

8 July 2019

Nicky Newton-King, CEO  
Johannesburg Stock Exchange  
Sandton, Gauteng

Dear Ms. Newton-King

**Re: Call to Advance Adoption of Sexual Harassment Policies and Gender Pay Equity**

1 August 2019 marks one year anniversary of #TheTotalShutDown protest that saw the women of this country rise against violence against women and girls launching countrywide protest marches in all the nine provinces. The protest marches were accompanied by a set of 24 demands that were handed over to Parliament in Cape Town, the Presidency at the Union Buildings and the Supreme Court of Appeal in Bloemfontein. The Wise Collective (dba Wise 4 Afrika) is a feminist organization that seeks to advance women inspired solution for empowerment. Most urgently, in partnership with Rise-Up Against Gender Based Violence, we intend to bring these 24 demands to reality in efforts to arrest GBV and Femicide.

One of the key demands of the #TheTotalShutDown was for the President of the Republic of South Africa to convene a gender- based violence and femicide summit which was held on November 1-2, 2018 culminating with a declaration that must be given effect by all organs of state, private sector, civil society and the entire South African populace (copy of the declaration is attached herein for ease of reference). Instructive in the declaration is the recognition and acknowledgement that gender based violence and femicide are a national crisis and such require urgent multi sectoral, multi layered response.

In an effort to shine the spotlight on the scourge of violence against women and girls, we seek to address the failure of the many laws and policies, and the lack of a coordinated effort and commitment from highest levels of leadership in all sectors. We therefore call upon the **Johannesburg Stock Exchange (JSE) and its member companies to ensure that all JSE listed companies have sexual harassment policies and that gender pay disparity, which disadvantages women making them susceptible to power dynamics that perpetuate the violence, becomes a thing of the past. We request that you spearhead the adoption of progressive policies that seek gender equality, including but not limited to, (1) adoptio of sexual harassment policies by all JSE listed companies, (2) appointment of no less than 50% women on boards as a requirement for companies to list in the JSE.** Lastly, in solidarity with South African women we also call on members of the JSE to join the masses and wear black on the 1 August 2019 in mourning of the thousands of women lost to femicide.

We trust that we will have your support and that of the JSE to help bring an end to the existing impunity in the violence against women.

Sincerely,



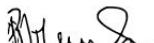
Brenda Madumise-Pajibo



Pinky Mgobozi



Onica Nonhlanhla Makwakwa



Sibongile Mthembu

Wise 4 Afrika Directors  
#FeministsAtWork

In Partnership with Rise-Up Against Gender Based Violence