future.

1.3 UCT's approach to Responsible Investment

As a long-term investor, UCT is focused on ESG factors that may affect the performance of our investments, now and in the future. We strive to include material ESG criteria in our due diligence, investment analysis, monitoring, asset management, and decision-making processes. We believe that these considerations and processes are aligned with our mission to provide strong long-term investment results to the University. A four-pronged approach guides our responsible investment work and priorities: ESG integration; active ownership; collaboration and reporting.

1.3.1 ESG Integration

UCT believes that ESG integration is a tailored process by asset-class. We are focused on ESG factors that may have a material impact on our investment risk or return, or on the social and economic impact of that investment. How we consider ESG issues in our investment decisions, analysis, and monitoring varies by asset-class and investment strategy.

For our equity, bond, and property investments, we aspire to integrate and manage ESG issues throughout the investment cycle. Our asset managers are expected to incorporate ESG-related factors in their operational due diligence framework to assess prospective investments in public equity, private equity, absolute return, property, and natural resources.

During the pre-investment process, we insist that our appointed fund managers conduct research on prospective investments to assess their ESG risks and opportunities. We review how our fund managers integrate material ESG factors into their investment processes, and how they report on ESG-related issues and activities. We also meet with our fund managers to further understand how they are managing ESG risks and opportunities. The identification of these risks and opportunities is an expected outcome of the due diligence process and supports our investment decision-making. After making an investment, we continue to monitor identified ESG risks and maintain a dialogue with external managers to ensure effective oversight.

For our direct investments in natural resources UCT is committed to environmental stewardship and social responsibility. These actions may include mitigation strategies regarding the investments held, such as through the use of thematic or impact investments in particular areas or industries.

Ethical Considerations and Investment Screening

UCT is committed to RI in its investment activities and will seek to deploy the courses of action outlined by PRI where appropriate, and where consistent with the University's values and mission. Of these, screening (which also include capping or limits on any particular investment or class of investment on responsible or sustainable investment grounds) of any kind is the most contentious. Screening requires very careful consideration on account of the manifold direct and indirect impacts of such action.

Universities across the world have taken widely divergent approaches to screening. Some have placed negative screens on certain classes of asset, or on particular industries, while others have resisted calls for negative screens of any kind. Similarly, some universities have sought to positively screen investment opportunities, by means of seeking out particular assets or industries in which to invest, on account of their positive social impacts, such as those focused on decarbonisation.

In contemplating and deliberating any form of screen, the following aspects must be considered:

a) The ultimate owners and beneficiaries of the investments held. For example, a distinction would have to be drawn between a retirement fund (whose assets are invested on behalf of its members) and a university endowment (whose assets are held to advance the university's mission);
b) Whether any proposed screen is consistent with the vision and mission of the university, and the mechanism(s) whereby such a screen might contribute towards creating a society that is closer to that desired in the university's vision and mission;
c) The materiality of any likely impact on the risk-return profile of the investments held, and how competing priorities between financial and non-financial considerations should be balanced. The consideration of the former falls, in terms of UPRI's Terms of Reference, on the JIC, and the Trustees; the decision of balancing of competing priorities arising from a recommendation from UPRI falls to the Council and the Trustees of the Foundation;
d) The consequences (positive or negative) of implementing a proposed screen in terms of the University's public standing or reputation.

Although the above considerations contain within them a caution against the use of screens, it is nevertheless recognised that occasions may arise when the activities of particular companies, or entire economic sectors, are so inconsistent with the university's articulated values as to warrant institutional dissociation from those activities. Where investment restrictions or limitations are imposed, these will apply to separately-managed accounts operated by our mandated investment professionals where UCT has line-of-sight of the individual companies' invested in and their ESG factors. These restrictions cannot practically be applied to investments in collective investment vehicles where UCT is not the sole investor although, in such situations, the JIC will seek to appoint managers of collective investment vehicles whose policies are aligned with those adopted by the University.

1.3.2 Active Ownership

Being an engaged owner is an important part of UCT's approach to sustainable investment. We believe in supporting good corporate governance in the companies and other assets in which we are invested and, where appropriate, we seek to work with others to influence change. We perform our active ownership role on behalf of the University in two primary ways:

Engagement

As an investor, UCT recognises that a company's ability to identify and manage ESG risks effectively may affect a company's valuation.

Proxy voting

As an investor in publicly-traded companies, UCT will establish mechanisms to more effectively exercise its right to vote on shareholder resolutions, many of which present issues related to environmental, social, and governance matters. In this regard, UCT may appoint a service provider in effectively exercising its stewardship responsibilities in a consistent manner and reporting on such activities.

1.3.3 Collaboration

In keeping with the fifth principle of the PRI, collaboration with like-minded investors is important to our work. The University will, where appropriate and feasible, join initiatives that are aligned with — and help guide — our approach to sustainable and responsible investment. This includes collaboration with the UCT Retirement Fund, where possible. An example of such collaboration was UPRI aligning with the key ESG initiatives of the UCT Retirement Fund in 2025. The UCT Retirement Fund has set Climate Change, Income Inequality and Anti-Corruption as its key Environmental, Social and Governance initiatives respectively. UPRI will seek to focus its efforts on such initiatives in coming years.

Similarly, UCT (and UPRI in particular) will work with fellow investors and market participants to advance shared goals and develop and define sustainable and responsible investment best practices. Important within this is that UCT will seek to build partnerships with other tertiary education-sector endowments in South Africa to identify possible areas of mutual collaboration and engagement.

1.3.4 Reporting

In line with the sixth principle of the PRI, UCT will report on its activities and progress on a regular basis. UPRI has developed a reporting template on how UCT will disclose its exposure to fossil fuels, tobacco, alcohol and other sectors, which has been accepted by the JIC. Reporting on such metrics will be done annually. Such metrics will be utilized by the JIC to assess the effectiveness of its strategy and to further refine and adapt the strategy in line with local and global developments.

1.4 PROCESSES AND ROLE

The role of UPRI

UPRI has been established by, and is ultimately accountable to, the University Council as an advisory body. UPRI's mission is to act as a 'sensing organ' for the views and aspirations of the broader university community as they relate to responsible and sustainable investment. UPRI will canvass and receive the views of the UCT community on these issues. Its guidance and recommendations on matters related to Responsible and Sustainable Investment are conveyed to the JIC, on which the UPRI is represented by the Chair of UPRI.

UPRI's role is not to replace or substitute the overall responsibility delegated to the university's mandated investment professionals to ensure that ESG factors are considered and integrated into the investment decision-making process. The mandated investment professionals are, and remain, accountable to the JIC for the implementation of JIC, Trustees' and University Council decisions on matters relating to responsible and sustainable investment.

After formulating any guidance or recommendation, UPRI will seek the input of the university's Institutional Forum before presenting that to the Council. The Institutional Forum may not prevent UPRI from submitting its views to the Council, but the view of the Institutional Forum on each matter will be recorded in the documentation presented to the Council.

While the final decision and responsibility for any course of action proposed by UPRI must belong to those with a fiduciary responsibility for the assets, UPRI must, as part of its advocacy role, publicly disclose recommendations made to the University Council.

1.4.1 The role of the JIC and UCT Foundation Trustees

The role and scope of the JIC and the UCT Foundation Trustees are determined by the University Council, and are encapsulated in the Terms of Reference of the JIC, the Deed of Trust of the UCT Foundation, and the Institutional Statute of the University of Cape Town.

UPRI's guidance and recommendations are not binding on the JIC, the Trustees of the UCT Foundation, or the University Council, the latter two entities having ultimate fiduciary responsibility for the assets held by the UCT Foundation, except to the extent that the UPRI policy is adopted by these parties. The final decision on any recommendation rests with the Trustees and the Council. In keeping with UPRI's Terms of Reference, the JIC will be responsible for considering the investment risk and reward impact of any proposals emanating from UPRI, and providing advice and guidance in this regard to the Council and Trustees. The JIC will take independent advice as appropriate in order to arrive at its recommendations.

Updated by the UPRI and approved in August 2025

Approved by Council on 18th October 2025

APPENDIX A

Responsible investment (RI) beliefs for the University of Cape Town Council and Foundation

Preamble

Given the long-term nature of the University, we are predominantly a long-term investor. We wish to encourage environmental, social, and corporate governance best practice in the companies in which we invest, as we believe this will deliver the best risk adjusted long-term returns.

The Council and Foundation have agreed and documented their current main investment beliefs which guide how the various asset pools are invested.

These Responsible Investment beliefs should be read in conjunction with the current Investment Philosophy (IPS) adopted by the Foundation and the JIC. As the proposals come into operation and ESG Policy decisions are made within the remit of the proposed structure the RI Policy will evolve.

Building on this existing investment policy, a set of RI beliefs have been developed. These RI Beliefs provide a guiding framework for RI decision-making and help to articulate why we should be focusing on ESG issues alongside other investment factors. The beliefs are set out below:

RI Beliefs

a) ESG issues are not always captured by the traditional investment appraisal process (i.e. in determining risk and return expectations) but can have a material impact on long term investment returns.

b) Evaluating ESG portfolio risks is a prudent addition to the long-term investor's investment process and is aligned with fiduciary duties.

c) ESG consideration can create attractive investment opportunities across asset classes and investment styles.

d) A proactive approach to evaluating ESG risks and opportunities is more likely to result in long term benefits for the investor.

e) The execution of ownership rights including engagement with companies can influence risks and returns.

f) Investors should primarily use their shareholding rights to encourage improvements in ESG performance. Positive, negative and norms based screening are all important ways to achieve such outcomes.

g) The University reviews these RI Beliefs regularly along with its main Investment Beliefs to ensure they continue to reflect our knowledge and experience in this area.

RI Expectations

a) Asset managers will be required to set out their views on the fossil fuel industry and whether divestment is a viable approach to ensure sufficient climate action. If the asset manager believes that divestment is not a viable strategy, then alternative strategies or solutions should be proposed to the JIC for consideration.

b) Listed equity managers are expected to apply their stewardship responsibilities seriously considering ESG factors and are expected to report regularly on how this has been implemented.

c) South African asset managers will be required to actively seek out investment opportunities in the renewable energy sector, or impact investment projects that capacitate a Just Energy Transition, through – for example – promoting diversification of economic opportunities in communities and regions that are currently most dependent on fossil- fuel industries.

d) Asset managers will be required to set out their views on the tobacco industry and whether divestment is a viable approach. If the asset manager believes that divestment is not a viable strategy, then alternative strategies or solutions should be proposed to the JIC for consideration.

It should be noted that the Investment Policy and the RI beliefs will evolve over time as the structure, process and proposals contained in this policy are implemented.

APPENDIX B
UPRI Terms of Reference

1. Purpose and Mandate

The University Panel for Responsible Investment (UPRI) is a body constituted by the University Council to provide input to Council on Responsible Investing. The Panel is tasked to:

a) *Monitors global trends and activities in responsible investing.*
b) *Provides a forum for the exploration of responsible investment issues in relation to the University.*
c) *Considers proposals from the University community and other stakeholders regarding specific responsible investment concerns.*
d) *Assesses the impact on UCT, academic, financial and reputational, of any proposed ESG intervention and review this with the appropriate UCT structure.*
e) *Develops recommendations for specific actions to be considered by the Joint Investment Committee (JIC) in relation to already-approved policies.*
f) *Develops recommendations for investment policy adjustments for consideration by the JIC and, if agreed, to be adopted by the Foundation and Council for policy to be adapted.*
g) *Responds to specific requests for responsible investment advice.*
h) *Proposes to JIC, with full analysis of any UCT implications, Membership by UCT of International Codes of Practice and Organizations. If agreed such Membership to be initiated by Council.*
i) *Advises the JIC on the reporting requirements flowing from responsible investing implementation.*

In making proposals on any of the above it is the responsibility of the UPRI to do a full evaluation of all the internal UCT impacts, academic, financial and reputational of the implementation of any policy or specific action proposals. It is proposed that these impacts be assessed by the Senate Executive Committee before forwarding to the JIC.

It is noted that there may be instances where ESG issues impact only UCT internal policies and not investment strategy in which case UPRI can go direct to Council after clearance from the Senate Executive Committee. The UPRI will take any independent advice as appropriate in order to arrive at its recommendations. Proposals will be forwarded to the JIC for review and assessment.

The JIC will be responsible for considering the investment risk and reward impact of any proposals and making recommendations to the Council and Trustees as to whether a proposal should be adopted. The JIC will take independent advice as appropriate in order to arrive at its recommendations. The JIC, will liaise with the UPRI as the JIC deems appropriate, and will advise its recommendations to the Council and Foundation Trustees for decisions. It is proposed the JIC and UPRI institute meetings as appropriate to review progress and discuss overall recommendations.

It is accepted that as potential trade-offs in the implementation of a proposed policy can only be resolved by Council and Foundation Trustees respectively and that there could be differences of opinion between the JIC and the UPRI on proposed actions. In this case views of both parties will be forwarded to the Council and the Foundation Trustees for decision.

The Council and Trustees will be responsible on deciding on whether a recommendation is implemented and will advise the JIC accordingly. The UPRI is responsible to and funded by the Council and administrative assistance will be provided by the UCT Finance Department.

2. Membership[1]

a) Composition

The membership of the UPRI comprises of 12 members distributed across the following stakeholders:

- ❑ *The Vice-Chancellor or nominee*
- ❑ *Two members of the academic staff appointed by the Senate's Nominations Committee*
- ❑ *One member of the PASS Staff in payclasses 1 to 9, appointed by the Institutional Forum*
- ❑ *One member of the PASS staff in payclasses 10 to 13, appointed by the Institutional Forum*
- ❑ *Two additional members co-opted by the Vice-Chancellor in order to advance the representivity of the Panel's membership*
- ❑ *Director: Environmental Sustainability in the Office of the Chief Operating Officer*
- ❑ *Two student representatives, an undergraduate and a post Graduate Student (as nominated by the SRC)*
- ❑ *Two members of the University Council appointed by the Council;*

3. Terms of Office

Terms of office of members of UPRI will follow the standard UCT cycle, i.e. four-year terms commencing on 1 July with an option to renew for second term based on availability. Committee members shall be permitted to serve two (2) consecutive terms.

4. Appointment of Chair and deputy Chair

The Chair of UPRI can either be the VC, the VC's nominee on the UPRI or any other member of the UPRI nominated by the VC in consultation with the CFO. The Committee shall appoint the Deputy Chair to assist the Chair in executing UPRI's mandate at its first meeting.

5. Responsibilities of the Chair

In addition to the role as an ex-officio member of the (non-voting) of the JIC, the Chair of UPRI will also be responsible for:

- ❑ *Chairing meetings and facilitating engagement with relevant stakeholders in implementing the committees' mandates*
- ❑ *Chairing sub-committees[2] of UPRI in furtherance of issues identified at meetings*
- ❑ *Ensuring that action items identified in meetings are attended to and completed by the responsible persons.*
- ❑ *Ensuring that any declared conflicts of interest/commitment are suitably addressed in the*

[1] The Nominations Committee of Senate is responsible for recommending appropriate members to committees for appointment by Senate where Senate is required to appoint members to committees. Members of UPRI will not be eligible for remuneration for their role

[2] *As UPRI is expected to seek expert guidance, either internal or external to UCT, UPRI at its discretion may offer a standing invitation to additional experts, who may help inform or advance the work of UPRI.*

functioning of the committee and decisions it makes.
- ❑ *Monitoring the induction of new committee members.*
- ❑ *Reviewing and signing off on annual reports to the university Council.*

In addition to the above responsibilities, the Chair will work closely with the Servicing Officer to ensure that meeting documentation is sufficiently and timeously prepared, shared with the committee and stored in the repository and that scheduled meetings are run in accordance with these terms of reference.

6. Engagement Framework

In line with the mandate as an advisory body to the University Council on responsible and sustainable investments, UPRI seeks to facilitate the achievement of UCT RI beliefs, which reflects the broader aspirations of the university community. While the membership of UPRI provides for avenues for collating internal stakeholders (Table 1) in the formulation of advice, there is no established process for engaging external stakeholders such as civil society organizations and experts on UPRI's activities. This framework outlines the processes for engaging with external stakeholders whose interests aligns with UPRI's mandate.

a) External stakeholders are required to submit a concept note outlining the objective of the proposed engagement to upri-group@uct.ac.za. The UPRI Chair in cosulation with the CFO and Director for Environmental Sustainability will screen such proposals and the top 5 selected, given the limited resources available to UPRI.
b) The top 5 proposals will be tabled at the next available UPRI meeting to obtain approval to engage with the stakeholder. Alternatively, the Chair acting on behalf of the committee shall consult with the VC and CFO prior to the engagement for urgent circumstances.
c) The deliberations arising out of such engagements shall be communicated to UPRI and included in the following UPRI agenda for further consideration.
d) UPRI members can also propose external experts for engagement with the committee to advise on issues relevant to the UCT's RI beliefs.
e) Through reports, the role of external stakeholders in shaping UPRI advice will be acknowledged and reports publicly shared on UPRI's webpage on UCT website.
f) All UPRI documents (Policy, Terms of Reference and/or Annual Updates) shall be shared on UPRI's webpage on UCT website as means of communicating to external stakeholders.

Table 1: UPRI stakeholder mapping

Type	Category	Communication		
		Frequency	Medium	Type
Internal	**UCT Council**	Annual	Reports	Progress report
	UCT Foundation	Annual	Meeting	Status update
	UCT JIC	Annual	Meeting	Strategic planning
	UCT Senate	Annual	Reports	Progress report
	UCT IF	Annual	Reports	Progress report
	UCT SRC	Annual	Reports	Progress report
	Convocation	Annual	Reports	Progress report
External	**CSOs**	Ad-hoc	Meeting	Brainstorming
	Asset managers	Ad-hoc	Meeting	Brainstorming
	Experts	Ad-hoc	Meeting	Brainstorming

7. Quorum
A quorum shall consist of 50% plus one (+1) of UPRI membership, which equates to 7 members per the composition described in section 2.

8. Meetings
UPRI will meet at least four times a year.

9. Annual Reporting

As a body constituted by Council, UPRI is mandated to account for its stewardship on an annual basis. UPRI shall therefore submit to Council annual reports summarizing its activities for the preceding year.

10. Servicing Officer
The servicing officer of UPRI will be the CFO or his nominee and will be responsible for:

- *Scheduling of meetings, in consultation with the Chair, as necessary.*
- *Preparing and distribution of meeting agendas, in consultation with the Chair.*
- *Recording or taking minutes of the meetings for review and approval by the Chair.*
- *Providing attendance registers with appropriate declarations pertaining to conflicts of interest*
  and/or commitment and confidentiality.
- *Maintain an updated list of membership and laisse with the Chair and CFO to facilitate the filling of any vacancies which may arise.*

UPRI Composition as of September 2025

Status	Advisory Panel on Responsible Investment	Current Members	Terms of Office
Composition	The Vice-Chancellor or nominee	Professor Mosa Moshabela	*Ex Officio*
	Two members of the academic staff appointed by the Senate's Nominations Committee	Professor Abdul Latif Alhassan Professor Leslie London	01.07.2024 to 30.06.2028 01.07.2024 to 30.06.2028
	One member of the PASS Staff in payclasses 1 to 9, appointed by the Institutional Forum	Paul Gaika	01.07.2024 to 30.06.2028
	One member of the PASS staff in payclasses 10 to 13, appointed by the Institutional Forum	Mr Siphokazi Mngxunyeni	01.07.2024 to 30.06.2028
	Two additional members co-opted by the Vice-Chancellor in order to advance the representivity of the Panel's membership	Mr Vincent Motholo Ms Tumi Ndabula	01.07.2024 to 30.06.2028
	Director: Environmental Sustainability in the Office of the Chief Operating Officer	Mr Manfred Braune	01.07.2024 to 30.06.2028
	Two student representatives, an undergraduate and a post Graduate Student (as nominated by the SRC)	Ms. Oripha Muvhali Ms. Ayabulela Nkwankwa	01.01.2025 to 31.12.2025
	Two members of the University Council appointed by the Council;	Mr Ezra Davids Mr Brian Kantor	01.07.2024 to 30.06.2028
Chairperson	The Vice-Chancellor, or nominee	Prof. Abdul Latif Alhassan	01.07.2024 to 30.06.2028
Terms of Office	Senate and Council members: four years from 1 July Student members: one calendar year.	N/A	
Serviced by	CFO nominee	Ms Kutala Myeki	
Servicing Officer Details	Email: kutala.myeki@uct.ac.za	Phone: 021 650 - 9111	