

CONSTITUTION OF THE TOTAL REWARD KNOWLEDGE HUB NPC



1 January 2026

1. NAME

The name of the organisation is **Total Reward Knowledge Hub NPC**, hereafter referred to as “the Organisation” or “the Hub”.

2. LEGAL FORM

The organisation is a **Non-Profit Company (NPC)** incorporated in accordance with the **Companies Act No. 71 of 2008** of the Republic of South Africa with registration number 2025 / 634253 / 08.

3. VISION

To be the leading non-profit platform where Total Reward consultants and clients connect, collaborate, and contribute, shaping the future of businesses through total reward knowledge-sharing, innovation, and thought leadership for the greater good of the industry.

4. MISSION

The Organisation is dedicated to:

- Providing an inclusive platform for thought leadership and best practices in Total Reward management.
- Facilitating learning and networking opportunities through webinars, seminars, and training.
- Supporting and empowering consultants to advance their professional reach.
- Promoting innovation in reward practices while addressing governance and global trends.
- Operating sustainably by reinvesting all income into fulfilling its mission.

5. OBJECTIVES

The Organisation shall:

- Provide access to curated Total Reward resources, events, and training.
- Maintain a vetted directory of qualified consultants.
- Host regular knowledge-sharing events (e.g., webinars, coaching, training).
- Connect clients to consultants through live consultations and RFPs.
- Establish partnerships with corporates, academic institutions, and other stakeholders.
- Reinvest any surplus into furthering the Organisation’s objectives.

6. INCOME AND PROPERTY

- The Organisation shall use its funds solely to pursue its stated objectives.

- No income or property shall be paid or transferred directly or indirectly to any member, except for payment in return for services rendered or expenses incurred in pursuit of the Organisation's objectives.

7. MEMBERSHIP

- Membership is open to all individuals and entities who meet the eligibility and vetting criteria.
- Members shall be classified under different **Membership Tiers** as approved by the Board.
- Membership does not confer ownership or proprietary rights in the organisation.

8. GOVERNANCE STRUCTURE

8.1 Board of Directors

- A minimum of **three (3)** directors shall be appointed, with no maximum.
- Directors shall oversee the affairs of the organisation in compliance with its objectives and legal obligations.
- Directors shall serve for a renewable term of **two (2) years**.
- The Board shall meet at least **quarterly**.

8.2 Executive Committee

- The Board may appoint an Executive Committee to manage day-to-day operations.

8.3 Vetting Committee

- A Vetting Committee shall be established to assess and approve consultant applications in line with defined professional criteria.

9. POWERS OF THE ORGANISATION

The organisation may:

- Enter into agreements and partnerships.
- Raise funds and generate income from memberships, events, sponsorships, and services.
- Employ personnel and acquire assets necessary to achieve its mission.

10. FINANCES

- A registered accountant will prepare financial statements annually.
- The organisation shall maintain proper records and banking arrangements.
- The financial year-end shall be **30 June**, unless otherwise decided by the Board.

11. DISSOLUTION

- Upon winding up or dissolution, any remaining assets must be transferred to another NPC with similar objectives or to a public benefit organisation, in line with the Income Tax Act.

12. AMENDMENTS

- This Constitution may only be amended by a two-thirds (2/3) majority vote of the Board.
- Any amendments must comply with CIPC regulations and must be lodged accordingly.

13. FOUNDING MEMBERS

The founding members of the organisation are:

1. Rene Richter
2. Peet Kruger
3. Allen Lombard

14. ADDRESS

The principal place of business of the organisation shall be:

135 Montasio Crescent, Midstream, 1692.