



SOUTHERN AFRICAN
WILDLIFE COLLEGE

TRAINING BEYOND BOUNDARIES

Annual Review

2025

CORPORATE GOVERNANCE 2025

The Southern African Wildlife College (SAWC) is registered as an accredited private, independent, non-profit higher education and training institution specialising in conservation education, training and skills development. It was established in 1996 by the World Wide Fund for Nature – South Africa (WWF-SA) in close collaboration with various stakeholders in Southern Africa, including government departments, other conservation agencies and organisations, and the Southern African Development Community (SADC). The College is self-funded through the training it offers, the support of its partners, and the donations it receives. It does not receive any government subsidies.

Board of Directors		Organisation
Mr P.S. Mokoena	Chairperson	South African National Parks
Mr A.H. Parker	Vice Chairperson	Conserve Global
Prof. C. Fabricius	Director	World Wide Fund Africa/Nelson Mandela University – (resigned from the Board effective 16 March 2026)
Mrs K. Gabriels	Director	World Wide Fund for Nature – South Africa
Ms L.M. Lynch	Director	Peace Parks Foundation
Ms F. Mokgohloa	Director	Department of Forestry, Fisheries and the Environment – (resigned from the Board effective 11 March 2026)
Mr W. Myburgh	Director	Peace Parks Foundation
Mr B.S.R. Poole	Director	Peace Parks Foundation
Prof. B. Reilly	Director	University Of Free State (Affiliated Full Professor; Department of Genetics) – (resigned from the Board effective 20 October 2025)
Mrs T.M. Sowry	Director	Southern African Wildlife College
Mr C. Weber	Director	Founder Trustee Friends of African Wildlife and Former Head of Private Banking/Deputy CEO Zurich Cantonal Bank

Company Secretary

Mrs S.D. Hanekom

Executive Committee

Chief Executive Officer – Mrs T.M. Sowry
Executive: Finance – Mrs S.D. Hanekom
Executive: Fundraising, Marketing and Media Relations – Mrs J. Poultney
Executive: Learning & Teaching – Emeritus Prof. Ric Bernard – (revised contract wef September 2025)
Executive: Learning & Teaching – Prof. B. Reilly – (appointed wef 10 November 2025)

Bankers

Standard Bank of South Africa Limited

Risk and Audit Committee

Ms L.M. Lynch (Chairperson)
Mrs K. Gabriels
Mr C. Weber
Mr S. Groenewald (Nominated Member)

Auditors

PricewaterhouseCoopers Inc.–Registered Auditors

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Foreword

STRATEGY 2030: ALIGNING LOCAL ACTION WITH GLOBAL BIODIVERSITY GOALS

In 2025, we embarked on the first year of implementing our Strategy 2030 – a roadmap aligned with global biodiversity ambitions. Over the past two years, international attention has focused on stepping up action under the Kunming-Montreal Global Biodiversity Framework (KMGBF).

Adopted by the Convention on Biological Diversity (CBD) Parties in 2022, the KMGBF sets out an ambitious vision of a “world living in harmony with nature by 2050”, with 23 targets to be achieved by 2030. This commitment was further reinforced at the UN Biodiversity Conference (COP16) in Cali, Colombia (October–November 2024), where countries reviewed progress on those targets and agreed to accelerate action.

COP16 delivered landmark outcomes that resonate with our mission. The Parties strengthened cooperation

between climate and biodiversity, recognising that biodiversity loss and climate change are interconnected and mutually reinforcing challenges. They also established new mechanisms to strengthen the role of Indigenous Peoples and local communities in conservation decision-making and advanced global approaches to benefit-sharing from genetic resources. These outcomes reinforce a growing global consensus that effective conservation must be inclusive, science-based, locally relevant, and focused on long-term resilience.

This global momentum continued at the International Union for Conservation of Nature (IUCN) World Conservation Congress in Abu Dhabi in 2025. Bringing together conservation leaders, practitioners, governments, Indigenous Peoples’ organisations, businesses, and researchers from around the world, the Congress highlighted the need for conservation approaches that are resilient, equitable, and capable of responding to increasingly complex environmental and social challenges. The SAWC was represented at the Congress by Chief Executive Officer, Theresa Sowry, and Nature-based

Economy Thematic Lead, Dr Thabang Teffo, enabling the College to engage directly with emerging global conservation priorities, share lessons from the Southern African region, and strengthen relationships with partners working towards a nature-positive future.

The Congress focused on five interconnected themes: scaling resilient conservation action, delivering on equity and inclusion, reducing climate risks, supporting nature-positive transitions, and strengthening leadership and innovation for conservation. Delegates also adopted a wide range of resolutions aimed at improving conservation governance, combating environmental crimes such as illegal wildlife trade, strengthening community stewardship, and accelerating progress towards global biodiversity and climate goals.

These priorities closely mirror the realities facing conservation across Southern Africa and align strongly with the College’s thematic areas: Conservation Science, Protected Area Integrity: Beyond Law Enforcement, the Nature-based Economy, Community-led Conservation Practice, and Leading and Managing in Conservation. As protected areas face increasing pressures from climate change, biodiversity loss, habitat degradation, environmental crime, governance challenges, and growing competition for natural resources, the need for skilled conservation professionals and capable leaders has never been greater.

The SAWC Strategy 2030 was crafted with this global context in mind. Our strategy’s Theory of Change clearly links every programme to the outcomes we seek in 2030. As Karen Gabriels (WWF-SA Chief Financial Officer and SAWC Board Member) observes:

“I found the Theory of Change an essential element of the strategy as it succinctly describes the ultimate goals and outcomes of the SAWC Strategy 2030, and the key steps to guide its implementation. A great tool to communicate the strategy to all stakeholders.”

Similarly, SAWC Board Member and Conserve Global Director of Strategy, Andrew Parker, highlights the relevance of the new thematic areas noting:

“The inclusion of these new thematic areas positions the SAWC well to provide a holistic, current and topical training service to the industry. The curriculum is comprehensive, current, and topical, and students are required to think critically about real-world challenges. This prepares them well as leaders going back into the sector to influence change.”

What truly sets the College apart is our people. At the intersection of our strategic thematic areas are the people of Southern Africa – the students we train, the communities we work with, and the partners we engage.

As Gabriels highlights, the SAWC’s programmes are uniquely positioned to “positively impact people” by strengthening local leadership and livelihoods as the foundation for healthy ecosystems.

With a dedicated focus on applied learning in conservation, the SAWC provides fit-for-purpose training that evolves with sector needs. The curriculum is comprehensive and future-ready, encouraging students to think critically about complex conservation issues. This applied approach ensures that SAWC graduates return to the field as empowered conservation leaders capable of implementing the solutions that both local realities and international frameworks demand.

Our strategy also embeds the kind of partnerships, accountability, and impact measurement that global frameworks increasingly call for. Just as the KMGBF and the IUCN Congress emphasise monitoring, finance, capacity development, governance, and collaboration, our strategy ensures that we track outcomes, learn from evidence, and continuously improve our work. All elements of the strategy – from the Theory of Change to programme plans and evaluation frameworks – are critical building blocks. In Andrew Parker’s words, no single element stands above the others; together they represent “deep reflection” on the College’s future and the foundation upon which we will achieve lasting conservation impact.

Looking forward, the alignment between our Strategy 2030 and the evolving global conservation agenda gives us confidence. The international commitments and resolutions of recent years reinforce the importance of acting locally while thinking globally. At the Southern African Wildlife College, we enter 2026 energised by this shared mandate. We remain committed to developing conservation leaders, strengthening community-driven conservation, advancing nature-based solutions, and supporting protected area management across the region. In doing so, we contribute to a broader global effort: building a future in which nature and people not only coexist but thrive together.

“
The SAWC provides fit-for-purpose training that evolves with sector needs.
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The conservation sector is navigating a period of profound and accelerating change. Across Africa and beyond, protected areas face mounting pressures from biodiversity loss, climate change, competing land-use demands, growing human populations, and shifting socio-economic realities. At the same time, the need for skilled conservation professionals capable of navigating complexity, working across disciplines, and delivering practical, measurable outcomes has never been greater.

Within this landscape, the Southern African Wildlife College continues to play a unique and increasingly important role. The College serves as a vital bridge between knowledge and practice, connecting conservation science, field operations, leadership development, and community engagement. Its contribution extends far beyond training

individuals; it strengthens the broader conservation sector by developing the people, partnerships, and institutional capacity needed to address today's challenges while preparing for those of the future.

As a Board, our responsibility is to provide strategic oversight, uphold sound governance, and help safeguard the long-term sustainability of the institution. Throughout 2025, together with the College leadership, we remained focused on enabling the College to fulfil its mandate effectively – balancing prudent stewardship with a commitment to innovation, growth, and responsiveness in a rapidly evolving environment.

The implementation of SAWC Strategy 2030 continued to guide the College's work during the year. Particular

emphasis was placed on ensuring that the College remains relevant to the needs of the sector, is financially resilient, and able to demonstrate the impact and value of its work. We supported initiatives aimed at strengthening institutional systems, enhancing impact measurement, and deepening the integration of learning, conservation practice, and applied research across the organisation.

A key priority is ensuring that the College remains future-focused. Modern conservation demands practitioners who can operate across ecological, technological, social, and economic dimensions. We are encouraged by the College's ongoing investment in new qualifications, digital transformation, and innovative approaches to learning that respond to these evolving needs while preserving the practical, field-based ethos that has long distinguished the institution.

The Board also recognises that meaningful conservation outcomes are achieved through collaboration. The College's extensive network of partners – including protected area authorities, government agencies, universities, community organisations, donors, and private-sector stakeholders – remains fundamental to its success. These relationships enhance both the relevance of the College's programmes and the collective impact of conservation efforts across the region.

During 2025, the College experienced several important leadership transitions. We extend our sincere appreciation to Emeritus Professor Ric Bernard for his significant contribution to the academic development of the College and warmly welcome Professor Brian Reilly, who stepped down from the Board to take up the role of Executive Manager: Learning and Teaching. These transitions reflect the College's ongoing commitment to leadership development, succession planning, and institutional continuity.

The Board would also like to acknowledge the dedication and professionalism of the College's management, staff,

A key priority is ensuring that the College remains future-focused.

students, and partners. The achievements highlighted throughout this Annual Review are the result of a shared commitment, often delivered under demanding circumstances and within an increasingly constrained funding environment.

Looking ahead, we remain confident in the strategic direction of the Southern African Wildlife College. The need for capable conservation professionals, strong institutions, and practical solutions has never been greater. Through robust governance, strategic innovation, and a steadfast connection to the realities of the field, the College is well positioned to continue making a meaningful contribution to conservation across Southern Africa and beyond.

On behalf of the Board of Directors, I extend our sincere gratitude to all who contribute to the success of the College and to the shared vision of a future where people and nature prosper together.

Sincerely,
On behalf of the Board of Directors

Mr Property Senzeni Mokoena
Chairperson



MESSAGE FROM

The CEO

The year under review was one of significant challenges, meaningful progress, and renewed clarity of purpose for the Southern African Wildlife College.

Across the conservation and education sectors, the year reminded us that resilience is not built in moments of ease but in times of uncertainty. The SAWC experienced notable financial pressure during 2025, particularly as funding and programme income linked to the United States Agency for International Development (USAID) and international markets declined. These circumstances required disciplined financial management and difficult operational decisions, while maintaining our unwavering commitment to delivering high-quality, needs-driven conservation education.

Despite these constraints, the College remained steadfast. Our staff continued to deliver training with professionalism and integrity, ensuring that our students and beneficiaries received the support, learning, and guidance they deserved. I extend my sincere appreciation to every member of the SAWC team for their dedication and collective effort throughout a demanding year.

STRATEGY 2030: TURNING VISION INTO MEASURABLE IMPACT

2025 was also a year of strategic advancement, as we continued to implement the newly approved SAWC Strategy 2030, which positions the College to deliver conservation impact through quality education and strengthened collaboration.

At the heart of this strategy is a clear recognition: conservation challenges are complex and deeply interconnected, shaped by both ecological pressures and social realities. Climate change, biodiversity loss, habitat degradation, governance challenges, human-wildlife conflict, and livelihood insecurity cannot be addressed in isolation. They require skilled practitioners and leaders who can respond with competence, humility, and courage. In 2025, we made important progress in translating this strategic framework into practical implementation. A key milestone was the development of a new institutional tracking and impact measurement tool aligned with Strategy 2030 outcomes. This system will strengthen our

ability to measure educational and conservation impact over time, ensuring accountability to our stakeholders while also enabling continuous learning and improvement.

STRENGTHENING PATHWAYS FOR CONSERVATION CAREERS

A defining element of the SAWC's role in the region is to build real, credible pathways into conservation careers, and to strengthen the sector's professionalisation. In January 2026, the College will launch the National Diploma in Applied Natural Resource Management, with a full first-year intake.

This qualification represents an important expansion of our higher education offering and a major investment in the next generation of conservation change agents.

In parallel, our academic team has begun work on the design of an Advanced Diploma, recognising that articulation and progression opportunities are essential for both individuals and the organisations they serve. This aligns directly with Strategy 2030's focus on delivering relevant, high-quality qualifications that equip graduates to operate effectively in complex socio-ecological landscapes.

REACH AND IMPACT IN 2025

During 2025, the SAWC reached more than 3,000 beneficiaries through formal and informal programmes, university-linked initiatives, school programmes, and community-related interventions.

While these numbers reflect scale, they also represent something more important: people equipped with applied skills, strengthened values, and the confidence to act. Each graduate and beneficiary strengthens the wider conservation system, and extends the College's impact far beyond our campus boundaries.

OUR PEOPLE AND OUR PARTNERSHIPS

The SAWC's Strategy 2030 places strong emphasis on institutional sustainability, succession planning, and leadership development. During 2025, we strengthened capacity within key areas of the College, including Conservation Science and academic leadership structures. However, our ability to deliver on our mandate is not achieved through internal effort alone. Strategy 2030 makes it clear that conservation impact is achieved through collaboration. Our partners across government, protected areas, community initiatives, universities, and conservation organisations remain essential to the relevance, reach and effectiveness of our work.

“

Resilience is not built in moments of ease but in times of uncertainty.

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FINANCIAL STEWARDSHIP AND GRATITUDE

The SAWC remains deeply grateful to every donor, partner, and supporter who stood with the College during 2025. This year reinforced the importance of long-term financial resilience, and Strategy 2030 prioritises diversification of income streams, strengthening our Sustainability Fund, and growth in Corporate Social Investment (CSI) and Social Economic Development (SED) opportunities. These priorities are not only financial imperatives, but they are also mission-critical. They ensure that the SAWC can continue to serve those who need training most and continue to deliver conservation impact where it is most urgently required.

LOOKING AHEAD

The conservation sector is facing escalating complexity and urgency. In this context, the SAWC's role – to develop skilled, ethical, and resilient conservation practitioners and leaders – has never been more relevant. While 2025 tested the College, it also reaffirmed the strength of our purpose, the commitment of our people, and the direction of our strategy.

Guided by Strategy 2030, the SAWC will continue to strengthen quality, deepen collaboration, invest in innovation and measure impact with greater rigour. We will remain focused on what we do best: equipping change agents to protect biodiversity, support resilient landscapes, and contribute to a future where communities and ecosystems prosper side by side. On behalf of the Executive Management Team, I thank our staff, students, partners, donors, and stakeholders for their continued trust and support.



Theresa Sowry
Chief Executive Officer



Our vision

To inspire every person we train and engage with to conserve our natural world.

Our mission

To equip people with the necessary knowledge, leadership and applied skills to conserve and protect Africa's natural resources and biodiversity in viable, inclusive, and economically successful ways.



Executive Management	
Chief Executive Officer	Mrs Theresa Mary Sowry
Executive Manager: Finance	Mrs Sharmain Deborah Hanekom
Executive Manager: Marketing, Fundraising and Media Relations	Mrs Jeanné Poultney
Executive Manager: Learning and Teaching	Emeritus Professor Ric Bernard (revised contract wef September 2025)
Executive Manager: Learning and Teaching	Professor Brian Reilly (appointed wef 10 November 2025)
Human Resources	
Head: Human Resources (Associate/Consultant)	Ms Lesley Diane Greyling
Human Resources Coordinator	Ms Perseverence Khutso Maake
Finance	
Financial Manager	Mrs Melanie Cornelius
Senior Bookkeeper: Creditors	Mrs Samantha Shirley Young

Junior Bookkeeper: Creditors	Ms Rhandzane Goodness Ndlhovu
Junior Bookkeeper	Ms Ripfumelo Faith Mnisi
Payroll and Corporate Governance Administrator (Service Contract)	Mrs Marisa Kruger
Marketing, Fundraising and Media Relations	
Manager: Marketing, Fundraising and Media Relations	Mrs Alexandra Gelletich
Coordinator: Marketing, Fundraising and Media Relations	Ms Jabulani Justine Maluleke
Digital Marketing Consultant (Service Contract)	Mrs Katie Nicolle (Katie Nicolle Consultancy)
Fundraiser, Grant Writer and Content Curator (Service Contract)	Ms Charlene Wandera (Convergence Enterprises)
Campaign Manager: Our Horn is Not Medicine (Service Contract)	Mrs Lee-Anne Yammin
Academic and Accreditation Department	
Office of the Registrar	
Registrar	Mr Ashwell Barrett Glasson
Deputy Registrar	Ms Fortunate Mathonsi

Librarian	Ms Risuna Nhleko Mashele
Academic Administrator	Mrs Grace Ndlovu
Academic Administrator	Ms Motsatsi Thosago
Assistant Librarian	Mr Freddy Nukeri
Student Support Officer	Ms Rejoyce Mdhlovu
Quality Management and Accreditation	
Head: Quality Management and Accreditation	Ms Anelle Rautenbach (current contract term ended wef 28 February 2025)
Quality Management and SSHEQ Support Services (Consultant)	Ms Sharon Humphries (appointed wef April 2025)
Quality Control Officer : Academic and Accreditation Department	Ms Sensizwe Morale
Learning and Teaching Department	
Academic Pillar: Higher Education	
Academic Pillar Head: Higher Education	Dr Kudakwashe Musengi
Administrative Coordinator: Higher Education Pillar	Ms Thabisile Sibuyi



Academic Pillar: Occupational Programmes	
Academic Pillar Head: Occupational Programmes	Mr Christopher Kafoteka
Thematic Areas	
Conservation Science	
Thematic Lead: Conservation Science	Mrs Wendy Collinson (appointed wef 01 August 2025)
Head of Research and Development (Consultant/Service Contract)	Prof Alan John Gardiner
Senior Lecturer	Dr Lindy Thompson (contract term ended wef 30 April 2025)
Conservation Technology Manager/Trainer & Lecturer	Mr Peter Menze Hamming
Lecturer	Mr Fanuel Nleya
Junior Lecturer	Dr Sipho Mbonani (appointed wef September 2025)
Project Research Assistant/Researcher	Mr Clifford Nxumalo
Administrative Coordinator: Research and Development	Ms Natasha Khosa
Protected Area Integrity: Beyond Law Enforcement	
Head: Protected Area Integrity	Mr Jeremy Hancock
Programme Manager	Mr James Lourens
Field Coordinator	Mr Scott Yammin (promoted wef 01 February 2025)
Administrator	Ms Tshilidzi Mercy Ntsandeni (promoted wef 01 July 2025)
Field Ranger Training Services	
Senior Training Officer	Mr Excelent Murrel Macabe
Special Training Manager:PAI	Mr Tirivanhu Chakanyuka (resigned wef 29 July 2025)
Senior Field Ranger Trainer	Mr John Oupa Makgoka (promoted wef 01 April 2025)
Field Ranger Trainer	Mr Gert Dibakoane (contract term ended wef 31 August 2025)

Field Ranger Trainer	Ms Tshildzi Kelly Nendouvhada (contract term ended wef 31 August 2025)
Ranger Camp Services	
Ranger Camp Services Kitchen Supervisor and Stock controller	Ms Nokuthula Theodore Ngobeni
Ranger Camp Services Food Preparation and Service Assistant	Mrs Lydia Pestar Shabangu
Ranger Camp Services Cook	Ms Mmathabo Mohlala
Ranger Camp Services Food Service Assistant	Ms Donny Mahlalela
Security Services	
Gate Guard Supervisor	Mr Given Abbey Malibe
Gate Guard	Mr Gobson Mac Mashele
Gate Guard	Mr Experience Mlambo
Gate Guard	Mr Reason Mathebula
Gate Guard	Mr Clive Ngomane
Gate Guard	Mr Herry Caculele Mahlakwaana
Gate Guard	Mr Reagan Chauke (appointed wef 05 May 2025)
Aerial Support Unit	
Pilot: Aerial Support Services	Mr Bruce Cyril McDonald
Flight Instructor: Aerial Support Services (Service Contract)	Mr Pierre James Wilkinson
K9 Unit	
Dog Master	Mr Simon Mnisi (promoted wef 01 July 2025)
Deputy Dog Master	Ms Precious Malapane (promoted wef 01 July 2025)
Kennel Hand / Dog Handler / Class C Trainer	Mr Pleasure Mathebula
Kennel Hand / Dog Handler / Class C Trainer	Mr Excellent Ubisi
K9 Unit Response Officer/Trainer	Mr Ernest Manyike
K9 Unit Response Officer/Trainer	Ms Annetjie Mkansi
K9 Unit Response Officer/Trainer	Ms Bonagele Mnisi (appointed wef 06 January 2025)
K9 Unit Response Officer/Trainer	Mr Tendai Bhebe (appointed wef 01 July 2025)
Nature-based Economy	
Head: Nature-based Economy and Community-led Conservation Practice	Dr Thabang Rainett Teffo
Senior Trainer: Nature-based Economy	Mr Pieter Thomas Nel

University Programmes and Field coordinator	Mr Kewan Bagley (appointed wef 01 February 2025)
Thematic Coordinator: Nature-based Economy	Mr Goodwill Seepane
Community-led Conservation Practice	
Technical Associate: Community-led Conservation Practice	Ms Elna de Beer
Rural Initiatives for a Sustainable Environment (RISE) Unit Leader	Mr Sboniso Ryan Phakathi
Facilities Management	
Facilities Manager	Mr Carl du Toit
Information, Communication and Technology	
ICT Systems Development Manager	Mr Karl Neill Ferreira
IT Services Assistant	Mr Condrie Collen Mkansi
ICT Technician and Department Administrator	Ms Tebogo Malapane
Maintenance Operations	
Maintenance Operations Administrator	Ms Malwandla Ngomane
Maintenance Manager	Mr Thokozani Nkuna
Maintenance Supervisor	Mr Chester Malapane (promoted wef 01 June 2025)
Procurement and Warehousing Supervisor	Mr Molweli Ndou
Maintenance Operations Services	
Maintenance: Supervisor/ Assessor	Mr Victor Rudolph Seale
Team Leader/ Maintenance Supervisor/ Assessor	Mr Michael Wisdom Machavi
Team Leader/ Maintenance Handyman Electrician	Mr Thulani Kivert Machabe
Maintenance Welder/ Carpenter	Mr Solver Clifford Ntimane
Maintenance Handyman Plumber	Mr Louis Lubisi
Maintenance Handyman Painter	Mr Surprise Seepane
Maintenance Handyman General	Mr Caleb Mogakane
Maintenance Handyman General	Mr Tom Seepane
Maintenance: Plumbing	Ms Innocent Milicent Nyathi
Maintenance: Handyman	Mr Dziliang Elvis Mkhonto
Maintenance: Handyman	Mr Lennox Seepane (disability retirement wef 31 August 2025)
Maintenance: Handyman	Mr Class Masuku
Drivers	
Maintenance: Senior Driver	Mr Emmanuel Mnisi
Maintenance: Driver	Mr Willys Magula Zitha
Maintenance: Relief Driver	Mr Peace Mahlatse Mokgope

Hospitality Services	
Manager: Hospitality Services	Ms Hazel Elizabeth Timm
Hospitality Supervisor and Stock Controller	Ms Phumzile Ngomane
Shift Supervisor	Mr Calvin Nyathi
Shift Supervisor	Ms Gift Ndlovu
Kitchen Supervisor	Mr Jimmy Sithole
Cook	Mr Devout Ndhavuko Novela
Cook	Mr Deon Nghala (promoted wef 01 April 2025)
Cook	Mrs Ranny Sihlangu (retired wef 31 March 2025)
Cook	Mrs Lineth Monyela
Food Service Assistant	Mr Goodwin Leave Mabaso
Food Service Assistant	Mrs Vivian Mnisi
Food Service Assistant	Ms Constance Ndlovu
House Keeping	
Laundry Supervisor: Housekeeping Services	Ms Mariam Ngomane
Assistant Supervisor: Housekeeping Services	Mrs Elinah Sithole
Housekeeping Assistant	Mr Sainet Seteromane Mokgope (retired wef 30 June 2025)
Housekeeping Assistant	Ms Ntombifuthi Mathebula (appointed wef 01 January 2025)
Housekeeping Assistant	Mrs Married Thete
Housekeeping Assistant	Mr Ejabulo Mdhululi (appointed wef 01 July 2025)
Housekeeping Assistant	Ms Dephney Ndlovu (resigned wef 25 July 2025)
Housekeeping Assistant	Witness Ndlovu (appointed wef 01 September 2025)

Hospitality Relief Workers	
Relief Worker: Housekeeping Services	Ms Amanda Mathebula
Relief Worker: Reception Services	Ms Jubilate Mathebula
Relief Worker: Kitchen Services	Ms Sebenzile Ndlovu (appointed wef 01 July 2025)
Logistics and Reception Services	
Logistics Coordinator	Ms Candy Kgethego Morale
Receptionist	Ms Amelia Hope Makhubela
Project Staff	
Bushwise Cook	Mr Delight Mpofu
Bushwise Cook	Mr Hlayisani Gerald Baloyi (appointed wef 01 October 2025)



A SPECIAL
Thanks
TO ALL OUR STAFF MEMBERS
FOR THEIR HARD
WORK AND COMMITMENT
THROUGHOUT
2025



Founder's Day

APPRECIATION OF CULTURE, COMMUNITY, DIVERSITY AND COLLECTIVE SPIRIT

An early morning gathering beneath the shade of the Marula tree set the stage for a vibrant and meaningful Founder's Day 2025. Held on 31 October under the theme "Cultural Diversity," the celebration brought staff together in a powerful expression of unity, creativity, and shared heritage.

This year, staff were divided into **15 cultural groups**, each representing a distinct tradition and identity. From Xhosa, Zulu, Swati and Tsonga, to Pedi, Venda, Sepulane and Shangaan, the celebration also embraced cultures such as Malawi-Chichewa, Indian, Afrikaner, British/European, Kenyan-Maasai, and Zimbabwean-Shona. Together, these groups created a vibrant tapestry that reflected the diversity within the College.

From the outset, the energy was unmistakable, and structured presentations formed the heart of the competition. Each team carefully selected representatives to guide the staff through the cultural narrative – from introducing the theme and its significance, to presenting traditional meals and drinks, and explaining the meaning behind their attire. The requirement for full team participation in the dance performances added a dynamic and inclusive element, ensuring that every member played a role in bringing the different cultures to life, whilst learning about each other's cultures by enactment.

Beyond the cultural celebrations, Founder's Day remained rooted in appreciation and community. A special tribute was paid to **Leave Mabaso**, who commemorated an exceptional **25 years of service**. His dedication, professionalism, and enduring contribution to the College were recognised with deep gratitude, marking a milestone that reflects both personal commitment and institutional strength.

Additional long-service awards honoured staff members across key milestones.

Service Milestones	Staff Members Recognised
15 Years	Calvin Nyathi, Fortunate Mathonsi, Jeanné Poultney, Mariam Ngomane and Thokozani Nkuna
10 Years	Bruce McDonald, Excelent Macabe, Malwandla Ngomane and Married Thethe
5 Years	Fanuel Nleya, Karl Ferreira, Peter Hamming and Scott Yammin

More than just a celebration, Founder's Day 2025 served as a reminder of the richness found in diversity and the strength that comes from embracing it. It was a day of learning, laughter, and shared pride. A day where cultures were not only showcased, but honoured.

As in previous years, the spirit of giving remained central to the occasion. Through the winning team's selection of a charity, the College continued its tradition of extending impact beyond its gates and into surrounding communities.

In 2024, the selected beneficiary was the **Ntalo Old Age Centre**, an organisation dedicated to supporting elderly members of the community. Beyond providing care and companionship, the centre creates opportunities for

its members to remain active and connected through gardening, traditional cooking, singing, dancing, and handicraft activities such as beadwork, grass mat weaving, and woodcraft. The donation was received with deep gratitude by its elderly board members, many of whom shared that it was the first time the organisation had received assistance of this nature since its establishment.

In 2025, support was directed to **The Centre for Women's Independence**, an organisation focused on empowering women through skills development, permaculture initiatives, and sustainable livelihood programmes. The partnership aligned strongly with the College's belief in education and empowerment as drivers of long-term transformation, helping to create pathways toward financial independence and stronger communities.

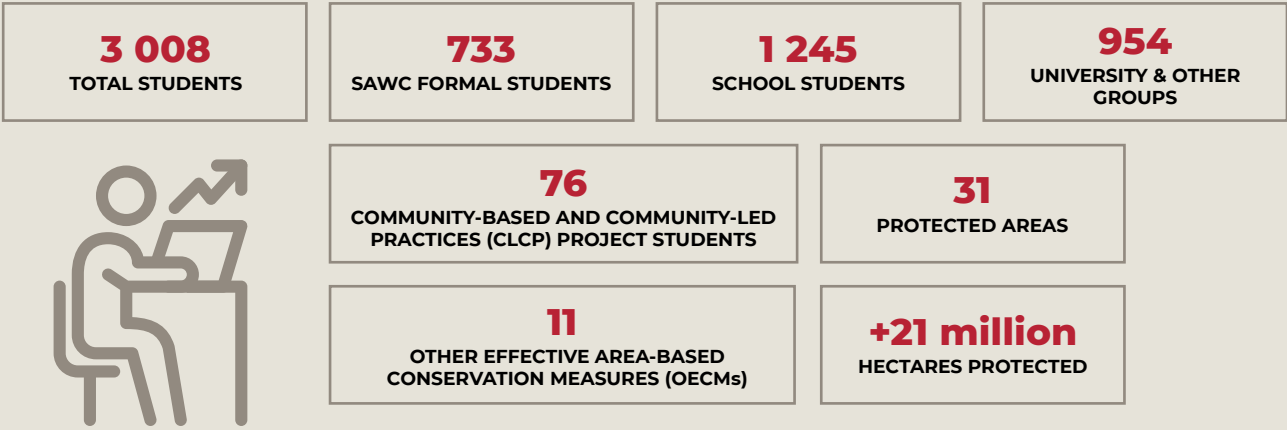


SAWC AT A GLANCE

TRAINING IMPACTS SINCE INCEPTION

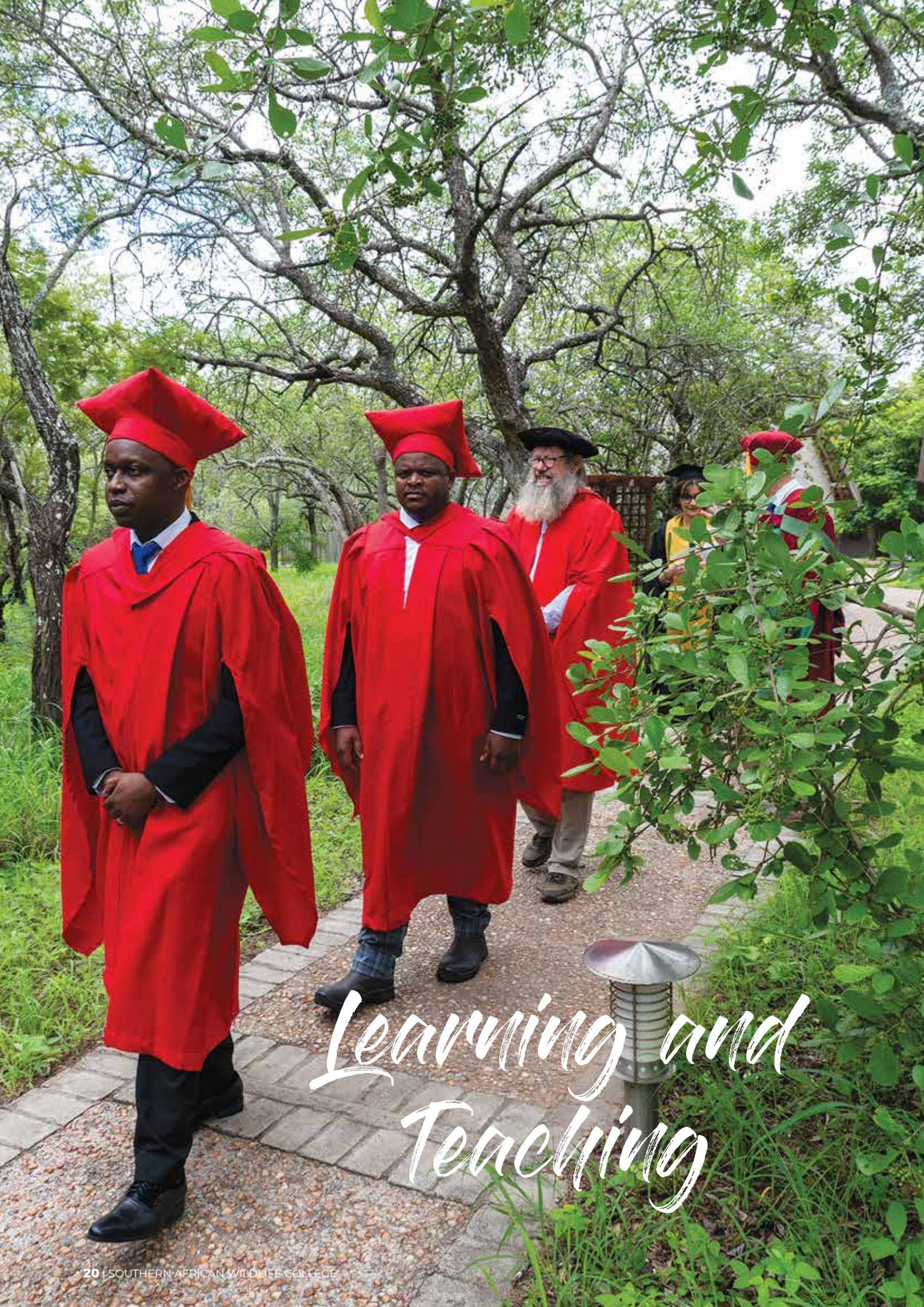


TRAINING IMPACTS IN 2025



CONSERVATION IMPACTS IN 2025





LEARNING AND TEACHING DEPARTMENT

THREE PILLARS, ONE PURPOSE: ADVANCING CONSERVATION CAPACITY FOR AFRICA

In 2025, the Southern African Wildlife College entered a new phase of growth as the implementation of the SAWC Strategy 2030 reshaped the way learning, teaching, and student support are delivered across the institution. Guided by the Strategy's commitment to Conservation Science (Biodiversity and Environmental), Protected Area Integrity: Beyond Law Enforcement, the Nature-based Economy, Community-led Conservation Practice, and Leading and Managing in Conservation, the Learning and Teaching Department strengthened its role as a leading provider of applied conservation education in Africa.

The College's educational offering is delivered through three interconnected pillars:

1. **Council on Higher Education (CHE) Pillar:** Delivering accredited and applied higher education qualifications that prepare conservation professionals for leadership and management roles across protected areas and conservation landscapes.
2. **Occupational Qualifications Pillar:** Providing vocational training, accredited occupational qualifications and skills programmes that equip practitioners with the practical competencies required to manage and protect natural resources effectively.
3. **Applied Projects and Short Courses Pillar:** Connecting current conservation challenges with practical learning through short courses, field-based training, applied projects, and research.

Together, these pillars create a learning ecosystem that combines academic rigour with real-world application, ensuring graduates leave the College prepared to address the increasingly complex challenges facing conservation across Africa.

The integrity of our academic courses lies within the education pathways. All quality management aspects, as well as monitoring and evaluation of the programmes, are aimed at the continual improvement of the SAWC as an institution offering best practices to the conservation industry. Ultimately, this is aimed at helping produce optimal results, increasing efficiency and developing structured processes, thereby ensuring better outcomes and impact

STRENGTHENING STUDENT SUPPORT THROUGH INNOVATION

The implementation of Strategy 2030 also prompted a significant restructuring of student administration and programme support systems.

Working closely with the Information and Communications Technology (ICT) Department, the College completed the rollout of a new internally developed student registration

system across all learning pillars. Designed and built by the College's ICT team, the platform streamlined student enrolment, improved data management, and strengthened coordination between academic and administrative departments.

To further support students, two Academic Administrators were appointed within the Student Data Hub, enabling faster responses to registrations, student queries, and programme administration. Training was also provided to programme coordinators and administrators across the institution to ensure effective adoption of the new system.

The year also marked the introduction of institution-wide Artificial Intelligence (AI) learning tools through the College's Google Workspace platform. Students and lecturers gained access to Google Gemini and NotebookLM, supported by a newly adopted AI policy that promotes responsible and ethical use of emerging technologies while safeguarding academic integrity through Turnitin similarity-checking systems.

Beyond academics, the Library and Resource Centre continued to provide learning materials, printing services, digital literacy support, and student development opportunities. Student well-being remained a priority through social activities, sporting events, and Student Representative Council (SRC) initiatives, which strengthened community and a sense of belonging on campus.



COUNCIL ON HIGHER EDUCATION PILLAR

82006: Advanced Certificate in Nature Conservation in Transfrontier Conservation Management

Programme details	
Programme Name	Advanced Certificate in Nature Conservation: Transfrontier Conservation Management
Accrediting Authority	Council on Higher Education and Training
Credits	120
National Qualifications Framework (NQF) level	6
Number of Academic Year(s)	1-year programme
Modules	Environmental Development Planning; Community Based Natural Resources Management; Natural Resources Protection; Biodiversity Management; Transfrontier Conservation Management; Conservation Research; Financial Management; GIS; Land Use Planning; Catchment Management; Ecotourism; Resource Economics
Lecturers	Ms Elna de Beer, Mr Fanuel Nleya, Dr Kudakwashe Musengi, Dr Lindy Thompson, Mr Lucky Lebepe, Mr Peter Hamming, Ms Rozanne Ernest, Dr Thabang Teffo and Mrs Wendy Collinson.
Academic Pillar Lead	Dr Kudakwashe Musengi

As conservation increasingly requires collaboration across landscapes, institutions, and national boundaries, the Advanced Certificate in Nature Conservation: Transfrontier Conservation Management NQF Level 6 continues to prepare professionals to navigate the complexities of modern conservation.

The programme is specifically designed to strengthen the competencies of conservation professionals working within and across transboundary conservation landscapes, where ecological integrity, governance complexity, and socio-economic considerations intersect. The qualification balances conceptual foundations with applied managerial and technical skills, ensuring that graduates are equipped to contribute meaningfully to protected area planning, implementation, and evaluation within their home institutions.

ACADEMIC CALENDAR OVERVIEW

The academic year was structured into two on-campus teaching semesters, with the Work-Integrated Learning

phase positioned between them. Semester 1 focused primarily on applied technical and managerial modules, while Semester 2 consolidated strategic, planning, and transfrontier governance competencies. Examinations were conducted at the conclusion of each semester, with supplementary assessments scheduled where required to support academic progression.

STUDENT COHORT AND ORIGINS

The 2025 cohort comprised 24 students representing conservation organisations from Malawi, Namibia, South Africa, and Zambia. This regional diversity enriched peer learning and facilitated the exchange of perspectives on conservation practice across different institutional and ecological contexts. Students were primarily drawn from national parks agencies, provincial conservation authorities, and non-governmental conservation organisations.

STUDENT PERFORMANCE AND ACADEMIC OUTCOMES

Overall, student performance in 2025 was strong, with all students successfully completing both formative and summative assessments across the 13 modules. Mean module marks ranged from satisfactory to strong, reflecting

consistent engagement with course material and applied tasks. Performance trends indicated particular strength in Natural Resource Protection, Transfrontier Conservation Management, and Community-Based Natural Resource Management. The structured assessment framework, combined with academic support and clear performance expectations, contributed to the cohort's overall success.

Table 2: Module details

Module Name	Code
Environmental Development Planning	EDP 415
Community Based Natural Resources Management	CBM 413
Biodiversity Management	BVM 411
Natural Resources Protection	NRP 421
Transfrontier Conservation Management	TFC 422
Ecotourism	ECT 423
Catchment Management	CAM 412
Financial Management	FIM 426
Geographical Information Systems	GIS 424
Conservation Research	CRS 414
Human Resources Management	HRM 427
Land Use Planning	LUP 425
Resource Economics	REC 412



A structured Work-Integrated Learning component enabled students to apply their knowledge directly within their workplaces, reinforcing learning through real-world conservation challenges.

The programme achieved a 100% pass rate. On completion of the programme, the following students were awarded the Advanced Certificate in Nature Conservation: Transfrontier Conservation Management.

Table 3: Students who completed the Advanced Certificate in Nature Conservation Qualification in 2025

Name	Organisation
Malawi	
Billiat Zidana	African Parks / Majete Wildlife Reserve
Namibia	
Dorothy Tjirimoyo Katjiuaende	Ministry of the Environment, Forestry and Tourism (MEFT), Khaeb (Sperrgebiet) National Park
South Africa	
Agelaite Tsundzukani Mabunda	South African National Parks / Kruger National Park
Alfred George Short Fouche	FUB Fraaiuitzicht conservancy
Amos Gazide	South African National Parks / Kruger National Park
Avhurengwi Alfred Nelukalo	South African National Parks / Mapungubwe National Park and World Heritage Site
Daniel Sehloho	South African National Parks / Table Mountain National Park
Denovan Zanden Brown	South African National Parks / Tsitsikamma National Park
Eddie Sibuyi	South African National Parks / Kruger National Park
Jadre Kruiper	South African National Parks / Kalagadi Transfrontier Park
John Brooks	South African National Parks / Karoo National Park
Julandi Coetzee	South African National Parks / West Coast National Park
Laurinties Rooi	South African National Parks / Agulhas National Park
Lindiwe HP Phiri	Mpumalanga Tourism and Parks Agency / Head Office
Macdonald Matjilane Ntelele	Mpumalanga Tourism and Parks Agency / Blyde Canyon Nature Reserve (Swadini Section)
Morris Kondile	Eastern Cape Parks and Tourism Agency / Tsolwana Nature Reserve
Nyiko Lancelot Sambo	South African National Parks / Mapungubwe National Park and World Heritage Site
Pongola Sharlot Bukeka	Eastern Cape Parks and Tourism Agency / Oviston Nature Reserve
Samkele Hinana	South African National Parks / Marakele National Park
Sicelo Kabalaza	Eastern Cape Parks and Tourism Agency / Tsolwana /Commando Drift Nature Reserve
Vutivi Marima	South African National Parks /Kruger National Park
Zambia	
Mulenga Chasaya	Zambia Department of National Parks and Wildlife / South Luangwa National Park
Phaides Munyanga	Zambia Department of National Parks and Wildlife / Kafue National Park
William Thembis0 Phiri	Zambia Department of National Parks and Wildlife / South Luangwa National Parks

ACKNOWLEDGEMENTS AND DONORS

The SAWC extends sincere appreciation to all conservation organisations, donors, and staff who contributed to the successful delivery of the 2025 Advanced Certificate programme. Particular acknowledgement is extended to partner parks and agencies that supported field-based learning components. Donors who supported the 2025 NQF 6 cohort included:

- Ball Family Foundation
- Chamberlain Foundation Trust (Craig and Kathleen Hay Bursary)

- Friends of African Wildlife
- Foundation Segré
- Investec Bank Limited
- KfW Stiftung
- Southern African Wildlife College Trust

Their continued support remains integral to advancing high-quality, applied conservation education across the region.

OCCUPATIONAL QUALIFICATIONS PILLAR

59949: National Certificate in Nature Conservation–Natural Resource Management

Programme details	
Programme Name	National Certificate in Nature Conservation-Natural Resource Management
Accrediting Authority	Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority (CATHSSETA)
Credits	144
National Qualifications Framework (NQF) level	5
Number of Academic Year(s)	1-year programme
Modules	Communication Skills; Analyse and Communicate Workplace Data; Philosophy and Ethics of Conservation; Legislative Guidelines; Personnel Management; Vegetation Management; Animal Management; Catchment Management; Infrastructure Management; Cultural Sites Management; Ecosystem Integrity; Environmental Education; Introduction to Protected Area Management Plans
Lecturers	Mr Elias Jijide, Mr Fanuel Nleya, Dr Kudakwashe Musengi, Dr Lindy Thompson, and Mr Victor Seale
Academic Pillar Lead	Mr Christopher Kafoteka

For nearly three decades, the Natural Resource Management programme has served as one of the College's flagship qualifications, addressing the need for skilled operational conservation practitioners across Southern Africa.

Designed through a consultative needs-analysis process involving conservation stakeholders across the Southern African Development Community (SADC) region, the qualification has been adapted to address the practical competencies required to support effective protected area operations. Its structure and outcomes align with the NQF Level 5 requirements, ensuring that graduates are equipped to fulfil the demands of field-based conservation roles.

- The programme specifically focuses on developing the core operational competencies required within protected areas, including:
- a) Managing a workplace at an operational level – with emphasis on leadership, operational planning, team supervision, communication, problem-solving, and informed decision-making.
 - b) Managing available resources effectively – covering resource allocation, budgeting, logistical coordination, supply chain management, and optimisation of operational efficiency.
 - c) Enforcing compliance with applicable conservation legislation – ensuring students understand relevant laws, policy interpretation, monitoring and evaluation processes, enforcement strategies, reporting requirements, and engagement with stakeholders.

PROGRAMME IMPLEMENTATION METHODOLOGY

The Natural Resource Management Terrestrial Level 5 programme applied a multifaceted training methodology that integrated theoretical instruction with practical, field-based learning. Students participated in contact sessions at the College, where facilitators delivered structured learning supported by comprehensive training manuals and collaborative engagement with peers.

To extend learning beyond the classroom, the programme employed Google Classroom as its primary online platform, allowing students to access digital resources, lesson materials, and support content. Google Meet enabled virtual discussions and follow-up sessions, while WhatsApp groups facilitated efficient communication between students, facilitators, and peers.





The Work-Integrated Learning component formed a critical part of the programme, with workplace mentors providing guidance and oversight as students applied classroom concepts within real conservation environments. Assessments were conducted both during contact blocks and through online submissions, enabling students to demonstrate their understanding and practical competence continuously.

Although some students experienced challenges balancing Work-Integrated Learning responsibilities with academic requirements, targeted support from the College staff, through regular engagement with

workplace mentors, both in person and online – helped ensure that all participants were able to complete the programme successfully.

ACADEMIC CALENDAR FOR 2025

The academic year followed a structured calendar comprising contact blocks, workplace learning, and assessment periods. Minor adjustments were made to align graduation with exit moderation requirements. The Integrated Summative Assessment was conducted from 25 – 26 August 2025, and graduation was successfully held on 04 December 2025.

Table 4: Academic Calendar overview

Dates	Programme
20-22/01/2025	Student Arrival and Campus Orientation
23/01/2025	Academic Induction at the SAWC
24/01/2025	College Student Registration
27/01/2025 to 17/04/2025	Block 1 (Semester 1) at the SAWC
18/04/2025 to 21/04/2025	Easter Break
22/04/2025 to 16/05/2025	Activity-based Work-Integrated Learning in Different Workplaces. Late arrivals catch-up contact at the SAWC
20/05/2025 to 08/08/2025	Training Block 2 and Practical at the SAWC
11/08/2025 to 15/08/2025	Field Excursion to Kruger National Park and Songimvelo Game Reserve
18/08/2025 to 22/08/2025	Revision, Assessments, & Re-assessments at the SAWC
25/08/2025 to 26/08/2025	Integrated Summative Assessment at the SAWC
01/09/2025 to 30/11/2025	Applied Learning in Workplaces
04/12/2025	Graduation

CLASS COMPOSITION AND DIVERSITY

The 2025 class consisted of 26 learners (18 males, eight females) representing five conservation organisations across Angola and South Africa. Collectively, the class brought extensive professional experience to their studies.

This wide-ranging exposure enriched both classroom discussion and field-based activities, allowing students to draw on varied ecological contexts, protected area management systems, and conservation challenges.

Table 5: Student numbers per organisation in 2025

Organisation	Number of Students
Eastern Cape Parks and Tourism Agency	2
Kube Yini Private Game Reserve	1
Mpumalanga Tourism and Parks Agency (MTPA)	1
National Institute of Biodiversity and Conservation (INBC), Angola	6
South African National Parks (SANParks)	16



FIELD TRIPS TO ENHANCE LEARNING BY DOING

The Natural Resources Management Terrestrial NQF 5 programme in 2025 included immersive field trips that played a pivotal role in students' learning journeys. These trips allowed students to apply theoretical knowledge in practical settings, engaging with real-world conservation challenges and best practices. Visits to diverse ecosystems

and conservation areas enabled students to observe first-hand the complexities of managing natural resources, biodiversity, and ecosystems. Interactions with park rangers, conservationists, and wildlife experts provided invaluable insights into the latest conservation strategies and challenges. The field trips also created valuable networking opportunities, allowing students to build connections with industry professionals and their peers. These experiences enriched their learning while fostering a strong sense of community among the next generation of conservation leaders.

Table 6: Varied places visited for work or field practical experience

Place of visit	Purpose
Barberton Makhonjwa World Heritage Site	Cultural heritage management and World heritage site nomination
Songimvelo Nature Reserve	Protected area management planning
Thulamela Cultural Site	Cultural site documentation
Butsini Cultural Village	Swati culture
Mtongane Cultural Village	Cultural site documentation
Maholoholo Animal Center	Wildlife in captivity; Animal welfare
Lebata Elephant Hall	Environmental education
Panorama Scenic Route (MTPA Reserves)	Vegetation classification and catchment management
Hans Hoheisen Wildlife Research Station	Wildlife diseases
Andover Nature Reserve	Vegetation monitoring techniques practicals; Infrastructure management
Snake Park (Hoedspruit)	Reptile identification
Skukuza Nursery	Plant propagation and nursery management; Identification of plants; Plants for medicinal use; Specially protected plants, Plant propagation and care
Skukuza Boma	Game capture and translocation; Animal care and welfare; Different methods of game capture
Kruger National Park Skukuza Herbarium	Collection and preservation of plants and animals; Herbarium techniques and herbarium management
Klaserie River	Catchment management – River assessment using MiniSASS
Kempiana Property-College Training Area	Infrastructure Management; Erosion control - road maintenance, etc.

WORKPLACE ASSESSMENTS, STUDENTS AND MENTORS

The workplace site visits conducted during the NQF 5 programme in 2025 were a crucial component of ensuring applied learning and adherence to set standards. The following organisations were visited in 2025, allowing for comprehensive monitoring of student progress and mentor support:

- Augrabies Falls National Park (South Africa)
- Instituto Nacional da Biodiversidade e Conservação (Angola)
- Kruger National Park (South Africa)
- Marakele National Park (South Africa)
- Mpumalanga Tourism Parks Agency (South Africa)
- Quissama National Park in Angola
- Table Mountain National Park (South Africa)

These visits enabled the programme team to assess first-hand the implementation of conservation practices, provide targeted support to students and mentors, and address specific challenges faced in the workplace. Additionally, the visits served as an opportunity to promote

the upcoming 2026 programme, engaging with potential students and stakeholders to foster future collaborations and identify emerging conservation talent. Reserves that could not be visited were monitored online through the Google Classroom platform.



STUDENT PERFORMANCE AND ACADEMIC OUTCOMES

Learners' performance was monitored through formative, summative, and integrated assessments. Learners

requiring reassessment received targeted support. All learners ultimately demonstrated competence across all modules and unit standards, achieving the qualification requirements.

Table 7: Students who completed the Natural Resource Management NQFS Qualification in 2025

Name	Organisation
Angola	
Ernesto Lubukilo Domingos	National Institute of Biodiversity and Conservation (INBC) / Parque Nacional do Quicama
Estevão Maquengo Daniel	National Institute of Biodiversity and Conservation (INBC) / Parque Nacional do Quicama
Francisco Chikute Luyando	National Institute of Biodiversity and Conservation (INBC) / Parque Nacional do Quicama
José Antonio Dianguessa	National Institute of Biodiversity and Conservation (INBC) / Iona
José Maria Alves	National Institute of Biodiversity and Conservation (INBC) / Bicular National Park
Juliano Mbuta Jorge	National Institute of Biodiversity and Conservation (INBC) / Mupa National Park
South Africa	
Cathrine Tinyiko Ndlovu	South African National Parks / Marakele National Park
Dawid Pienaar	South African National Parks / Augrabies Falls National Park
December Shabangu	South African National Parks / Kruger National Park
Duwayne Kurt Bartlett	South African National Parks / Table Mountain National Park
Elvis Chabalala	South African National Parks / Golden Gate Highlands National Park
Fagan Russell Goodheart	South African National Parks / Table Mountain National Park
Jason Clifton Filander	South African National Parks / Bontebok National Park
Khomotso Olgah	South African National Parks / Kruger National Park
Leonard Lucky	South African National Parks / Kruger National Park
Mpho Ishmael Motaung	South African National Parks / Golden Gate Highlands National Park
Nomvuyiso Mndende	Eastern Cape Parks and Tourism Agency / Baviaanskloof Nature Reserve
Obed Hlayisani Ndlovu	South African National Parks / Marakele National Park
Sevenzile Nevermind Sibiya	South African National Parks / Kruger National Park
Siyanda Balasana	South African National Parks / West Coast National Park
Siyanda Mpanza	Kube Yini Private Game Reserve
Thabang Faith Smouse	South African National Parks / Camdeboo National Park
Thembinkosi Sam Mdaka	South African National Parks / Kruger National Park
Thulani Maxwell Mahlangu	Mpumalanga Tourism and Parks Agency / Barberton Nature Reserve
Verouxze Shante Morris	South African National Parks / Garden Route National Park, Wilderness section
Yekiswa Magqazolo	Eastern Cape Parks and Tourism Agency / Dwesa/ Cwebe Nature Reserve

ACKNOWLEDGEMENTS AND DONORS

We extend our heartfelt gratitude to our donors, whose generous contributions played a pivotal role in the success of the Natural Resource Management class of 2025. The support from **Friends of African Wildlife, KfW Stiftung,**

Foundation Segré, the Southern African Wildlife College Trust and the **United Nations Development Programme (UNDP)**, which sponsored the Angolan students, was instrumental in bridging critical funding gaps, ensuring that financial constraints did not hinder the aspirations of our students.

NATURAL RESOURCE MANAGEMENT CLASSES OF 2025: GRADUATION

The celebrations began on 03 December with the Student Dinner – an evening of good food, laughter, and shared stories that set the tone for the days to follow. This year’s theme, Learn, Grow, Collaborate and Achieve, invited reflection, but the atmosphere was one of joy and celebration.

Students took full advantage of the moment, showcasing their comic talents through tales about late-night assignments, shared campus experiences, and inside humour that the classmates fully appreciated and gave other guests a good chuckle. From playful nicknames for lecturers to witty punchlines, the evening celebrated collective effort, resilience, and the strong bonds formed along the way. A particularly touching moment came when one of our lecturers, Mr Fanuel Nleya, was presented with gifts from his students, including a portrait, in appreciation of his dedication, late nights, and ongoing mentorship. As is tradition at the student dinner, the staff served the students and presented them with a memento that embodied the theme and the resilience they will need in their journeys ahead.

The following day, the graduation ceremony opened in vibrant African style. A dynamic traditional dance group, dressed in colourful attire, led the academic procession, followed by academic staff in full regalia, and finally the graduands themselves. The energy and colour set the stage for a formal yet deeply meaningful ceremony.

In her opening address, the SAWC CEO and Vice-Chancellor, Mrs Theresa Sowry, reminded graduands

that this was not simply the end of a programme, but the beginning of a responsibility. She spoke to the courage required to work in conservation and encouraged students to hold firmly to the belief that tomorrow can be better if we choose to act differently today. A career in conservation, she noted, is not for the faint-hearted, but it is profoundly needed.

The keynote address was delivered by Dr Wiseman Ndlovu, Deputy Director at the African Wildlife Economy Institute (AWEI) and Extraordinary Lecturer at Stellenbosch University. He reminded students that they were being entrusted with the responsible stewardship of the continent’s natural heritage, a responsibility that demands integrity, knowledge, and care.

With the formalities complete, the capping of students and awarding of certificates followed, alongside the presentation of academic awards and scholarships. As each graduand stepped forward, it was clear how significant this moment was – not only for the students themselves, but also for their families, some of whom had travelled long distances to be present.

Twenty four Advanced Certificate in Nature Conservation: Transfrontier Conservation Management NQF Level 6 programmes and 26 Students from the Natural Resource Management: Terrestrial NQF Level 5 received recognition for outstanding achievement, commitment, and progress. Applause filled the room as peers, staff, and families celebrated each graduate with genuine pride.

AWARD RECIPIENTS

NQF Level 6

- **Best Biodiversity Management Student – Friends of African Wildlife Award:** Denovan Zanden Brown, South African National Parks – Tsitsikamma National Park, South Africa
- **Best Financial Management Student:** Mulenga Chasaya, Department of National Parks and Wildlife – South Luangwa National Park, Zambia
- **Best TFCA (Transfrontier Conservation Area) Student – The Late Ernest Mokganedi Award:** Billiat Zidana, African Parks – Majete Wildlife Reserve, Malawi
- **Best South African Student – WWF-SA Award:** Denovan Zanden Brown, South African National Parks – Tsitsikamma National Park, South Africa
- **Best Student Overall:** Billiat Zidana, African Parks – Majete Wildlife Reserve, Malawi

NQF Level 5

- **Most Committed Student – Hans Hoheisen Award:** Duwayne Kurt Bartlett, South African National Parks – Table Mountain National Park, South Africa
- **Most Improved Student – Rosie Sturgis Award:** Francisco Chikute Luyando, Parque Nacional da Cangandala, Angola
- **Best Practical Student and Most Committed Protected Area Management Student – Global Conservation Corps Anton Mzimba Award:** Thabang Faith Smouse, South African National Parks – Camdeboo National Park, South Africa
- **Best Student Overall:** Elvis Chabalala, South African National Parks – Golden Gate Highlands National Park, South Africa

The following NQF Level 5 students were awarded **Southern African Wildlife College Trust scholarships** to continue their studies at NQF Level 6 in 2026:

- Thabang Faith Smouse, South African National Parks, Camdeboo National Park, South Africa
- Elvis Chabalala, South African National Parks – Golden Gate Highlands National Park, South Africa
- Thulani Maxwell Mahlangu, Mpumalanga Tourism and Parks Agency - Barberton Nature Reserve, South Africa

As the dance group once again led everyone out, there was a shared sense of relief, pride, and joy. This was more than a graduation. It was a recognition of perseverance, teamwork, sacrifice, growth, and a collective commitment to safeguarding the natural world.

Our sincere thanks go to the donors who supported the students on these programmes. Your investment in this programme has far-reaching implications, empowering a group of dedicated conservationists to drive positive change in their communities and beyond. The SAWC is deeply indebted to your kindness and vision, and we look forward to continuing our partnership in shaping the future of natural resource management in Africa.

We also acknowledge the conservation organisations that granted students study leave, enabling them to pursue their academic goals. Our students' families have been a constant source of encouragement and support, and we thank them for their unwavering commitment.

Congratulations to the Classes of 2025. Your journey continues, and conservation is better for it!



YOUTH ACCESS: CONSERVATION BRIDGING PROGRAMME

Since its launch in 2010, the Youth Access Conservation Bridging Programme has provided a pathway into conservation for young people who may not otherwise have access to the sector. In response to changing industry needs, the programme has evolved into the Eco-Ranger model, equipping participants with a broader range of skills and creating more diverse career opportunities.

The six-month programme combines classroom learning, practical field training, workplace experience, and accredited skills development. In 2025, 15 young people from Gauteng, Limpopo, Mpumalanga, and the North West Provinces participated in the programme.

A particularly encouraging milestone was the strong representation of women, who made up approximately two-thirds of the cohort – the highest female participation rate in the programme's 15-year history.

STUDENTS' ACHIEVEMENTS

The Youth Access: Conservation Bridging Programme students showed remarkable progress after completing five modules, with students achieving competency across all five. This was a testament to their hard work and dedication.

The results clearly indicated that they were ready to take the next step in their academic journey and were prepared for the practical application component of the Eco-Ranger Skills Programme in the workplace.

Table 8: Modules Completed

	Dates
Basic Communication Skills	25 June to 08 July 2025
Basic Computer Skills	9 July to 16 July 2025
Mathematical Literacy	17 July to 30 July 2025
Eco -Ranger	31 July to 22 August 2025
Business Purpose Firearms Competency Training	29 September to 3 October 2025

Eco-Ranger Practical Skills Application

During this component of the Youth Access: Conservation Bridging Programme, the 15 students applied their knowledge and skills in a practical, immersive environment. Through this training, they developed the skills to

implement ecological principles in conserving biodiversity, learned to identify and monitor endangered species, and gained an understanding of ecosystem balance. With hands-on experience using specialised tools and equipment, they conducted field surveys, collecting vital data on biotic and abiotic factors that impact ecosystems.

As they honed these critical skills, the students transformed into well-rounded Eco-Rangers, equipped to help tackle the complex challenges facing conservation today.

Work-Integrated Learning

The Work-Integrated Learning component of the Youth Access: Conservation Bridging Programme provided the 15 youth with a unique opportunity to apply their knowledge and skills in real-world settings. Deployed across four nature reserves – Andover Game Reserve, Madikwe Game Reserve, Manyeleti Game Reserve, and Modjadji Nature Reserve – located in the provinces they call home, the students gained hands-on experience in conservation practices.

Under the guidance of experienced workplace mentors, they were immersed in the daily operations of the reserves, applying theoretical concepts to practical scenarios and developing valuable insights into biodiversity management. The six-week placement allowed them to work alongside professionals, honing their skills and gaining confidence in their abilities.

Notably, the students also had the incredible opportunity to spend time in the world-renowned Kruger National Park, broadening their understanding of conservation management and the complexities of overseeing large ecosystems. This invaluable experience equipped the students with the skills, knowledge, and networks to successfully bridge into the conservation sector or go onto further study

The programme achieved a 100% pass rate, with student performance including:

- 1 Distinction
- 9 Outstanding Results
- 4 Commendable Results
- 1 Pass

Table 9: Names of the youth and their respective sponsors

Name	Gender	Sponsor
Boitumelo Mafora	F	Hans Hoheisen Charitable Trust
Hlayisani Vusenga	M	Friends of African Wildlife
Innocent Zitha	M	Friends of African Wildlife
Kedibone Marvel Mabunda	F	Hans Hoheisen Charitable Trust
Keolebogile Eunice Moreti	F	Hans Hoheisen Charitable Trust
Marubini Masindi	F	Hans Hoheisen Charitable Trust
Meriba Zitha	F	Italtile and Ceramic Foundation Trust
Mpumelelo Natashe Mathebula	F	Italtile and Ceramic Foundation Trust
Perfect Malapane	M	Italtile and Ceramic Foundation Trust
Phomudzo Malatji	M	Friends of African Wildlife
Rachel Ndubane	F	Timbavati Foundation
Rivoningo Hopwell Marima	F	Hans Hoheisen Charitable Trust
Sesi Michell Nendouvhada	F	Metamorphosis Foundation
Thabang Sifiso Myeni	M	Metamorphosis Foundation
Twarisani Ndlovu	F	Hans Hoheisen Charitable Trust





UNIVERSITY GROUPS AND INTERNATIONAL LEARNING EXPERIENCES

The College experienced one of its busiest years to date, hosting 26 groups from across Africa, Europe, North America, and Asia. These engagements provide students, researchers, and conservation professionals with opportunities to learn directly from conservation practitioners while experiencing the realities of conservation in Southern Africa.

Institutions hosted during the year included:

- **Belgian Veterinary Groups**
- **Dutch Veterinary Groups**
- **Grand Valley State University**
- **Indian Institute of Wildlife**
- **Indiana State University**
- **Marshall University**
- **Michigan State University**
- **Southern Utah University**
- **Tarleton State University**

In addition to the visiting groups, the Good Work Foundation guiding programme was the primary training commitment for the unit in 2025, with four cohorts coming through across the year. Students improved consistently throughout, and by November, all students had been declared competent in written assessments and were preparing for their guiding evaluations.

We also partnered with organisations including Global Conservation Corps, Katie Adamson Conservation Fund, and Warriors of African Wildlife.

Learning experiences ranged from community engagement and ecological field research to rhino conservation, bird-ringing, ranger operations, K9 demonstrations, and discussions around land claims and protected area management.

One highlight saw students from Grand Valley State University participate in marula tree research and engage with community elders in Manyeleti, gaining valuable insight into the relationship between conservation, culture, and land stewardship.

Another memorable experience involved youth from Welverdiend participating in Global Conservation Corps' outreach activities, including exposure to the College's Airwing operations.

These programmes continue to strengthen the College's international partnerships while creating opportunities for cross-cultural learning, knowledge exchange, and future collaboration.



Conservation Science

CONSERVATION SCIENCE (BIODIVERSITY AND ENVIRONMENTAL)

BRIDGING THEORY, PRACTICE AND LEADERSHIP

The Conservation Science thematic area remains central to the Southern African Wildlife College's mandate because effective conservation depends on people who can interpret complex ecological systems, respond to rapidly changing environmental pressures, and apply practical solutions within real-world landscapes. Under the SAWC Strategy 2030, this thematic area advances the protection, conservation, management and restoration of biodiversity and natural resources through applied learning, regional collaboration, and qualifications that strengthen conservation leadership across Southern Africa.

In 2025, this vision moved decisively from strategy into implementation through the continued development and accredited delivery of the Diploma in Applied Natural Resource Management. Recognised on the South African National Qualifications Framework (NQF) at Level 6, the three-year qualification was designed specifically to bridge the gap between academic theory and the operational realities faced by conservation practitioners working in protected areas, community-managed landscapes, and transfrontier conservation areas.

Following accreditation by the Council on Higher Education and Training at the end of 2024, 2025 became the first full year of formally accredited delivery for the original pilot cohort. Rather than focusing on rapid expansion, the year centred on strengthening academic systems, quality assurance, learner support, and institutional readiness under accredited conditions. Teaching resumed for the outstanding second-year credit-bearing modules, while structured assessments and supervised field-based practical learning ensured that students could apply theoretical concepts directly in conservation settings.

By the end of the year, 34 learners had been formally registered within the accredited qualification, with 22 successfully progressing into the third and final year of study. Before formal accreditation, the College

introduced aligned short courses covering core curriculum components, allowing students to build practical skills and foundational knowledge while accumulating credits progressively. Once accreditation was secured, eligible learners were able to transition into the diploma through a formal credit transfer process, ensuring continuity while maintaining academic standards.

The programme now occupies an important place within the SAWC Strategy 2030's commitment to developing accredited qualifications that complement occupational training and short courses, while strengthening professional pathways for conservation practitioners across the region.

Within the Conservation Science thematic area, teaching methodologies continue to be grounded in inclusive, practice-oriented learning that reflects the realities of the Southern African conservation landscape. Students and practitioners entering the SAWC's programmes represent a wide range of nationalities, cultures, professional backgrounds, and conservation contexts, requiring learning approaches that are both academically rigorous and contextually responsive.

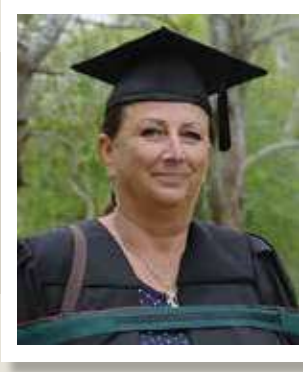
The diploma combines supported online learning with intensive field-based application. The first two years allow working professionals to remain employed while studying through structured online engagement, guided self-study, peer exchange, and formative assessments. During the first and second year, two intensive on campus practical assessments and examinations are also conducted. The third year introduces project-based Work-Integrated Learning, where students apply knowledge directly to operational conservation challenges under supervision.

Across all modules, the curriculum blends theoretical foundations with experiential learning, case-based discussion, reflective practice, and field application. This approach ensures that scientific concepts are not taught in isolation, but are consistently linked to the ecological, social, and governance realities shaping conservation outcomes across Southern Africa.



As Conservation Science Lead, **Wendy Collinson**, explains:

“In my teaching, I make a conscious effort to adapt my approach to the diverse backgrounds, nationalities, learning needs, and professional experiences of the students and practitioners I work with. Through designing inclusive activities and using culturally responsive examples, I believe I create space for participants to connect theory meaningfully to their own contexts.”



This emphasis on contextual relevance and reflective teaching practice is echoed by lecturer **Dr Siphon Mbonani**, whose approach prioritises leadership development, community engagement, and applied conservation impact:



“As Alice Omaggio Hadley (author of Teaching Language in Context) noted, the ongoing process of reflecting on and refining one’s teaching is central to effective education. This perspective guides my approach at the College, where I teach a diverse cohort of students and practitioners.”

The diversity of the student cohort continues to strengthen peer learning and regional exchange within the programme. By valuing the varied conservation realities across Southern Africa, the Conservation Science thematic area is helping cultivate graduates who are not only academically capable but strategically equipped to contribute to conservation leadership, community empowerment, and sustainable environmental stewardship.

For many students, the diploma represents both professional advancement and personal transformation. A student from the pioneering diploma cohort, **Sinethemba Mkulungu**, reflected:

“The diploma has helped me in both my personal and professional development. It has expanded my knowledge, increased my confidence, and improved my leadership capacity in conservation. It will provide further opportunities for me to pursue my studies and advance my career.”



For students supported through bursaries, access to accredited higher education has also reduced significant financial barriers to participation as diploma student, **Zoliswa Daki** says:



“Receiving a bursary from Fondation Audemars Watkins made a meaningful difference in my journey. Financial support reduced the stress of tuition costs and allowed me to focus more on my studies. The bursary gave me hope, encouragement, and the opportunity to pursue my goals without giving up due to financial challenges.”

Another student from the diploma cohort, **Nketso Mphake**, highlighted both the academic and practical value of the programme:

“This opportunity has given me both academic and practical exposure that has strengthened my scientific knowledge and research skills. The practical exposure improved my fieldwork techniques as I can use different GIS software such as Esri ArcGIS, Google Earth Pro and Earth Ranger, including data collection and species identification.”



The programme’s emphasis on applied communication and evidence-based practice has also strengthened students’ professional confidence and sector relevance as third year diploma student, **Johannes Arthur Matabata**, mentions:



“The diploma has offered significant personal and professional value. It has provided formal recognition of my skills in a sector where qualifications remain important for credibility, partnerships, and progression. It has strengthened my capacity to produce high-quality, evidence-based documentation – something that has become a defining feature of my work.”

As the cohort moves into the final phase of Work-Integrated Learning in 2026, the Diploma in Applied Natural Resource Management is already demonstrating the role accredited, applied conservation education can play in strengthening conservation leadership, institutional resilience, and regional capacity development across Southern Africa.



For many students, the Diploma in Applied Natural Resource Management has been more than an academic qualification; it has been a deeply personal journey shaped by field experience, resilience, financial support, and a growing sense of purpose within conservation.

Here, diploma student **Kealeboga Moshupa** reflects more fully on her years of study, practical learning, and personal transformation, offering an honest account of the realities, challenges, and aspirations that continue to shape the next generation of conservation practitioners across Southern Africa.



FROM ASPIRATION TO ACTION:
REFLECTING ON MY DIPLOMA JOURNEY

As I sit down to reflect on my journey in the Diploma in Applied Natural Resource Management, my heart is full of gratitude, growth, and amazement at how far I have come. This journey has been both challenging and transformative, shaping not just the professional I am becoming, but the person I am learning to be.

When I first started the diploma, I was filled with aspirations and dreams of making a real difference in conservation and natural resource management. Yet, I could not have anticipated the depth of learning, the hands-on experiences, and the personal resilience I would discover along the way.

Working at Borakalalo Nature Reserve has been life-changing. From early mornings tracking wildlife to assisting in ecological surveys, every day in the field taught me lessons that no textbook could ever provide. I often wrote in my journal, **“The forest may be silent, but it teaches those who listen; today I am learning to hear its lessons.”**

The practical experiences I gained monitoring species, managing habitats, and engaging with communities allowed me to grow professionally. I learned to make decisions under pressure, to work as part of a team, and to appreciate the delicate balance between humans and the natural world. These skills are invaluable and have given me the confidence to step into leadership roles in conservation.

I remember one moment vividly during fieldwork when I had to respond to a poaching alert. My training kicked in, and I realised, **“Every track I follow, every challenge I face, I am shaping my purpose in this world.”**

The bursary support I received from Fondation Audemars Watkins has been equally transformative. Without it, pursuing this diploma would have been nearly impossible. It gave me the freedom to focus fully on my studies and practical work, without the constant worry of financial burdens. It also meant that I could continue to support my dependents, ensuring they had stability while I pursued my dreams.

I often reflected, **“This bursary is more than financial support; it is a bridge to my dreams, not just for me but for everyone I care about.”**

Of course, this journey was not without its challenges. There were times when the workload felt overwhelming, and moments of self-doubt crept in. But each obstacle became a lesson in resilience and perseverance. I learned that growth does not happen in comfort; it happens in challenge, in pushing past limits, and in refusing to give up.

I wrote in my journal: **“I may have started small, but every step in the field brings me closer to making a real difference for our environment.”**

Looking back, the value of this diploma goes far beyond technical knowledge. It has shaped my character, my work ethic, and my vision for the future. It has taught me that conservation is not just a profession; it is a calling, one that demands dedication, compassion, and a willingness to learn continuously.

As I approach the final stages of my practical work, I am filled with hope and determination. I carry with me every lesson, every challenge, and every triumph of these years. I know that the seeds I have planted through this journey, through learning, fieldwork, and unwavering dedication, will grow into a forest of positive change.

Another note added to my journal: **“I am planting seeds today that will grow into a forest of change tomorrow.”**

This diploma has been more than an academic achievement; it has been a journey of self-discovery, empowerment, and purpose. It has opened doors for my career, strengthened my ability to support my family, and given me the tools to make a real impact in conservation.

I am proud of how far I have come, and I am excited for the future I am building, one rooted in passion, knowledge, and unwavering commitment to protecting our natural world.

K.L. Moshupa



COLLABORATION AND ENGAGEMENT –
INSTITUTIONS OF HIGHER LEARNING

Innovation lies at the heart of the College’s approach to advancing conservation education, research and training. Through applied research, the testing of new ideas and technologies, and strategic partnerships, the College continues to support shared objectives across the higher education, research and conservation sectors while fostering regional and international collaboration and cultural exchange.

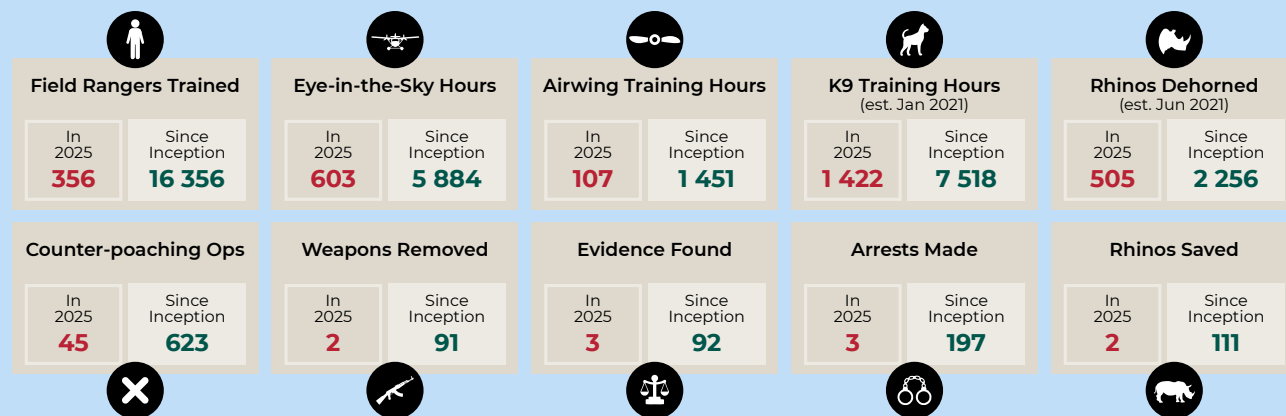
Members of the Conservation Science team work closely with other Institutions of Higher Learning to strengthen programme development, academic articulation and opportunities for student progression and exchange. These collaborations also provide valuable platforms for sharing expertise, advancing research and building conservation capacity across the region.

Through formal partnerships with these institutions, including the University of Mpumalanga, African Leadership University – School of Wildlife Conservation, the College of African Wildlife Management (MWEKA), the Regional Post-Graduate Training School on Integrated Management of Tropical Forests and Lands (ERAIFT), and the University of Parma (UNIPR), the College promotes knowledge exchange, collaborative research and innovation.

Joint initiatives include the development of research projects and funding proposals, the co-authoring of scientific publications, academic exchanges involving students, lecturers and researchers, the design and delivery of innovative educational and field-based learning activities, and the hosting of masterclasses, conferences and workshops that strengthen professional networks and contribute to the advancement of natural resource management.

Publications and Outputs (SAWC)

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- Bio Keri, A., De Groot, J., Hamming, P., Ntie, S., Nago, S., Ahouandjinou, E., & Gardiner, A. (2026). Effects of grazing regimes on ground-dwelling small mammal distribution and abundance in rangelands at Gravelotte, South Africa. African Journal of Range & Forage Science, 43(1), 55–67.
- Buton, C., Bhardwaj, M., Collinson-Jonker, W., Seiler, A., Van der Ree, R., & de Bouville, J. (2025), IENE strategic call to action – Mind the fences! A strategic call to action to better address and mitigate ecological impacts of fencing.
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Protected Area Integrity

BEYOND LAW ENFORCEMENT



STRENGTHENING CONSERVATION BEYOND LAW ENFORCEMENT

Protected area integrity depends on far more than law enforcement alone. It requires skilled and ethical conservation practitioners who can navigate complex ecological, social, and operational challenges. Throughout 2025, the Protected Area Integrity (PAI): Beyond Law Enforcement thematic area continued to strengthen its programmes through investments in training infrastructure, curriculum development, operational excellence, and leadership development, ensuring that graduates are equipped to meet the evolving demands of conservation across Africa.

The year saw significant improvements to the Ranger Camp training environment. Four new student accommodation facilities were completed, increasing capacity while substantially improving the quality of the learning experience. Designed with durability, safety, ventilation, and functionality in mind, these facilities provide a more professional training environment that enhances student wellbeing, focus, and morale during intensive field-based programmes.

The development of these facilities was made possible through the generous support of the Tusk Trust Wildlife Ranger Challenge Grants programme. This investment continues to strengthen ranger wellbeing, training and professional development across Africa. By supporting improved accommodation infrastructure, Tusk has helped create an environment where future conservation practitioners can train, learn, and develop the skills required to safeguard protected areas and wildlife.

Importantly, the project also demonstrated the College's commitment to local economic development. Local contractors from neighbouring communities were intentionally engaged throughout construction, ensuring that employment opportunities, skills development, and financial benefits remained within the local economy. The completed huts stand as both practical infrastructure and a visible example of meaningful community partnership.

Alongside the accommodation upgrades, the College unveiled a purpose-built obstacle course designed to strengthen the physical and mental preparedness of future field rangers. Simulating the challenges commonly encountered in protected areas, the course develops endurance, resilience, decision-making, teamwork, and adaptability under pressure. Supported through funding from the Metamorphosis Foundation, the obstacle course adds another layer of realism to training and reinforces the College's commitment to producing highly capable conservation professionals.

EVOLVING TRAINING FOR A CHANGING CONSERVATION LANDSCAPE

As conservation challenges continue to evolve, so too must the competencies required of those working on the frontline. During 2025, the PAI team continued refining

and strengthening its training offerings to ensure they remain aligned with industry needs and international best practices.

Work also progressed on the development of a new Ranger Life Saver course under the leadership of Jeremy Hancock. The programme, currently under development, will combine First Aid, Stop the Bleed, and Emergency Response training aligned to both the Quality Council for Trades and Occupations (QCTO) and Department of Labour requirements. Once launched, it will fill a critical gap for rangers, guides, and communities operating in remote environments where access to emergency medical services is often limited.

This ongoing curriculum evolution reflects a growing recognition that modern field rangers require a diverse skill set extending beyond traditional law enforcement, encompassing emergency response, community engagement, ethical leadership, operational planning, and inter-agency collaboration.



Aerial Support Unit

CONSERVATION/COUNTER-POACHING IN 2025	Total operations	Operational areas	Conservation flight hours	Counter-poaching flight hours
	34	19	493	110
	Rhinos dehorned	Rhino carcasses located	Wounded rhinos located	Rhino calves located
	505	11	3	3

TRAINING IN 2025	Training flight hours	Total students
	107	64
	Ground-to-air students	Pilot licenses issued
	53	5

The College's training programmes are strengthened by direct access to operational conservation units that remain active across Southern Africa.

Throughout 2025, the SAWC's Aerial Support Unit continued to play a critical role in conservation operations, supporting rhino protection, counter poaching efforts, wildlife monitoring, pilot training, and emergency response. More than 500 rhinos were dehorned during the year across multiple reserves, helping reduce poaching risk while longer term conservation solutions are pursued.

Chief Pilot Bruce McDonald recalls one operation that highlighted the value of aerial conservation support:

"On that particular morning, someone reported a young female rhino in the communal area. She had broken out of Kruger National Park and wandered into a nearby village. The area is known for poaching activity, and the animal would not have survived the day without intervention.

I took off early and quickly located the rhino, but the challenge was far from over. Being so far from support, I had to coordinate veterinarians, game capture trucks, and other logistics while keeping constant watch. For nearly six hours, I orbited overhead, never taking my eyes off the animal to ensure its safety until the team arrived.

By last light, the veterinarians managed to dart the rhino, load her safely, and transport her to a secure location. It was a long, demanding operation, but ultimately a success – one more life saved.

Every hour in the air matters. Our aircraft are critical to protecting wildlife. Thanks to generous sponsors, we've been able to keep flying, saving rhinos, rescuing orphans, and helping apprehend poachers. This mission was a reminder that persistence in the sky translates directly into lives protected on the ground."

Beyond the technical demands of flying, Bruce McDonald has also spoken candidly about the emotional reality behind these operations:

"Hours and hours on end in the air to ensure they live another day. A mother shot and wounded dies, her young calf at her side, trying to suckle while hyenas feed on her lifeless body. It's hard to deal with – a feeling you never get used to. These scenes, orphaned calves nudging their mothers to wake up, leave you gutted. It is why we do what we do, and why we continue doing everything we can, even under the toughest conditions both physically and emotionally, to protect them."

Bruce's words remind us that conservation is not just a technical exercise but a profoundly human endeavour. The Aerial Support Unit's work, and every hour in the sky, translates directly into lives protected on the ground, whether rescuing vulnerable wildlife, supporting law enforcement, or ensuring rhinos survive another day.





K9 Unit

K9 UNIT OPERATIONS CONTINUE TO DELIVER IMPACT

The SAWC's K9 Unit continued to operate at full strength in 2025, combining intensive training with frontline counter poaching deployments. These dogs and their handlers remain a cornerstone of the College's conservation strategy, working hand-in-hand with the Aerial Support unit.

At the BARS (Board of Airline Representatives of South Africa) Summit held in early 2025, Deputy Dog Master Precious Malapane and Chief Pilot Bruce McDonald spoke about this collaboration, highlighting how aerial and canine teams complement each other's strengths. Their joint presentation underscored the reality that poaching and habitat destruction can only be addressed through

teamwork, where the precision of the aircraft and the persistence of the dogs create a powerful deterrent.

Alongside this external recognition, the year also marked an important leadership transition within the K9 Unit. Simon Mnisi was appointed Dog Master, while Precious Malapane was promoted to Deputy Dog Master. Both have progressed through the ranks of the unit and now represent a new generation of conservation leadership emerging from within the organisation.

Their appointments reflect the College's long term commitment to mentorship, transformation, and professional development. Under their leadership, the K9 Unit continued to strengthen operational readiness, advance training standards, and share expertise with conservation practitioners from across Africa and beyond.



The K9 Unit's impact in 2025 is reflected in both training and operational statistics. These impacts are best illustrated through the following key highlights:

COUNTER-POACHING IN 2025				TRAINING IN 2025		
Total operations	Successful operations (73 %)	Deployments from SAWC	Deployments from Skukuza	Demos and walk-outs	Pack dog tracks run	Line dog tracks run
11	8	5	6	62	175	316
Operational areas	Spoors picked up by dogs	Arrests made	Weapons removed	Helicopter trainings	Detection dog trainings	Total training hours
7	8	3	2	12	329	1 422
Evidence found	Rhinos saved					
3	2					

Wildlife Ranger Challenge 2025

WILDLIFE RANGER CHALLENGE: CELEBRATING AFRICA'S FRONTLINE GUARDIANS

On 20 September 2025, the SAWC hosted its third consecutive Wildlife Ranger Challenge (WRC) Race Day as a regional hub, joining more than 170 teams from across Africa in this continent-wide celebration of rangers. Tusk Trust's unique annual event has been bringing African rangers together since 2020. Now in its sixth year of participation, the SAWC team once again represented the College with pride.

The vision of WRC is to celebrate and support Africa's wildlife rangers by enhancing their livelihoods, improving their performance, and advocating for transformative changes in conservation through increased professionalism, training, and safety, all while fostering long-term impact and widespread participation in conservation efforts.

Following the pre-race day events in which all teams from across the region participate, race-day began in the early hours of the morning. As one of the race day hubs, our own teams assembled just after 04:00. Over coffee, muffins, and bananas, they prepared for the gruelling 21 km run, had their backpacks weighed, and took team photos. By 06:00, with a cool mist hanging over the College, the race was underway.

Seven Ranger Teams, One Goal

Seven official teams took part this year, including five teams from SANParks Kruger National Park – Marula South, Marula North, Nxanatseni South, Nxanatseni North, and the Special Ops & K9 Unit – along with one team from the all-female anti-poaching unit, the Black Mambas, and one representing the College. In keeping with the requirements of the Challenge, all rangers ran in full field gear, with men carrying 22 kg backpacks and women 10 kg backpacks, a powerful reminder of the weight they carry on patrol every day.

Community Spirit on the Course

The ranger teams were joined by four unofficial Comrades Marathon runners from the local community and nine runners and nine SAWC staff members, who provided extra energy, motivation, and camaraderie along the route.

The teamwork was palpable. When some of the rangers had issues with their backpacks, the teams slowed down to stay together. Songs broke out at key points, lifting spirits and encouraging everyone to push through the toughest stretches.

Race Results and Rankings

At our site, Team SAWC was the first to cross the finish line, completing the 21 km course in 2 hours 54 minutes. The final official team, the Black Mambas, came home in 4 hours 30 minutes – an achievement in itself, given the weight of their packs and the intensity of the run.

On the continental stage, Team SAWC ranked 52nd out of 104 verified results and secured 5th place in the Mixed Team category – a result that reflects their hard work and dedication throughout months of training. The team also excelled in the Wildlife Ranger Quiz, one of the official WRC training challenges that tests participants' wildlife and conservation knowledge. Competing against ranger teams from across Africa, Team SAWC achieved an outstanding third-place finish overall, making them one of the top-performing teams on the continent. This achievement was particularly fitting for the College, demonstrating not only the team's physical endurance but also the conservation knowledge, professionalism, and expertise that lie at the heart of the College's mission.



The Nature-based Economy

BUILDING LIVELIHOODS THROUGH LIVING LANDSCAPES

Conservation cannot succeed in isolation from the people who live, work, and depend on natural landscapes. Across Africa, the long-term sustainability of protected areas, wildlife populations, and ecological systems is closely linked to whether conservation creates meaningful economic opportunities, strengthens local stewardship, and supports resilient livelihoods. Within the SAWC Strategy 2030, the Nature-based Economy (NBE) thematic area responds to this reality by advancing responsible natural resource use, regenerative land management, and wildlife economy models that connect ecological integrity with social and economic well-being.

At the College, this work is rooted in the understanding that conservation and livelihoods are not competing priorities. Instead, healthy ecosystems, responsible resource management, and thriving rural economies are deeply interconnected. The thematic area, therefore, focuses on developing the skills, partnerships, and leadership required to ensure that communities become active participants and beneficiaries within conservation landscapes, while strengthening the stewardship of natural resources for future generations.

Throughout 2025, the NBE thematic area experienced significant growth, expanding its regional influence through strategic partnerships, new training programmes, international engagement, and community-focused initiatives.

Projects that reflect the SAWC's growing role as a regional convener in wildlife-economy conversations

A defining moment during the year was the launch of the Southern African Development Community (SADC) Wildlife Economy Project, implemented in partnership with the African Leadership University School of Wildlife Conservation (ALU-SOWC) and the African Wildlife Economy Institute (AWEI), with funding support from GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit). The project reflects the SAWC's growing role as a regional convener in wildlife-economy conversations and creates opportunities for peer learning, capacity development, and collaboration across



Transfrontier Conservation Areas (TFCAs). The signing of the grant agreement during the SADC TFCA International Conference in Harare on World Biodiversity Day marked an important milestone for the College.

This momentum was carried forward through the inaugural SADC TFCA Peer-to-Peer Learning Exchange on Wildlife-Based Economy and Livelihoods, hosted within the Greater Kruger Landscape. Bringing together 25 participants representing 12 TFCAs across the region, the exchange created a platform for practitioners, conservation managers, and development partners to share approaches to wildlife economies, community livelihoods, and landscape stewardship. Beyond knowledge sharing, the initiative reinforced the importance of regional collaboration in addressing complex conservation and development challenges that extend beyond national borders.

The growing relevance of wildlife economies and partnerships

2025 also highlighted the growing relevance of wildlife economies within sectors not traditionally associated with conservation. One of the more unexpected developments emerged through engagement with the South African National Defence Force (SANDF), where the College hosted a consultative forum exploring opportunities to unlock wildlife economy potential across SANDF-managed land. The discussions opened pathways towards



a future Memorandum of Understanding and positioned the SAWC as a potential training and capacity-building partner within SANDF's Natural Resource Management and Production Brigade programmes.

Partnership development remained central to the thematic area throughout the year. Relationships were strengthened with organisations including the Kruger to Canyons Biosphere Region (NPC), the Endangered Wildlife Trust, BirdLife South Africa, the Eswatini National Trust Commission, Arizona State University's School for Conservation Futures, ALU-SOWC, AWEI, and Stellenbosch University. These collaborations support curriculum development, applied research, landscape restoration, and conservation leadership while extending the reach of the College across diverse conservation contexts.

International visibility also increased substantially during 2025. NBE Lead, Dr Thabang Teffo, and CEO, Mrs Theresa Sowry, represented the College at the International Union for Conservation of Nature (IUCN) World Conservation Congress in Abu Dhabi, contributing to discussions on landscape restoration, community conservation, and nature-positive economies. Dr Thabang's election as Head of the South African National Delegation to the International Council for Game and Wildlife Conservation (CIC) further strengthened the College's presence within global conversations around sustainable use, wildlife economies, and conservation policy.

Training Delivery

Alongside partnership and project development, training delivery remained a core component of the unit's work. The NBE team continued to provide specialised short courses that support responsible resource management and practical conservation skills across the region. Training programmes reached a diverse range of participants, including protected area staff, professional guides, community practitioners, conservation organisations, hunting associations, and private sector partners.

Courses delivered during the year included Responsible Resource Use training for South African National Parks (SANParks), WWF-SA, Manyeleti Nature Reserve, Bushwise students, and Associated Private Nature Reserves (APNR)

staff. Dangerous Game Awareness training saw growing participation from herding communities in Botswana and Mozambique. Other programmes included Reserve Representative training and specialist Elephant and Buffalo courses delivered to both conservation and industry audiences. Resource Economics lectures continued to support students at NQF Level 6, while professional guiding scholarships created opportunities for previously disadvantaged students to enter the sector and transition into apprenticeships through Bushwise training at the College.

Strategic Growth

The College's expanding international profile was also reflected in the successful delivery of a 10-day experiential learning programme for rangers from the King Bin Salman Nature Reserve in Saudi Arabia, where the participants were introduced to Southern African conservation approaches.

A further area of strategic growth emerged through project development linked to community-centred enterprise. During the year, the NBE thematic area advanced a GEF8 (Global Environment Facility, Eighth Replenishment) Small Grants Programme proposal focused on Community-Centred Leather Business Development. Developed in partnership with the Kulani Collective and AWEI, the initiative aims to create sustainable livelihood opportunities connected to wildlife-based economies while supporting local enterprise development. The proposal was approved towards the end of the year following multiple evaluation phases and a successful validation visit by the United Nations Development Programme (UNDP) team. Project implementation is scheduled to begin in 2026.

The development of a Climate Change Adaptation for Rural Communities course in partnership with the Kruger to Canyons Biosphere Region further strengthened the thematic area's focus on practical resilience building. Designed to combine theoretical frameworks with immersive field experiences, the programme aims to equip communities and trainers with locally relevant adaptation tools that respond directly to the realities of climate change across rural landscapes.

THE SOUTHERN AFRICAN WILDLIFE COLLEGE
HERDING ACADEMY

RESTORING LANDSCAPES
THROUGH PEOPLE, LIVESTOCK AND
CONSERVATION

Healthy rangelands are among Africa's most valuable natural assets. They support biodiversity, sustain rural livelihoods, secure food systems, and contribute to the ecological resilience of landscapes that are increasingly vulnerable to climate change, degradation, and biodiversity loss. Yet, for decades, livestock production and conservation have often been viewed as competing land uses. The SAWC Herding Academy is helping to change that narrative by demonstrating that when livestock are managed intentionally and strategically, they can become a powerful tool for ecological restoration, biodiversity conservation, and community development.

Having officially transitioned from the College of Tourism to the College in 2024, the Herding Academy was established to professionalise herding and strengthen the implementation of the regenerative agriculture model across Southern Africa. Since then, it has evolved into a regional centre of excellence that combines traditional ecological knowledge with modern conservation science, equipping herders and team leaders with the skills needed to restore landscapes while supporting rural livelihoods.

Programme Outcomes

The SAWC Herding Academy's work reflects a growing recognition that conservation outcomes cannot be

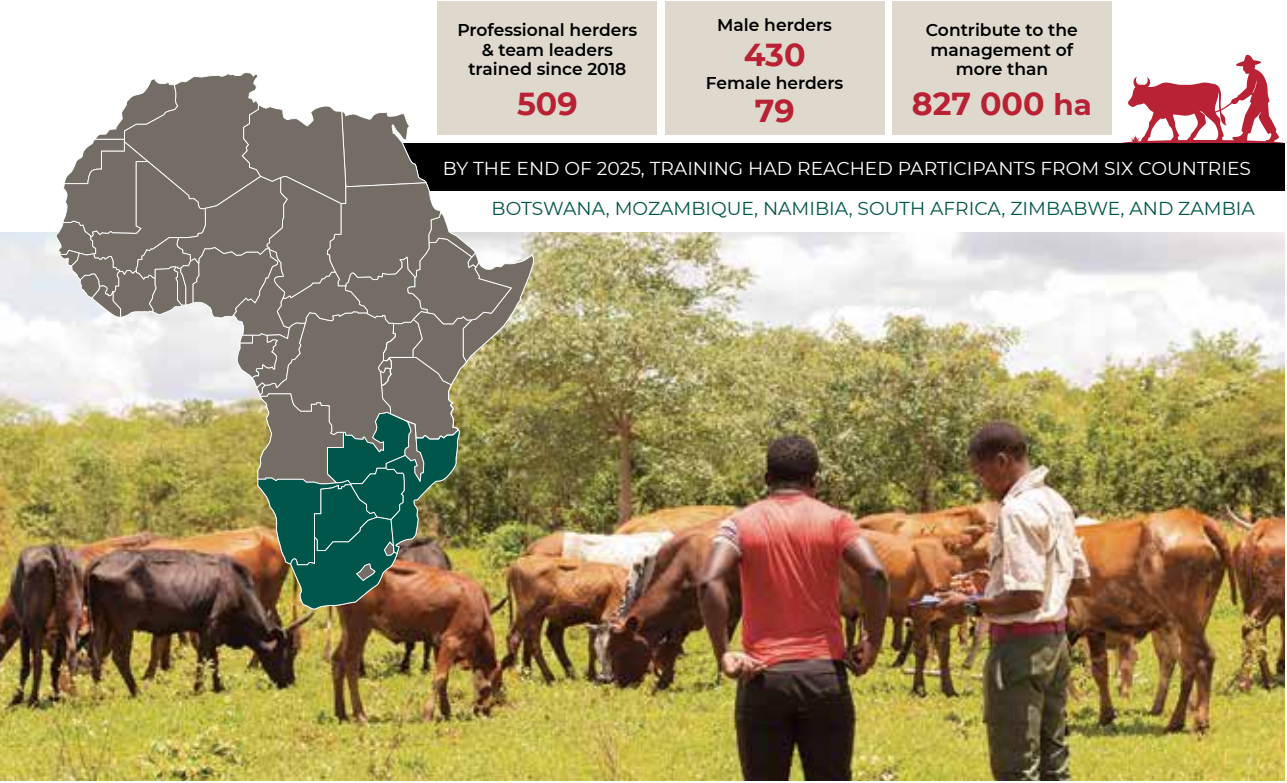
separated from the people who live alongside wildlife and depend on healthy ecosystems. By strengthening the capacity of professional herders, the programme contributes directly to improved rangeland management, reduced human-wildlife conflict, enhanced livestock productivity, and the long-term resilience of both communities and landscapes.

Throughout 2025, the SAWC Herding Academy continued to expand its influence across the region, delivering training programmes, strengthening strategic partnerships, and advancing the role of regenerative grazing as a practical conservation tool.

The scale of the programme is becoming increasingly evident. Since 2018, the College has trained 509 professional herders and team leaders across Southern Africa. By the end of 2025, training had reached participants from six countries, including Botswana, Mozambique, Namibia, South Africa, Zimbabwe, and Zambia. Collectively, these herders are contributing to the management of more than 827,000 hectares of rangelands and conservation landscapes, demonstrating the growing footprint of the SAWC Herding Academy across the region.

Milestones and Partnerships

A significant milestone during the year was the invitation received from the World Organisation for Animal Health (WOAH) to explore formal affiliation opportunities through the Collaborating Centre for Integrated Livestock and Wildlife Health at the University of Pretoria.



This invitation reflects increasing international recognition of the Academy's work and represents an important step towards strengthening the credibility and reach of professional herding as a recognised conservation and land management discipline.

Partnership development remained a defining feature of the year. The relationship with Conservation South Africa continued to deepen through discussions around a formal Memorandum of Understanding, while new training agreements expanded the SAWC Herding Academy's reach into Botswana, Namibia, and Zambia. Training partnerships with CLAWS (Communities Living Among Wildlife Sustainably) Conservancy, WildCAT (Wildlife and Community Action Trust) Botswana, the Vhembe Biosphere Reserve, and Namibia Nature Foundation created opportunities to support herding initiatives across diverse ecological and social contexts.

The Academy also strengthened its relationship with Peace Parks Foundation, with discussions progressing towards a multi-year agreement focused on building the capacity of professional herders and team leaders in Zambia. Meanwhile, exploratory engagements with the Wild and Free Foundation in Mozambique opened new possibilities for future programme expansion into additional landscapes where livestock, wildlife, and communities coexist.

Another important development emerged through collaboration with the Endangered Wildlife Trust. Following a series of engagements during the year, plans were finalised for the implementation of a Regenerative Grazing project beginning in 2026, with the SAWC Herding Academy serving as a key implementation partner. The collaboration will focus on professional herder training, stakeholder engagement, governance support, and strengthening community participation in landscape restoration initiatives.

Training Delivery

Training delivery remained at the heart of the SAWC Herding Academy's work. During 2025, professional herder and team leader training programmes were

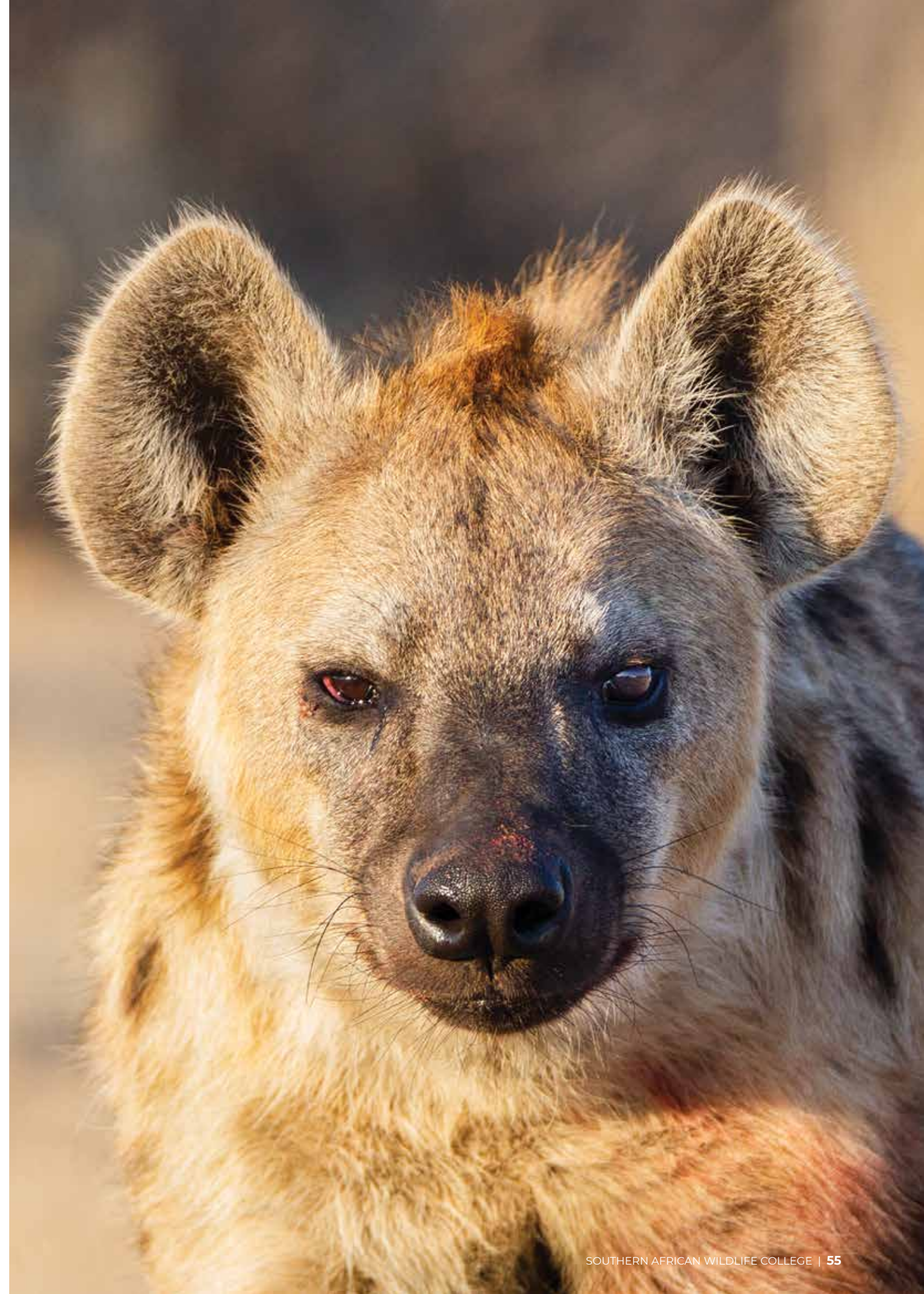
delivered across Botswana, Namibia, and South Africa, with participants drawn from community conservancies, transfrontier conservation landscapes, and conservation organisations implementing the regenerative agriculture approach.

Among the year's highlights was the delivery of the 21-day Professional Herder Team Leader programme at the College, bringing together participants from Conservation South Africa and Peace Parks Foundation projects. Additional training was provided to the Makuleke community in partnership with the Vhembe Biosphere Reserve, while herder training programmes were successfully delivered in Botswana's Chobe Enclave and in Kongola, Namibia.

Beyond training delivery and programme expansion, the SAWC Herding Academy is helping shape broader conversations about the future of conservation and land stewardship in Southern Africa. The SAWC Herding Academy Manager, Pieter Nel, shared the following thought piece exploring how professional herders can play a formal role in biodiversity conservation and protected area management.

Drawing on South Africa's National Environmental Management: Biodiversity Act (NEMBA), the article argues that professionally trained herders should be recognised not only as livestock managers, but as ecological practitioners who contribute to landscape restoration, biodiversity stewardship, wildfire risk reduction, and rural livelihoods. The piece challenges traditional assumptions that conservation and grazing are inherently incompatible, proposing instead that planned grazing can serve as a form of ecological infrastructure within healthy, functioning ecosystems.

At its core, the article reflects a philosophy that underpins the SAWC Herding Academy's work: conservation outcomes are strongest when local communities are empowered as active custodians of the landscapes they depend upon.



PERSPECTIVE PIECE: FULFILLING THE INTENT OF THE BIODIVERSITY ACT THROUGH COLLABORATIVE LAND STEWARDSHIP

By Pieter Nel, Senior Trainer and Practitioner: Nature Based Economy and Herding Academy

South Africa's National Environmental Management: Biodiversity Act (NEMBA), No. 10 of 2004, was established to ensure the long-term management, protection, and sustainable use of the country's rich biological heritage. While the Act is often interpreted through the lens of exclusion and protectionism, it in fact provides strong legal grounding for the inclusion of graziers – livestock herders – as partners in biodiversity conservation within proclaimed nature reserves.

This article explores how graziers, trained through initiatives like the SAWC Herding Academy, can be integrated into reserve management plans to meet and exceed the full intentions of NEMBA.

The Legal Framework: A Holistic Approach to Biodiversity

NEMBA was enacted to align with the broader National Environmental Management Act (NEMA), 1998, and emphasises not only the protection of species and ecosystems, but also:

- The sustainable use of indigenous biological resources
- Fair and equitable benefit-sharing from bioprospecting
- Capacity development through institutions such as the South African National Biodiversity Institute (SANBI)

The Act defines biodiversity broadly as:

“...diversity within species, between species, and of ecosystems.”

It also creates legal space for engaging sectors or subsectors (the “biodiversity sector”) that utilise indigenous biological resources for conservation or commercial purposes.

Grazing as a Benefit under NEMBA

One of the most transformative but underutilised elements of the Act is its inclusive definition of “benefit”:

“...any benefit, whether commercial or not, arising from bioprospecting involving such resources, and includes both monetary and non-monetary returns.”

In this light, planned and professional grazing can be recognised as a non-monetary ecological benefit that contributes to the restoration and maintenance of ecosystem function.

Far from being a threat, well-managed grazing in semi-arid and arid landscapes mimics the natural processes of wild herbivores, promoting biodiversity, increasing soil carbon, stimulating plant growth, and reducing invasive species through disturbance and nutrient cycling.

SAWC Herding Academy: Bridging Traditional Knowledge and Professional Conservation

The SAWC Herding Academy is uniquely positioned to fulfil NEMBA's intent by training Professional Herders in regenerative, conservation-compatible livestock management. These herders are not just stock-minders, they are ecological agents trained in:

- Holistic Planned Grazing
- Rangeland monitoring
- Conflict management
- Collaboration with Field Rangers and protected area staff

By deploying Professional Herders alongside Field Rangers in nature reserves, we create a dual-presence model where protection and use are no longer oppositional but complementary.

From Bioprospecting to Bioregional Stewardship

The Act defines bioprospecting as:

“...any research on, or development or application of, indigenous biological resources for commercial or industrial exploitation,”

including the development of products, but also the use of traditional knowledge and ecological practices.

Integrating graziers brings the traditional ecological knowledge of local communities directly into reserve management plans. Their involvement in adaptive grazing strategies and rangeland health monitoring aligns with both the commercialisation and benefit-sharing provisions of the Act, particularly when these outcomes lead to local economic development, improved ecosystem function, and stronger social licence for conservation.

Grazing and Protected Area Management Plans

Under NEMBA and the Protected Areas Act, each proclaimed reserve must have a management plan that sets out how its ecological character will be maintained or enhanced.

The inclusion of grazing and herding in such plans:

- Expands ecological function by integrating disturbance regimes critical for grassland and savanna dynamics
- Reduces wildfire risk by managing fuel loads
- Supports rural livelihoods by creating jobs in conservation herding
- Reverses degradation in over-rested or shrub-encroached landscapes

The competent authority (Minister, Member of the Executive Council, or delegated organ of state) has the mandate to implement these innovations where appropriate, especially in bioregions where people, biodiversity, and productive land uses must co-exist.

Co-Production of Conservation Value

Incorporating graziers into reserve management represents a paradigm shift towards the co-production of

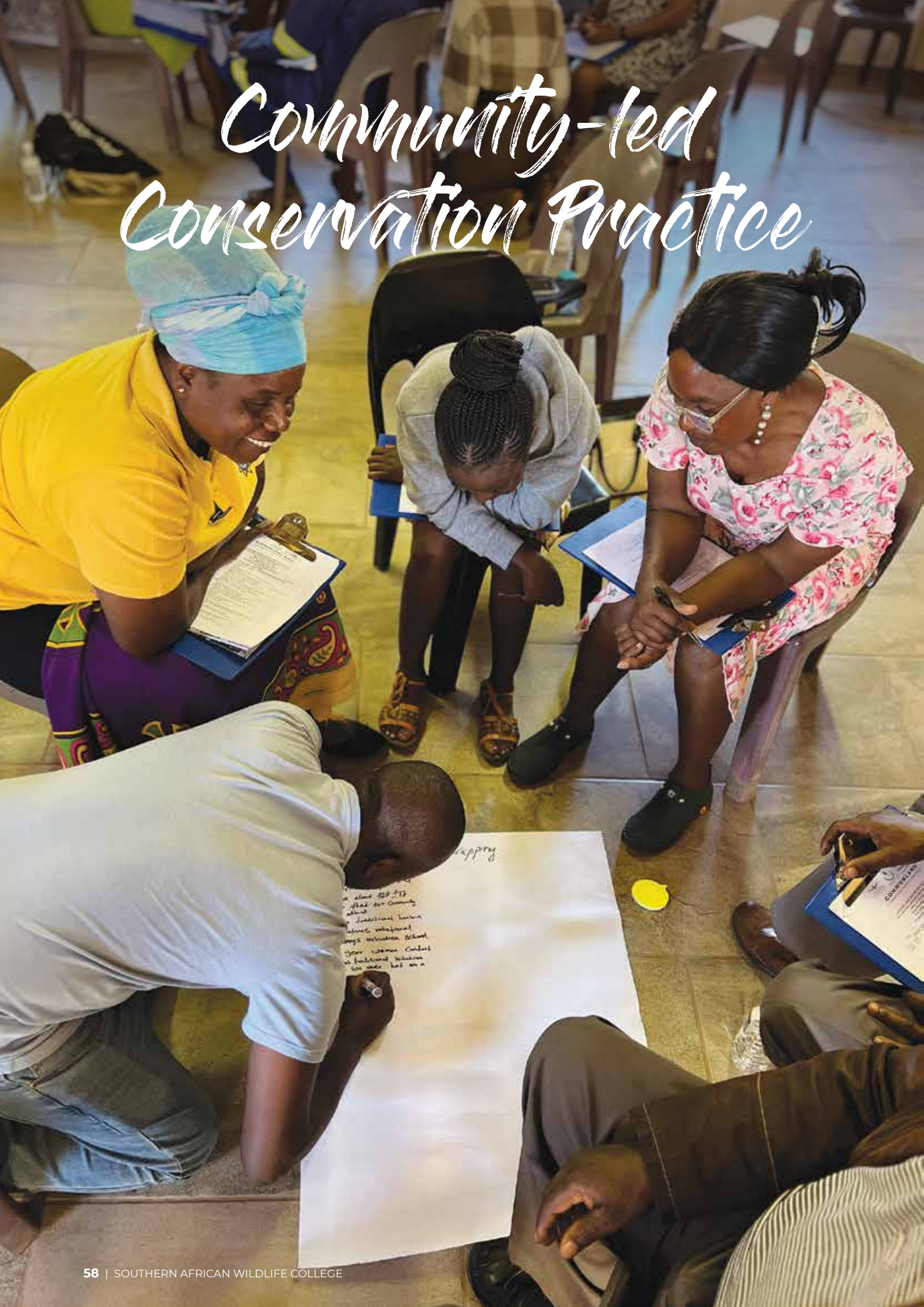
conservation value by state actors, private stakeholders, and rural communities. It is not only consistent with NEMBA but also necessary to fulfil its progressive and inclusive spirit. This approach transforms planned grazing into a form of bioprospecting – one rooted not in chemical extraction, but in ecological function, knowledge transfer, and resilience building across the landscape.

Conclusion: Grazing as Ecological Infrastructure

South Africa's proclaimed reserves are not isolated from human needs; they are embedded within socio-ecological systems. Including graziers, particularly those trained by institutions like the SAWC Herding Academy, is a legal, ecological, and moral imperative. Doing so enables us to realise the full potential of NEMBA – not just as a shield for biodiversity, but as a framework for regenerative coexistence. In this model, grazing is not an impact to mitigate, but a benefit to manage.



Community-led Conservation Practice



BUILDING CONSERVATION FROM THE GROUND UP

Across Southern Africa, the challenges facing people and nature are deeply interconnected, requiring approaches that strengthen local leadership, build trust, create opportunities, and support communities to become active partners in conservation and restoration.

At the SAWC, the Community-led Conservation Practice (CLCP) thematic area exists to cultivate these partnerships. Through governance support, landscape restoration, leadership development, environmental education, and human rights-centred conservation training, the Rural Initiatives for a Sustainable Environment (RISE) unit works alongside communities, protected area managers, traditional authorities, and conservation organisations to strengthen the social foundations upon which lasting conservation depends.

In 2025, the CLCP thematic area continued to expand its reach and influence through a growing network of partnerships, innovative learning programmes, and community-driven initiatives that connected people, conservation, and livelihoods across Southern Africa.

Strengthening Partnerships for Shared Stewardship

The effectiveness of community-led conservation depends on strong relationships, and throughout 2025, the RISE Unit continued to deepen collaborations with a wide range of partners committed to building resilient communities and landscapes.

Long-standing partnerships with Peace Parks Foundation, Coaching Conservation, Commonland, Ant de Boer Consulting, Good Work Foundation, and Biovista continued to generate meaningful outcomes across governance, restoration, education, and community engagement initiatives.

New opportunities also emerged. Early discussions with Abundant Villages explored opportunities to support community-led development in New Forest, while collaboration with the African Leadership University progressed through joint curriculum development under the African Parks Management Capacity Programme. Discussions were also initiated around developing learning content for international programmes, further extending the College's influence beyond Southern Africa.

Governance, Restoration, and Community Resilience

One of the year's most significant undertakings was the GEF 6 Governance Guidelines Project, which brought together leaders from government, protected areas, community structures, and conservation organisations to strengthen governance across protected landscapes. A milestone workshop hosted at the College in March 2025 created a shared understanding among partners and established a pathway towards collaboratively developed frameworks that reflect community realities

and aspirations. Throughout the year, partners continued site visits, livelihood planning, and strategic realignment to keep delivery focused and responsive.

In parallel, the Makuleke Landscape Restoration Project demonstrated what community-centred restoration can look like in practice. Through participatory mapping, visioning workshops, and collaborative planning, community members worked with facilitators to identify priorities and develop a shared roadmap. The project culminated in a multiday session at the College, where Makuleke study group members engaged directly with Diploma students in Applied Natural Resource Management. This exchange highlighted the value of combining community knowledge, academic learning, and practical conservation experience.

Meanwhile, the partnership with Commonland expanded the reach of the Short Learning Programme in Holistic Landscape Restoration beyond South Africa. New engagements in Botswana, Zambia, and Zimbabwe laid the groundwork for a regional network of practitioners connected through shared learning and locally relevant solutions.



The expansion of the landscape restoration programme into Zimbabwe illustrates how partnerships can evolve beyond project implementation into platforms for shared learning, community ownership, and long term stewardship.

PARTNERSHIP IN PRACTICE: FROM COEXISTENCE TO RESTORATION – COMMUNITY GUARDIANSHIP

By Elna de Beer

A partnership in practice that strengthens Community Guardians to reduce harm, build trust, and enable coexistence while advancing locally owned landscape restoration in rural Zimbabwe.

In 2025, Wildlife Conservation Action (WCA), Commonland, and the SAWC consolidated their collaboration into a capacity-development pathway designed to support the expansion of the Community Guardian role – from a primary focus on Human–Wildlife Conflict prevention and response to a broader practice that also strengthens landscape-focused action.

Moving beyond parallel efforts, the partners aligned purpose, clarified roles, and co-designed an evidence-led implementation rhythm that reinforces field practice, strengthens the operating system around Guardians, and prepares the programme to evolve from human–wildlife coexistence (sharing the landscape) into a more explicit landscape restoration practice.

Building on the SAWC–Commonland Foundation

This collaboration is a direct continuation of the SAWC–Commonland partnership established in 2024, anchored in the development and implementation of the Restoring Our Landscapes Short Learning Programme with the Makuleke Community.

The outcomes and learning from that 2024 process provided a tested model for practice-based capacity development and informed Commonland’s decision to expand the approach to three additional sites in Southern Africa.

The Zimbabwe WCA Community Guardianship Programme is one of these sites, and the 2025 partnership work has therefore been framed not only to strengthen local delivery but also to refine a replicable collaboration model that can be adapted across landscapes through shared principles, common tools, and site-specific application.

A Shared Vision for Community-Led Practice

At the centre of this partnership is a shared vision of community-led practice as the foundation for coexistence (sharing the landscape) – recognising that it never happens in isolation.

Community Guardians work in real landscapes where communities, traditional leadership, park authorities, local government, and partners all shape what is possible. For that reason, the partnership is grounded in a “do no harm” approach and respectful collaboration: listening carefully, including the right voices, and supporting solutions that are locally owned while aligning, where needed, with wider planning and governance processes.

In this framing, “practice” is not an abstract principle; it is what Guardians do and how they do it – their day-to-day ways of listening, communicating, facilitating dialogue, managing tension, sharing information, and following through with consistency, fairness, and accountability, especially under uncertainty.

The Community Guardianship Programme in Practice

The Community Guardianship Programme has matured into a credible, community-embedded model for frontline conservation practice across Nyaminyami and Mbire.

Guardians operate at the interface between communities, wildlife, and land use pressures, often as the first point of contact when human–wildlife interactions arise – supporting early warning, conflict prevention, and community dialogue. Their effectiveness depends on technical competence and, critically, on engagement practices that foster shared responsibility for people and landscapes.

In contexts where reporting and cooperation depend on reliability and dignity, the programme’s most valuable asset is relational credibility – built through presence, respectful conduct, and follow through.

Key Learning from 2025

Partnership learning in 2025 clarified the strategic logic for expanding the role into landscape-focused work: Human–Wildlife Conflict and landscape degradation are interconnected challenges, shaped by land use, livelihoods, governance, history, and relationships between communities and conservation actors. This means responses to risk and incidents must do more than reduce immediate harm – they should also strengthen collaboration, collective problem solving, and long term stewardship.

The key lesson was that sustainability at scale will not come from more activity, but from more consistency of practice and a stronger operating system around Guardians as expectations broaden. High-leverage priorities include:

- Standardising core routines
- Strengthening data-to-decision feedback loops
- Embedding safeguarding and psychosocial support as non-negotiables
- Improving coordination across the partner ecosystem so Guardians are not left carrying systemic gaps alone.

Partner Contributions

Each partner plays a distinct and complementary role:

- Wildlife Conservation Action provides contextual leadership and acts as the implementation engine anchoring the programme in community realities and partner coordination

- Commonland contributes a structured development framework through the 4>Returns lens, ensuring the Guardianship model links practice to measurable social and ecological outcomes and remains adaptable across landscapes
- The Southern African Wildlife College provides curriculum architecture, facilitation methodology, and quality assurance, translating learning into applied field practice.

Together, these contributions are building not only a stronger programme in Zimbabwe, but also a shared capacity-development model that can be expanded across additional landscapes.

Looking Ahead to 2026

This process will continue decisively into 2026 through a sequenced pathway that protects what already works (trust, legitimacy, and practical routines) while building the next layer of capability for restoration-linked guardianship.

The planned sequence includes:

- Community Practice for Community Guardians (March 2026)
- Restoring Our Landscapes (May/June 2026)
- A third adaptive session (June/July 2026), shaped by learnings from the first two.

This progression keeps development anchored in lived practice and responsive to rural realities.

By strengthening community engagement for restoration and coexistence, the partnership is laying the foundation for a shared approach that is locally relevant, ethically grounded, and scalable – supporting safer communities, healthier landscapes, and more resilient relationships between people and wildlife as the programme expands across multiple sites in 2026.



CREATING THE NEXT GENERATION OF CONSERVATION CITIZENS

Conservation begins long before individuals enter the workforce. It starts with awareness, curiosity, confidence, and a sense of belonging within the natural world.

In 2025, the **Coaching Conservation Rapid Awareness Programme** reached 182 learners from three primary schools within the Mnisi Traditional Authority area. Supported by Friends of African Wildlife and Tusk Trust, the programme immersed learners in experiential conservation education through overnight bush camps and interactive lessons focused on species such as wild dogs, elephants, and vultures.

Delivered by coaches drawn from six departments across the College, the programme helped build meaningful connections between young people and the landscapes surrounding them, while reinforcing the message that conservation belongs to everyone.

Alongside this, the **Reflective Learning Programme** with Mahlale High School continued to deliver particularly impressive results. 45 Grade 8 learners completed the programme's second year, with participating educators reporting improvements in Mathematics and English ranging from 15% to 60%.

Perhaps most significantly, all 45 learners arrived for the programme having never previously worked on a computer. Through consistent exposure to digital tools and learning technologies, the programme has become a powerful catalyst for digital inclusion and educational development.

By August, 80% of participants had successfully completed seven learning areas, substantially outperforming the previous cohort at the same stage of the programme.

Building Conservation Leadership Through Learning

During 2025, RISE continued to strengthen leadership, governance, and community engagement capacities through a diverse range of accredited and non-accredited training programmes.

These included:

- Leading Heart Training, delivered to 25 representatives from Traditional Authorities, Royal Councils, and Communal Property Associations across Limpopo.
- Coaching Conservation Train-the-Trainer Programme, equipping youth leaders from Botswana, Mpumalanga, and the Eastern Cape.
- Human Rights, Safeguards and Trust Building in Conservation, a pilot programme bringing together 22 participants from across the KAZA (Kavango–Zambezi) TFCA.
- Community-Based Natural Resource Management (CBNRM) Training, delivered to Advanced Certificate students using newly revised training materials.
- Coaching Conservation Rapid Awareness Programme, reaching learners throughout the year across the Mnisi-area schools.

Together, these programmes reflect a growing recognition that conservation leadership requires not only ecological knowledge but also strong governance, communication, facilitation, and relationship-building skills.



As conservation landscapes become increasingly complex, practitioners must navigate questions of rights, equity, trust, and accountability alongside ecological management. In 2025, the RISE Unit piloted a new programme designed to help conservation practitioners engage more effectively with these realities.

TEACHING HUMAN RIGHTS, SAFEGUARDS, AND TRUST BUILDING IN CONSERVATION

By Sboniso Ryan Phakathi

Training field rangers in human rights, safeguards, and trust building in conservation is both a timely and complex undertaking. In regions like Southern Africa, where conservation landscapes overlap with the lived realities of Indigenous Peoples and Local Communities, rangers are required to navigate not only ecological challenges but also social, cultural, and political dynamics. The training delivered in August 2025 to 22 conservation students from Botswana, Namibia, Zambia and Zimbabwe, highlighted both the difficulties and opportunities inherent in this work.

This five-day short learning course is part of a broader programme aimed at enabling dynamic and progressive Field Ranger training, supported by the Durrell Institute of Conservation and Ecology (DICE) and the University of Kent. At the heart of this course lies the desire to equip rangers and practitioners with both the knowledge and the relational skills to engage communities fairly so conservation can deliver for both people and nature.

From the outset, we wanted to position this training as a deep dive into real stories and real challenges in conservation management practices, rather than focusing on lectures. From managing human-wildlife conflict, exploring the rights and protections for rangers in the workplace, to ensuring that communities have a voice in conservation decisions, the students quickly realised that protecting nature is not only about wildlife. It is also about people, rights, and relationships.

The course required the creation of a safe learning environment so that rangers didn't feel like the 'bad guys doing a public good' whilst creating enough space to discuss 'taboo subjects'. These ranged from sexual harassment between rangers, shoot-to-kill attacks, physical and sexual violence against indigenous and local peoples, human rights violations in the course of operations, and gender equity. Our andragogic approach made use of case-based learning, peer-to-peer learning, participatory tools and reflective practice, encouraging students to critically assess their own institutional cultures, biases, and decision-making processes, fostering deeper self-awareness.

Though these approaches were incorporated to help bridge language and experiential gaps, they also made the classroom a space where diverse experiences came alive. Students reflected on their own practices, debated solutions, and even unpacked Free, Prior, and Informed Consent (FPIC) negotiations. For many, this was the first time they explored conservation as deeply social as it is ecological.

This process for the students also unearthed the broader experiences at a systems level and the awareness that conservation efforts in the KAZA region, much like other TFCA's, are shaped by histories of displacement, resource pressure from growing populations, human-wildlife conflict, contested land use, and challenges to benefit-sharing. The students' personal histories and diverse backgrounds, ranging from park rangers to community conservation officers, brought first-hand experiences of these tensions. These experiences took on an additional dimension of complexity when gender equity or mainstreaming are central to a conservation organisation's strategy, especially in the case of all-female anti-poaching units.

Exploring safeguard policies, which are often articulated at an international level, translating them into daily conservation practice, as evidenced by our discussions, is somewhat of a challenge. More especially if the respective organisation's systems and processes are not enabling. Training then shifted to focus on the skills to operationalise safeguards, for example, by embedding gender inclusion in project design and implementation, and ensuring that grievance redress mechanisms are accessible and trusted.

The experience underscored that teaching human rights in conservation is not about transferring information; it is about transforming mindsets and practices. What emerged was clear: trust is the heartbeat of conservation. Without transparency, fairness, and respect for local knowledge, no project or conservation initiative can be sustainable in the long term. As the conservation sector continues to grapple with contested landscapes and shifting social dynamics, such training programmes show the importance of combining rigorous content with innovative andragogy.

STRENGTHENING THE BRIDGE BETWEEN THE COLLEGE AND COMMUNITIES

The SAWC Community Committee continued to play a critical role in strengthening relationships between the College and neighbouring communities. Comprising representatives from Welverdiend, the Mnisi Traditional Authority, Ngirivani land claimants, the broader community, and the College itself, the committee provides a structured platform for engagement, accountability, and collaboration.

A significant achievement during 2025 was the comprehensive review of the committee's constitution and governance framework. Through a series of collaborative discussions, members clarified roles and responsibilities, strengthened accountability mechanisms, and developed a work plan to guide future priorities and community engagement activities.

Reflecting on the committee's progress, Community Committee Chairperson, Mighty Malomane, noted:

"2025 was a year of strengthening our foundation as a Community Committee. The review of the constitution allowed us to clarify our roles and improve accountability. Our focus remains on transparency and ensuring that the committee continues to serve as a meaningful bridge between the SAWC and the community."

As the College advances its Strategy 2030 ambitions, these relationships remain fundamental. Conservation outcomes are ultimately shaped by people, and the partnerships being built today are helping create a future in which communities are not only beneficiaries of conservation but active leaders in shaping it.





Conservation success depends on more than technical expertise. It requires leaders who can navigate complexity, build partnerships, inspire collaboration, and adapt to an ever-changing conservation landscape.

NGOs typically work in environments where consistency and long-term commitment are crucial for the mission. Transformational leadership can ensure that when leaders transition, the organisation can continue to pursue its goals without interruption, even during challenging times.

The SAWC 2030 strategy prioritises institutional sustainability, succession planning, and sector-wide transformation. A key pillar of this strategy is investing in leadership at all levels, ensuring that both the SAWC and the wider conservation sector are equipped to train, mentor, and empower the next generation of conservation leaders.

Throughout 2025, the College continued to invest in leadership development at multiple levels – from strengthening the skills of its own staff to contributing to emerging networks of conservation leaders across Africa.

By creating opportunities for professional growth, exposure to international best practice, and transformational learning experiences, the College is helping shape a generation of leaders capable of driving meaningful conservation impact for both people and nature.

Strengthening Africa's Conservation Leadership

An organisation's main asset is its people. The SAWC is privileged to have staff members who have dedicated up to 25 years of service to the institution, carrying with them deep institutional memory and experience. As a result, the need for succession planning, transformation, and leadership development over the next five years has become more important than ever.

In response to these needs, funding has been secured from the Hans Wilsdorf Foundation for the next three years (commencing in July 2025). This support will help ensure that, through targeted leadership interventions, both SAWC staff and the people we train are better prepared for the future – enabling continued growth, stability, and organisational continuity.

One of the year's most significant achievements was the selection of Dr Thabang Teffo, Head of Nature-based Economy and Community-led Conservation Practice, as one of only 16 African youth leaders chosen for the inaugural **Transformative Leadership for Conservation (TLC) Programme**.

The TLC programme, an initiative of Leadership for Conservation Africa (LCA), was supported by the Howard G. Buffett Foundation and implemented in partnership with organisations including the International Union for Conservation of Nature (IUCN), the Uganda Wildlife Authority (UWA), the Wildlife Conservation Society (WCS), and Friends of Education Africa (FEA). The programme aimed to develop a continent-wide network of emerging conservation leaders equipped to address Africa's most pressing environmental and social challenges.

Combining online learning, mentorship, leadership exchanges, and immersive field experiences, the programme challenged participants to explore complex conservation issues ranging from human-wildlife conflict and protected area governance to benefit-sharing and community engagement. During an in-person learning exchange in Mozambique, participants engaged directly with conservation practitioners and communities, gaining first-hand insight into the realities of conservation leadership on the ground.

For the College, Dr Teffo's selection represents more than an individual achievement. It reflects the institution's growing contribution to African conservation leadership and creates opportunities for new knowledge, networks, and ideas to flow back into the College's programmes. The experience reinforces the importance of nature-based economies and community-led conservation approaches in shaping the future of conservation across the continent.

Growing Leadership from Within

Leadership development remained a priority across the College throughout 2025. Staff members participated in regional and international conferences, professional exchanges, leadership programmes, and technical workshops that strengthened both individual capabilities and institutional expertise.

A particularly noteworthy milestone was participation in the Ubuntu Lab Transformative Leadership Programme in Kampala, Uganda. Dr Thabang Teffo, Elna de Beer, and Sboniso Phakathi joined conservation and development leaders from 11 African countries to explore systems thinking, adaptive leadership, and personal transformation. The experience challenged participants to reflect on how leadership can create meaningful change within organisations, communities, and broader conservation systems.

The impact of this learning extended beyond the individuals involved. Each participant returned with practical commitments aimed at strengthening organisational effectiveness, improving stakeholder engagement, and enhancing collaboration across programmes.





While leadership development often focuses on senior professionals, the College remains equally committed to nurturing the next generation of leaders from within. The Junior Leaders Programme continued to provide staff members with opportunities to develop leadership skills, manage projects, and drive meaningful organisational change.

In 2025, the Junior Leaders restructured six existing initiatives into three focused projects designed to improve staff wellbeing, strengthen communication, and enhance operational efficiency.

ICT Xitsonga Training and QR Code Project

Led by Tebogo Malapane and Amelia Makhubela, this initiative promotes digital empowerment and inclusivity across the College. Through ICT Xitsonga training and the introduction of QR codes at key locations across campus, staff and visitors can access important information more easily while celebrating language and cultural representation.

Healthy Living Project

Under the leadership of Goodwill Seepane, the Healthy Living Project continued to promote staff wellness through physical activity, healthy lifestyle awareness, and mental well-being initiatives.

Supported by Friends of African Wildlife, the project invested in new sporting equipment, including soccer and netball kits, goal posts, bibs, nets, and training equipment. These resources encouraged increased participation in activities such as soccer, netball, running, and yoga, helping staff improve their physical health while building stronger relationships across departments.



The programme's impact extended beyond campus. In November, the College soccer team participated in a regional tournament at Satara Rest Camp and emerged as champions, bringing home medals, a trophy, and a cash prize. The achievement reflected not only sporting excellence but also the teamwork and camaraderie fostered through the Healthy Living Project.

Improved Communication Project

Led by Michael Machavi, Malwandla Ngomane, and Justine Maluleke, this project focused on strengthening internal communication systems, improving information sharing, and creating opportunities for constructive feedback across the organisation.

A major achievement was the successful acquisition of eight tablets for installation in key operational areas across the campus. These devices provide easier access to the College intranet, leave management systems, policies, and operational information, improving staff engagement and accessibility.

Celebrating Culture, Connection, and Community

The Junior Leaders also played an important role in strengthening organisational culture. Their leadership contributed significantly to the success of annual staff events, including initiatives that celebrated cultural diversity and encouraged greater understanding among colleagues.

One particularly popular initiative was the introduction of Founder's Day T-shirts, which quickly became a visible symbol of unity and pride across the College. Staff feedback was overwhelmingly positive, with many continuing to wear the shirts regularly long after the event.

These efforts helped foster a stronger sense of belonging, reinforcing the College's commitment to creating a workplace where people feel connected, valued, and supported.

Leadership in Their Own Words

"The Junior Leaders Programme has helped us grow in confidence, step into our roles as leaders, and strengthen how we guide, support, and work with others. It has improved our communication, teamwork, and ability to take the initiative, while also enhancing our problem-solving, planning, and project management skills.

On a personal level, it has built our resilience, self-discipline, and sense of responsibility, helping us to better understand our purpose as emerging leaders within the College. The programme has also strengthened our ability to work effectively with staff and partners, build meaningful connections across teams, and contribute positively to workplace initiatives, including promoting wellbeing and positive change.

Looking Ahead

The College's investment in leadership development extends far beyond individual training opportunities. Whether through international leadership programmes, technical professional development, institutional learning, or the Junior Leaders Programme, the objective remains the same: to cultivate capable, reflective, and values-driven leaders.

By investing in people at every level, the Southern African Wildlife College is helping build a network of conservation professionals equipped to lead with courage, collaboration, and purpose.



“Overall, it has empowered us to take on new challenges with confidence and deliver better results both professionally and personally. – Junior Leaders”



THE SYSTEMS BEHIND CONSERVATION IMPACT

Conservation training, community engagement, leadership development, and wildlife protection all depend on something often unseen: the systems that keep an institution functioning every day.

In 2025, the Southern African Wildlife College's Operations department continued to strengthen the institutional backbone that enables the College's conservation mission. Across infrastructure, hospitality, digital systems, maintenance, compliance, and risk management, the focus was on building resilience, improving efficiency, and creating systems that support long-term growth.

Operating in a remote protected area presents unique challenges. Maintaining critical infrastructure, ensuring reliable services, managing environmental responsibilities, and supporting hundreds of students, visitors, partners, and staff require careful coordination. Throughout the year, the Operations team worked to move beyond day-to-day maintenance toward a more proactive, integrated, and future-focused approach.

The Operations department comprises:

- General Operations
- Information and Communications Technology (ICT)
- Hospitality Services
- Maintenance Services
- Safety, Security, Health, Environment and Quality (SSHEQ)

Together, these functions ensure that the College remains a safe, efficient, and enabling environment for learning, conservation, and leadership development.

Creating an Environment for Learning and Growth

A significant focus during 2025 was on improving the physical environment in which students, partners, and visitors engage with the College. Infrastructure and ICT upgrades, accommodation improvements, and enhanced facilities management contributed to a more professional and welcoming campus experience. Across departments, investments were made with long-term sustainability in mind, considering durability, lifecycle costs, energy efficiency, and water management within the realities of a remote bushveld setting, budget constraints and an ageing infrastructure.

Operations increasingly adopted a structured project-management approach, strengthening ICT needs, planning, reporting, and coordination across departments. This shift improved visibility of infrastructure requirements and strategic risks while ensuring resources were directed where they would have the greatest long-term impact.

Creating a Digital Foundation for the Future

In 2025, ICT continued its evolution from a traditional support service into a strategic enabler of institutional performance. One of the year's most significant achievements was the implementation of the College's Monitoring, Evaluation, Reporting and Learning (MERL) Framework, supported by Tusk's Keystone Grant. Through extensive collaboration across departments, institutional data systems were standardised and aligned with the College's 2025–2030 strategy and donor reporting requirements.

For the first time, student performance data, programme outputs, operational information, and key organisational indicators were brought together within a unified reporting architecture. This provides a stronger foundation

for evidence-based decision-making, transparency, and impact reporting.

Additional achievements included:

- Modernisation of the student database
- Improved data governance and reporting accuracy
- Enhanced financial system integrity and backup processes
- College-wide asset tagging and reconciliation
- Upgraded printing and document management systems
- Expanded digital workflows and self-service platforms
- ICT literacy training for students and staff

These investments position the College to operate as an increasingly data-driven institution capable of demonstrating measurable conservation impact.

Hospitality Services: Supporting Every Visitor Experience

Hospitality Services remained central to the College's reputation as a welcoming destination for students, visiting groups, donors, researchers, and conservation practitioners from around the world.

Throughout the year, the team strengthened service standards, improved accommodation readiness, refined catering operations, and enhanced coordination with Maintenance and SSHEQ to ensure consistently high standards of quality, hygiene, and compliance.

The College continued to host a diverse range of visitors and programmes, from donor engagements and academic exchanges to conservation workshops and field-based training initiatives.

Bushwise Partnership Continues to Grow

The College's partnership with Bushwise continued to deliver significant value in 2025. Following the renewal of the three-year agreement through to 2027, the College hosted two Professional Safari Guide courses, welcoming 47 students across the year. Students were accommodated in safari-style tents overlooking the Kempiana Nature Reserve, while benefiting from practical training in guiding, wildlife interpretation, hospitality, and conservation storytelling facilitated by Bushwise. The programme continues to maximise existing infrastructure while strengthening the College's role as a hub for conservation and ecotourism education.

Academic Partnerships in Action

The annual visit by the University of Pretoria, supported by the Institute of Tropical Medicine in Belgium, once again showcased the College's ability to facilitate multidisciplinary learning experiences. Students explored wildlife health, human-wildlife interactions, disease ecology, and conservation challenges through a combination of lectures and practical fieldwork. These

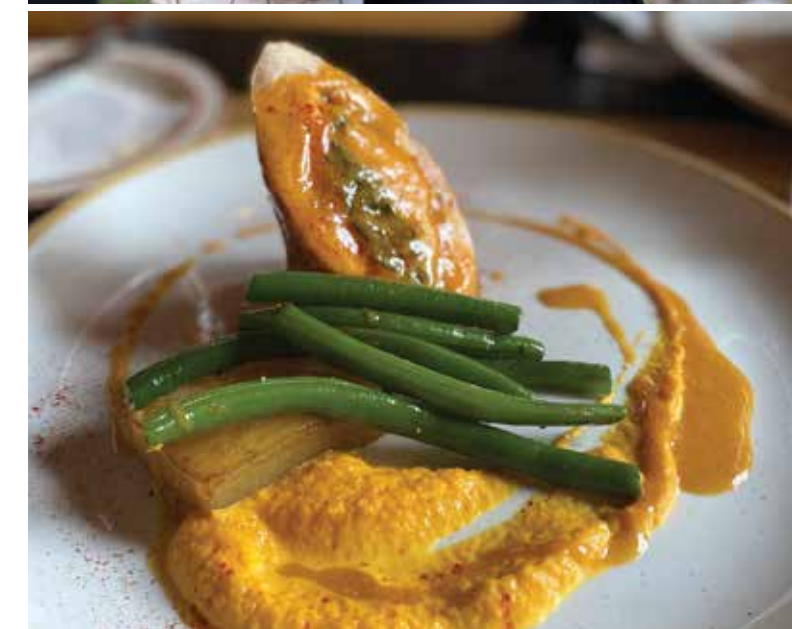
engagements reinforce the College's growing reputation as a platform where conservation, science, and education intersect.

Maintaining a Campus in the Bushveld

During 2025, Maintenance Services focused on strengthening preventative maintenance systems, reducing reactive breakdowns, improving asset reliability, and building internal technical capacity. Particular attention was given to water and energy management, recognising their importance to operational continuity and environmental sustainability.

The team continued to improve accommodation facilities, training infrastructure, workshop coordination, and utility monitoring while exploring new technologies that can improve efficiency and reduce long-term operating costs.

By shifting toward a more predictive maintenance model, the department reduced operational disruptions and strengthened the reliability of critical campus systems.



Strengthening Safety, Compliance and Governance

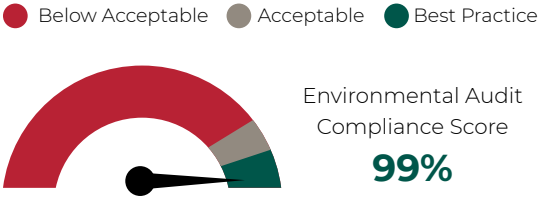
A safe and compliant operating environment remains fundamental to the College's success. Throughout 2025, the SSHEQ team strengthened oversight across occupational health and safety, environmental compliance, quality assurance, and institutional governance.

Highlights included:

- Completion of occupational health and safety audits
- Successful compliance inspections by the Department of Employment and Labour
- Approval and implementation of the College's Business Manual
- Authorisation of Emergency Response and Fire Plans
- Revision and standardisation of policies and procedures
- Comprehensive management training in legal liability, incident investigation, first aid, and fire safety
- Continued strengthening of academic quality assurance processes

One of the year's standout achievements was the Environmental Team's exceptional 99% audit score, reflecting the College's commitment to environmental stewardship and continuous improvement. The implementation of the new SSHEQ management system also established a stronger framework for identifying risks, improving accountability, and supporting organisational resilience.

Environmental Compliance 2025



Looking Ahead

The progress achieved in 2025 reflects more than individual projects or departmental successes. It represents a deliberate effort to strengthen the systems, infrastructure, and governance that enable the College to deliver on its mission.

Across all operational areas, the College advanced towards:

- Greater organisational resilience
- Improved risk management
- Stronger infrastructure reliability
- Enhanced service delivery
- Better data-driven decision-making
- Increased governance and compliance maturity

While conservation impact is often measured in landscapes protected, wildlife safeguarded, or communities empowered, these outcomes depend on the strength of the systems that support them. In 2025, the Operations department continued to build those foundations, ensuring that the College remains well-positioned to support conservation leadership, learning, and impact for years to come.

THE SAWC'S VEHICLE FLEET 2025

Motor Vehicle Description	Model	Vehicle Registration Number	Purpose of use	Sponsor/Owner
TOYOTA	STARLET 1,4 Xs	HHG 455 L	TRANSFERS (STUDENTS,GUESTS & STAFF)	SAWC
TOYOTA	HILUX DC 2.8GD-6 RB RAIDER W15	FXB 570 L	K9 OPERATIONS	IVAN CARTER WILDLIFE CONSERVATION ALLIANCE
TOYOTA	QUANTUM 10 SEATER GL	BRT 632 L	TRANSFERS (STUDENTS, GUESTS & STAFF)	RUFFORD FOUNDATION
TOYOTA	FORTUNER	CMH 207 L	TRANSFERS (VIP GUESTS & SENIOR STAFF)	RUFFORD FOUNDATION
TOYOTA	HILUX 6-D CLUB CAB	DLX 249 L	OPERATIONS	SAWC
TOYOTA	HILUX 2.5D-4D SRX 4X4	CCD 512 L	MAINTENANCE/TOWN TRIPS	NATIONAL LOTTERIES COMMISSION
TOYOTA	LEGEND45 D-4D 4X2 DOUBLE CAB	DLC 747 L	PROTECTED AREA INTEGRITY – BUSINESS	PAI/SAWC
TOYOTA	HILUX D-4D 4X2 SINGLE CAB	DLC 744 L	PROTECTED AREA INTEGRITY – BUSINESS	PAI/SAWC
TOYOTA	HILUX D-4D 4X4 DOUBLE CAB	DCG 859 L	RURAL INITIATIVES FOR A SUSTAINABLE ENVIRONMENT	SAWC/RISE PROJECT
TOYOTA	HILUX D-4D SRX 4X4 GAME VIEWER	CCD 532 L	GAME DRIVES	RUFFORD FOUNDATION
TOYOTA	HILUX D-4D SRX 4X4 GAME VIEWER	CCD 527 L	GAME DRIVES	NATIONAL LOTTERIES
MERCEDES BENZ	CDI SPRINTER 22 SEATER	CWD 840 L	TRANSFERS (STUDENTS, GUESTS & STAFF)	RUFFORD FOUNDATION
TOYOTA	QUANTUM 16 SEATER (Ses'fikile)	DSB 698 L	TRANSFERS (STUDENTS, GUESTS & STAFF)	SAWC
HINO	BUS 33 SEATER	HGL 115 L	TRANSFERS (STUDENTS, GUESTS & STAFF)	RUFFORD FOUNDATION
HINO	GAMEVIEWER TRUCK	DJX 609 L	TRANSPORT (LARGE GROUPS - STAFF & GAME DRIVES)	RUFFORD FOUNDATION
FORD	RANGER 6 SPEED	DGH 046 L	COMMUNITY AND YOUTH DEVELOPMENT – BUSINESS	SAWC
JMC	BD 4X2 TD LDV	CVL 018 L	PROTECTED AREA INTEGRITY – BUSINESS	SAWC
TOYOTA	LAND CRUISER 4.2 D6	DDN 303 L	TRAINING	SCI FOUNDATION
TOYOTA	HILUX DOUBLE CAB - SILVER	FDJ 188 L	K9 OPERATIONS	IVAN CARTER WILDLIFE CONSERVATION ALLIANCE
VOLKSWAGEN	AMAROK	FDJ 769 L	K9 OPERATIONS	UNITRANS
LINHAI	M170 QUAD MIKE	Not applicable	MAINTENANCE	SAWC
LINHAI	2X4 - SHAFT DRIVESYSTEM QUAD BIKE	Not applicable	MAINTENANCE	SAWC
LINHAI	2X4 - SHAFT DRIVESYSTEM QUAD BIKE	Not applicable	MAINTENANCE	SAWC
MAHINDRA	PICK UP 2,2 MHAWK SC 4X4 S6	FZM 721 L	PROTECTED AREA INTEGRITY – BUSINESS	PAI/SAWC
MAHINDRA	PICK UP 2,2 MHAWK SC 4X4 S4	FYW 383 L	PROTECTED AREA INTEGRITY – BUSINESS	PAI/SAWC
MAHINDRA	PICK UP 2,2 MHAWK DC 4X4 S6	HBK 137 L	CONSERVATION SCIENCE	CS/SAWC
TOYOTA	RUMION 1,4 SX	HHG 458 L	TRANSFERS (STUDENTS, GUESTS & STAFF)	SAWC



Funding the Future

2025 was defined by innovation, uncertainty, and resilience. The funding landscape changed dramatically, experiencing an unprecedented shift. Global funding freezes, the dismantling of USAID, the economic climate, changing geopolitical priorities, and growing competition for resources reshaped the environment in which many non-profits operate both locally and globally.

These changes reinforced an important reality: sustainable funding requires more than compelling proposals. It demands strategic positioning, organisational readiness, collaboration and the ability to build meaningful partnerships.

Donor priorities and expectations also continue to evolve. Transparency, accountability and measurable outcomes are now fundamental requirements. Funders increasingly seek evidence of organisational capacity, strong governance, clear implementation plans and sustainable impact. Giving has thus become more strategic, with many donors viewing their contributions as investments in long-term change rather than one-off acts of support.

Generational shifts are also further influencing philanthropy. Younger donors are highly engaged, values-driven and digitally connected. They expect authenticity, accessibility and clear evidence that their support is making a meaningful difference.

Corporate partnerships remain an important component of the funding ecosystem. As businesses strengthen their social impact commitments, opportunities for collaboration and support continue to grow, creating new pathways for shared value and sustainable development.

Driving social impact also demands a shift from simply funding inputs to achieving measurable, data-driven results. This includes outcome-focused frameworks that track real improvements and impacts whilst also addressing challenges. In prioritising evidence whilst still addressing intent, we can ensure that funds awarded are not only well spent but also yield sustainable benefits and longer-term impacts.

Technology has certainly accelerated this transformation. Digital platforms, data-driven engagement and artificial intelligence have become essential tools for reaching supporters, identifying opportunities, improving operational efficiency and impact reporting.

Against this backdrop, the College needs to remain agile, mission-focused and partnership-oriented. Embracing change and investing in stronger systems driven by technology, clearly defined programmes, robust monitoring and evaluation frameworks, and the internal capacity required to ensure operational efficiencies whilst communicating impact effectively is vital.

A key milestone during the year was the strengthening of the College's institutional performance management and reporting systems through the rollout of the Monitoring, Evaluation, Reporting and Learning (MERL) Framework. This collaborative initiative established a more integrated approach to data collection, analysis and reporting, ensuring alignment with the College's 2030 Strategy and external reporting obligations. The framework has enhanced the College's ability to track progress, demonstrate impact, and support informed decision-making across the organisation.

Monitoring and Evaluation is no longer a compliance exercise but is an essential component for accountability and decision-making. That said, even the most evidence-based donors and grant makers are guided by both data and emotion. Compelling storytelling therefore remains essential, fostering curiosity, empathy, and a stronger commitment to an organisation, cause or project.

Funding the future is thus not simply about trying to secure resources, which may already be constrained. It is about building relationships that extend beyond individual funding cycles whilst creating resilient organisations capable of delivering lasting and credible impact in an increasingly complex and competitive environment.

News from our Sustainability Fund

Our Shared Vision for Sustainability

The College's Sustainability Fund remains a cornerstone of our long-term financial resilience and institutional independence. In 2025, the performance of our investment portfolios provided critical support. The sustained growth of the Fund is strengthening our ability to meet some of our core commitments and navigate operational uncertainties, albeit that 2025 was a tough year financially. The College remains proud of the financial stewardship demonstrated in 2025 and the value generated through prudent investment, with new targets set for 2030. In response, the Executive Management Committee prioritised efforts to bolster the Sustainability Fund Fundraising Committee and co-opted a group of prominent and well-connected advisors across different countries. This will enable better engagement with potential legacy supporters and partners, whilst ensuring continued alignment with the evolving priorities.

At its heart, the Sustainability Fund reflects our shared commitment to responsible financial governance and long-term institutional strength.

THE INVESTMENT PORTFOLIOS

The Sustainability Fund comprises two investment portfolios that support the College's mission to deliver world-class training and education for the conservation sector. These portfolios play a crucial role in allowing the College to continue addressing the urgent and evolving challenges of managing Africa's natural landscapes.

Southern African Wildlife College Endowment

The Endowment Fund is administered internally through the SAWC Audit Committee and managed by Personal Trust under a discretionary mandate. While Personal Trust applies its own investment insights, it adheres to specific portfolio objectives set by the College.

The fund follows a defensive investment strategy, aimed at achieving a total return of inflation plus 2–4% over any rolling three-year period. This approach is designed for

risk-averse investors seeking consistent income while prioritising capital preservation. Investments span a range of asset classes, with an emphasis on cash, bonds, and alternative assets, and a moderate exposure to equities and property.

In 2025, the portfolio achieved an internal rate of return of 15.17% for the 12-month period ending 31 December 2025. This strong performance significantly contributed to the College's ability to maintain operations and help absorb financial volatility.

The funds' opening balance on 1 January 2025 was ZAR76 992 264 (overall value), with a closing value as of 31 December 2025 of ZAR84 948 930 (overall value). An amount of ZAR4 000 000 was withdrawn over this period towards the College's expenses.

Strictly, the interest and dividend income that accrues or, a percentage of this only, is paid across to the College from time to time to help offset the institutional expenses, and the capital is left to grow.

Disclaimer

Personal Trust (Pty) Limited is a licensed financial services provider under licence number 707. It offers a full range of financial services including: Investment & Portfolio Management, Offshore Financial Services, Trustee Services, Retirement Planning, Local Money Market, Estate Planning, Tax Services and Wills. Originating in 1980, Personal Trust is a privately owned Trust and Investment Management company providing financial planning and investment advice and services to clients. The registered business address is Personal Trust House, Belmont Office Park, Belmont Road, Rondebosch, 7700. The website, www.personaltrust.co.za is owned and operated by Personal Trust (Pty) Limited ("Personal Trust") a privately-owned company under registration number 1951/002859/07.

Southern African Wildlife College Trust

Registered in 2000 when the World-Wide Fund for Nature South Africa (WWF-SA) saw the need to establish a trust

fund in support of education in nature conservation management and practice, the Southern African Wildlife College Trust (formerly registered as the Southern African Conservation Education Trust) has over the past 25 years raised over ZAR26.15 million with the support of its donors. These funds are invested and managed by WWF- SA in perpetuity, with the SAWC being the Trust's sole beneficiary.

Since the Trust's inception, it has awarded ZAR24.88 million in scholarships, bursaries and other vital contributions to the College, as per its annual disbursement, with a capital fund balance of ZAR58.7 million reflected in the Trust's Unaudited Annual Financial Statements as at the end of February 2026.

The Southern African Wildlife College Trust assets are primarily invested in the WWF-supported Sanlam Multi Manager SCI Living Planet Fund focused on both financial performance and environmental sustainability criteria. The Sanlam Multi Manager SCI Living Planet Fund remains well-diversified across asset classes, including SA equities, Foreign equities, Fixed income and Cash. It is further diversified across countries, currencies, and industries.

At the end of 2025, the Fund achieved a real return, outperforming the CPI (Consumer Price Index) by over 7%. The since-inception annualised return was 9.71% as at the end of May 2026, compared with 9.91% as at the end of December 2025. Notably, the Fund has also demonstrated strong environmental performance, with a carbon footprint 50% lower than comparable benchmarks – an achievement unmatched by any other fund in the market.

Disclaimer:

Sanlam Collective Investments (RF) (Pty) Ltd. is a registered and approved Manager in Collective Investment Schemes in Securities. Collective investment schemes are generally medium- to long-term investments. Past performance is not necessarily a guide to future performance, and that the value of investments / units / unit trusts may go down as well as up. A schedule of fees and charges and maximum commissions is available from the Manager on request. Collective investments are traded at ruling prices and can engage in borrowing and scrip lending.

The Manager does not provide any guarantee either with respect to the capital or the return of a portfolio. Performance is based on NAV to NAV calculations with income reinvestments done on the ex-div date. Performance is calculated for the portfolio, and the individual investor performance may differ as a result of initial fees, actual investment date, date of reinvestment and dividend withholding tax. The manager has the right to close the portfolio to new investors in order to manage it more efficiently in accordance with its mandate. For more information visit <http://www.sanlamunitrusts.co.za>

HONOURING A MILESTONE, EMBRACING THE NEXT CHAPTER

The SAWC's Sustainability Fund stands as a tribute to long-term vision and steadfast philanthropic support. It was initiated in 2020 under the patronage of Countess Sylvia Labia, Founder Trustee of the Southern African Wildlife College Trust and passionate champion of the Fund.

Thanks to a landmark contribution from the MAVA Foundation – established by the late Dr Luc Hoffmann in 1994 to advance global biodiversity conservation – the Fund was given a powerful start. This was followed by a generous donation from Fondation Hans Wilsdorf in 2022, alongside support from other valued donors. Collectively, these contributions enabled the College to surpass its initial ZAR100-million target well ahead of schedule.

This achievement reflected not only the vision of our founding partners, but also the critical role of sustainable funding in supporting core operational costs.

Despite sound investment performance, 2025 was a quieter year in terms of new donor engagement, prompting renewed efforts to re-ignite interest and broaden our base of support. The College remains deeply committed to building on the Fund's strong foundation and revitalising momentum to ensure that this critical mechanism is able to support the College's operational needs well into the future.

Our Partners



WWF SOUTH AFRICA

Conceptualised by the World Wide Fund for Nature – South Africa (WWF-SA) in 1993 and built on land donated to WWF-SA by Mr Hans Hoheisen, the College was completed as a result of cooperation between WWF-SA, conservation agencies, the international donor community, local companies, and individual supporters. Endorsed by the Southern African Development Community (SADC), the College was established by WWF-SA in 1996 and opened its doors to its first students in 1997.

It was managed by WWF-SA until 2004, after which the task was taken over by Peace Parks Foundation. As the land and building owner and with a vested interest in the College, WWF-SA provides governance oversight through representation on the SAWC Board of Directors. In support of the College and its sustainability, WWF-SA continues to manage the Southern African Wildlife College Trust, set up as an independent trust to help support the College in perpetuity. Each year, the Trust provides a disbursement to the College based on the growth of the fund.



BMZ
KfW

A generous grant from the German Ministry of Economic Cooperation and Development (BMZ), via the German Development Bank (KfW) and WWF-SA, made the construction of the College possible. KfW has remained a valued partner of the College, and in 2014, a further agreement was signed to commence Phase II of the College's development. With KfW's financial support, Phase II of the College's infrastructure development began in 2015 and was completed at the end of 2017. As a development bank, KfW promotes sustainable change and supports progressive ideas on behalf of the German government. Acting on behalf of its shareholders – the Federal Republic of Germany and the Federal States – it draws on decades of experience to improving economic, social, and ecological living conditions at home and abroad.



SOUTHERN AFRICAN
DEVELOPMENT
COMMUNITY

At a SADC Council of Ministers meeting in August 2007, the SAWC was formally recognised by SADC as a Centre of Excellence in Wildlife Management Training. As such, the SAWC adheres to SADC standards and best practices and serves the region in line with those standards, including the type of facilities available and the quality of the curriculum.

As a result of the historic and close collaboration between the two institutions, and as a recognised centre of specialisation for capacity development and a training provider for the Southern African Development Community, the two institutions aim to implement joint work through an agreed annual work plan, based on the SADC Regional Indicative Strategic Development Plan (RISDP) 2020–2030, approved in August 2020. Further dialogue also takes place in the SADC-Cooperating Partners annual dialogue platform, with the aim of influencing the setting of collective targets and monitoring performance in support of the SADC Regional Integration Agenda.



PEACE PARKS
FOUNDATION

The transboundary parks in Southern Africa present a powerful vision of shared ecological heritage and a mutually sustainable future. Peace Parks Foundation facilitates the establishment of trans frontier conservation areas (peace parks) and develops human resources, thereby supporting sustainable economic development, biodiversity conservation, and regional peace and stability.

Since its inception, the Foundation has supported the work of the College and remains a key strategic and founding partner, working closely with the College through representation on the SAWC Board of Directors and the Risk and Audit Committee, and as a Trustee of the Southern African Wildlife College Trust, initiated and managed by WWF-SA. The partnership also includes joint funding initiatives, with Peace Parks Foundation also playing a key role in securing funding through its Partners4Nature fund. In addition, Peace Parks Foundation provides technical support to the College and, as part of the Memorandum of Understanding between the two organisations, serves as a business partner for targeted training initiatives and capacity development within the TFCAs to ensure effective, inclusive management of wildlife areas.



SOUTH AFRICAN
NATIONAL PARKS

South African National Parks (SANParks) was one of the primary role players when discussions first took place about the College's establishment and where it would be based. Built on land donated to WWF-SA by Mr Hans Hoheisen, with the proviso that it be managed by the Kruger National Park, the SAWC is located within the greater Kruger area in a Contractual National Park. SANParks is responsible for land management and environmental impacts. SANParks is a strategic partner for capacity development. It also provides governance oversight through its representation on the SAWC Board of Directors.



FRIENDS OF
AFRICAN WILDLIFE
Be part of it

The non profit association Friends of African Wildlife was founded in 2013 and is based in Zürich. Its primary goal is to help people help themselves in Southern Africa. As such, the association supports the training of local people and demonstrates what targeted funding can achieve in supporting people, wildlife, and nature. As a valued anchor donor and partner to the College, Friends of African Wildlife is helping to conserve the beauty and wealth of Africa.

Since its inception, Friends of African Wildlife has invited people to 'Be part of it' This guiding principle has enabled support for the institution, its students, and its projects, with the association being the single largest contributor to the College's core funding requirements.



The Southern African Wildlife College is proud to acknowledge the support received throughout the 2025 financial year. The support of our partners, donors, and collaborators – spanning conservation organisations, government agencies, corporate sponsors, foundations, trusts, and individuals, both locally and internationally – have been instrumental in advancing our mission.

This steadfast support has enabled the College to strengthen conservation capacity across Africa through education, skills development, applied training, leadership development, and field-based conservation initiatives. Together, our partners and supporters are helping to build a new generation of conservation professionals while contributing to the protection of biodiversity, the strengthening of protected areas, and the sustainable management of natural resources.

We extend our sincere gratitude to the organisations, companies, foundations, trusts, and individuals who provided financial, technical, and in-kind support to the College, its programmes, and its students during 2025.

Core Donors

Our heartfelt thanks go to our core institutional and departmental supporters whose contributions help sustain the College's operations and long-term impact: Friends of African Wildlife, Foundation Hans Wilsdorf, Hans Hoheisen

Charitable Trust, International Rhino Foundation, Peace Parks Foundation, and Tusk Trust.

Sustainability Fund Donors

Special appreciation goes to Countess S. Labia, Clifford Harris Trust, Susan E. Thompson Foundation, Sentinel International Trust, I. Lomborg, and N. Labia for their contributions towards strengthening the College's long-term sustainability and resilience.

Individual Supporters of Counter-Poaching and Training Projects

We extend our sincere thanks to the late C.R. Sowry, W.J. Brewster, S. Dufour, the donors from Hudson Park Primary School, Friends of the Ivan Carter Wildlife Conservation Alliance, and all individuals who contributed to conservation training and wildlife protection initiatives during the year.

We also acknowledge the many supporters who contributed through Running Wild fundraising campaigns and online giving platforms. While many of these donations were received collectively, each contribution played a meaningful role in advancing the College's mission and strengthening our conservation impact across the region.

In addition, we extend special gratitude to the supporters of the Our Horn is NOT Medicine (OHNM) campaign,

including the Edgar Droste Trust, Carol Neves, the Dean Jackson Fund, and the Sheldon family. Their continued commitment to raising awareness and supporting rhino conservation efforts contributes significantly to the protection of one of Africa's most iconic and threatened species.

K9 Unit Medical Aid Campaign Supporters

We are deeply grateful to all who supported our K9 Unit Medical Aid Campaign during 2025. The campaign's GivenGain platform continued to perform strongly, and your contributions have directly impacted the health, well-being, and operational readiness of our canine conservation team. We extend particular thanks to those who committed to recurring monthly contributions, providing consistent support as veterinary and medical costs continue to increase.

Capital Costs

We acknowledge the generous support received towards capital projects and infrastructure development during

2025 from Foundation Hans Wilsdorf, Friends of African Wildlife, Hinterland SA (Pty) Ltd (Kaufmann), Tusk Trust, and WWF South Africa. These investments continue to strengthen the foundation upon which the College delivers its conservation training and impact.

Additional Acknowledgements

Our sincere thanks are also extended to:

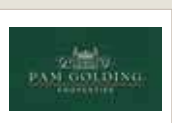
Charly Gräf – Relationship Building Partner (Germany)

Environmental Sustainability Agency – Business Development Partner

To every donor, supporter, volunteer, partner, ambassador, and advocate who has contributed to the Southern African Wildlife College during 2025, thank you. Your belief in our mission enables us to continue developing conservation leaders, strengthening protected area management, and securing a future for both people and nature.





 Ball Family Foundation	 Betram (Pty) Ltd t/a Amalooloo	 Board of Airline Representatives of South Africa (BARSAs)	 Chamberlain Foundation	 Conserv Earth NPO
 COMON Foundation	 Fondation Audemars-Watkins	 Fondation Segré	 Fondation for a Sustainable Future NPC	 Friends of African Wildlife
 Global Conservation Corps	 Hans Hoheisen Charitable Trust (Managed by Nedbank Private Wealth)	 Hinterland SA Kaufmann	 Hudson Park Primary School	 International Rhino Foundation
 Investec	 Italtile and Ceramic Foundation Trust	 Ivan Carter Wildlife Conservation Alliance	 KfW Stiftung (via Peace Parks Foundation)	 Leopard Voyage
 Metamorphosis Foundation	 Monwana (Pty) Ltd (Donation in kind)	 Nkombe Rhino	 Our Horn is NOT Medicine Donors	 Pack Leader Pet Products (Donation in Kind)
 Pam Golding Properties Hoedspruit	 Peace Parks Foundation	 Reliance Eco (Donation in Kind)	 Safari Frank	 SARPHC Properties (Pty) Ltd (Donation in Kind)
 Serondella (Donation in Kind)	 Southern African Wildlife College Trust	 The Royal Foundation of the Prince and Princess of Wales	 Tintswalo Lodge (Donation in Kind)	 Tusk Trust
 Tusk Trust - Wildlife Ranger Challenge	 Ulrich Seats (Donation in Kind)	 University of Kent / Notsew Orm Sands Foundation	 WWF South Africa	

Project Partners



African Parks



Coaching Conservation



Commonland



IUCN



EarthRanger



ERAIFT - Postgraduate
Training School on
Integrated Management of
Tropical Forest and Land



ESRI / ArcGIS



Global Environment
Facility



Deutsche Gesellschaft für
Internationale Zusammenarbeit



KAZA Secretariat



Kenya Utalii College



Michigan State University



Mpumalanga Tourism and
Parks Authority



MWEKA - College
of African Wildlife
Management, Tanzania



PACE - Pan African
Conservation Education



Peace Parks
Foundation



Realife Learning



SAEON



Save the Rhino
Trust Namibia



SADC



SMART



South African National
Parks





Sustainability Report

ABOUT OUR SUSTAINABILITY REPORT

2025 marked a significant milestone for the Southern African Wildlife College (SAWC), representing both the inaugural year of implementation of our SAWC 2030 Strategy and the establishment of our organisation's sustainability reporting baseline.

During the reporting period, the College strengthened our approach to impact measurement, accountability and organisational learning through the development of a Monitoring, Evaluation, Research and Learning (MERL) framework. This included the implementation of a centralised digital reporting system, and an internal and review and verification process. As a whole, the framework enhances the credibility, consistency and transparency of our sustainability performance disclosures, provides a robust foundation for measuring progress against the SAWC 2030 Strategy, and drives continuous improvement across the organisation, ultimately strengthening our conservation impact.

Reporting Standards

This inaugural Sustainability Report has been informed by selected principles and disclosure themes contained in the Johannesburg Stock Exchange (JSE) Sustainability Disclosure Guidance, Global Reporting Initiative (GRI) Standards, IFRS Sustainability Disclosure Standards and European Sustainability Reporting Standards (ESRS).

This report has been prepared with reference to these frameworks.

Reporting Scope and Boundary

Our performance disclosed in this report covers the SAWC's main campus and associated operational facilities, including:

- Ranger Camp
- K9 Unit
- Main Gate
- Additional residences

The main campus and associated facilities collectively constitute the College's primary operational site.

REPORTING PERIOD

1 January 2025 – 31 December 2025

Reporting Purpose

As an established impact-making organisation with more than 30 years of experience, the SAWC has voluntarily adopted leading sustainability reporting practices to better communicate the value we create. This report represents an important step in translating conservation and educational impacts into universally understandable, cross-industry metrics.

Materiality

The SAWC's materiality assessment was initiated during the drafting of our SAWC 2030 Strategy and was informed by internal and external stakeholder consultations, including partner engagements.

The process identified the environmental, social and governance (ESG) topics on which we have the most significant impact and which are most relevant to stakeholder decision-making.

These topics were then mapped against leading reporting standards to define our impact materiality, inform the development of our MERL framework, and establish our monitored and assured performance indicators. This provided the foundation for our sustainability reporting baseline. As our reporting journey matures, we will continue to strengthen our measurement capabilities and expand our public disclosures.

OUR SUSTAINABILITY APPROACH

Sustainability Governance Framework

Sustainability management is integrated into the College's governance structures and decision-making processes.

Our Executive Management Committee (EXCO) critically evaluate organisational impact, sustainability performance, and associated risks and opportunities on a monthly basis. These are monitored and reported quarterly to the Board of Directors as part of our governance and oversight processes.

The Board retains ultimate oversight and responsibility for sustainability governance, including:

- Approval of financial and non-financial disclosures
- Oversight of sustainability-related risks and opportunities
- Monitoring organisational performance against strategic objectives
- Review of sustainability communication and reporting
- Oversight of the Sustainability Committee, a sub-committee of the Board managing our financial sustainability

Sustainability Strategy

Sustainability considerations are core to the SAWC 2030 Strategy and incorporate ongoing engagement with key stakeholder groups, including:

- Government institutions
- Conservation sector organisations
- Educational bodies
- Community representatives
- Industry partners

Identified sustainability risks, opportunities and impacts inform:

- Programme development
- Resource allocation
- Budget planning
- Performance monitoring
- Organisational priorities

This approach supports our delivery of relevant and quality conservation education while enhancing positive environmental, social and economic outcomes.

Risk Management and Oversight

The SAWC maintains established management systems covering:

- Governance and compliance
- Strategic planning
- Enterprise risk management
- Safety, Security, Health, Environment and Quality (SSHEQ)

Our EXCO manages strategic risks, while operational risks are managed through our Management Committee (MANCO) structures. Employee participation and upward communication mechanisms support the inclusion of diverse perspectives in organisational decision-making.

ENVIRONMENTAL SUSTAINABILITY METRICS

Greenhouse Gas (GHG) Emissions

Objective

To establish a credible baseline for emissions management and support our transition to lower-carbon operations.

Management Approach

In 2025, the SAWC introduced formal greenhouse gas accounting in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Major Scope 1 and Scope 2 activities were included.

2025 Performance Baseline

- Total absolute GHG emissions: 632 tCO₂e
- Scope 1: 50 tCO₂e
- Scope 2: 582 tCO₂e

Future Focus

- Evaluate emission reduction potential
- Establish emission reduction targets aligned with the SAWC 2030 Strategy
- Reduce GHG emissions

Energy Mix

Objective

To ensure reliable energy supply while supporting the transition to renewable energy.

Management Approach

The College relies primarily on the National Electricity Grid. Diesel generators provide backup power during load reductions to maintain critical safety systems, training and operations.

2025 Performance Baseline

- Total energy used: 673.5 MWh
- Generators: 56.1 MWh
- National Grid: 617.4 MWh

Future Focus

- Improve energy efficiency
- Add renewable energy such as solar PV
- Reduce dependence on diesel-powered backup energy

Water Usage

Objective

To manage water resources responsibly within a water-stressed environment.

Management Approach

Water is sourced from two boreholes drawing from a subterranean aquifer. Pumping rates are monitored and maintained within sustainable-use thresholds.

2025 Performance Baseline

- Total water used: 25.5 megalitres

Future Focus

- Maintain sustainable aquifer management
- Strengthen monitoring and reporting
- Improve water-use efficiency through enhanced wastewater treatment

Biodiversity Footprint (Ecosystems)

Objective

To capacitate high-biodiversity-value area management.

Management Approach

The SAWC operates within the Greater Kruger National Park and Greater Limpopo Transfrontier Conservation Area. Students employed within Key Biodiversity Areas (KBAs) are upskilled and reskilled to improve protected area management.

The College also undertakes wildlife protection operations and conservation research through its Aerial Support and K9 Units in partnership with official park management authorities.

Environmental compliance is independently audited twice annually.

2025 Performance Baseline

- R19.7 million deployed toward conservation education
- 70 KBAs protected by students
- More than 35 million hectares of KBAs protected by students
- R17.4 million deployed toward biodiversity-positive operations
- 505 rhinos dehorned
- 45 counter-poaching operations completed
- 99% environmental compliance audit achieved
- 1 site managed in a high-biodiversity-value area
- 35 hectares of high-biodiversity-value area managed

Future Focus

- Strengthen biodiversity law enforcement capacity
- Increase collaborative wildlife protection operations
- Expand applied biodiversity conservation research
- Maintain environmental compliance above 95%

Pollution and Waste

Objective

To minimise waste through responsible management.

Management Approach

Wastewater is treated on-site before reuse or discharge. During 2025, the SAWC piloted an enhanced wastewater treatment system serving the Ranger Camp and K9 Unit.

Solid waste is segregated into biodegradable and non-biodegradable streams.

2025 Performance Baseline

- Total water discharged: 16.4 megalitres

Future Focus

- Evaluate wastewater treatment performance
- Increase wastewater reuse
- Improve waste measurement and reporting
- Explore circular economy initiatives

SOCIAL SUSTAINABILITY METRICS

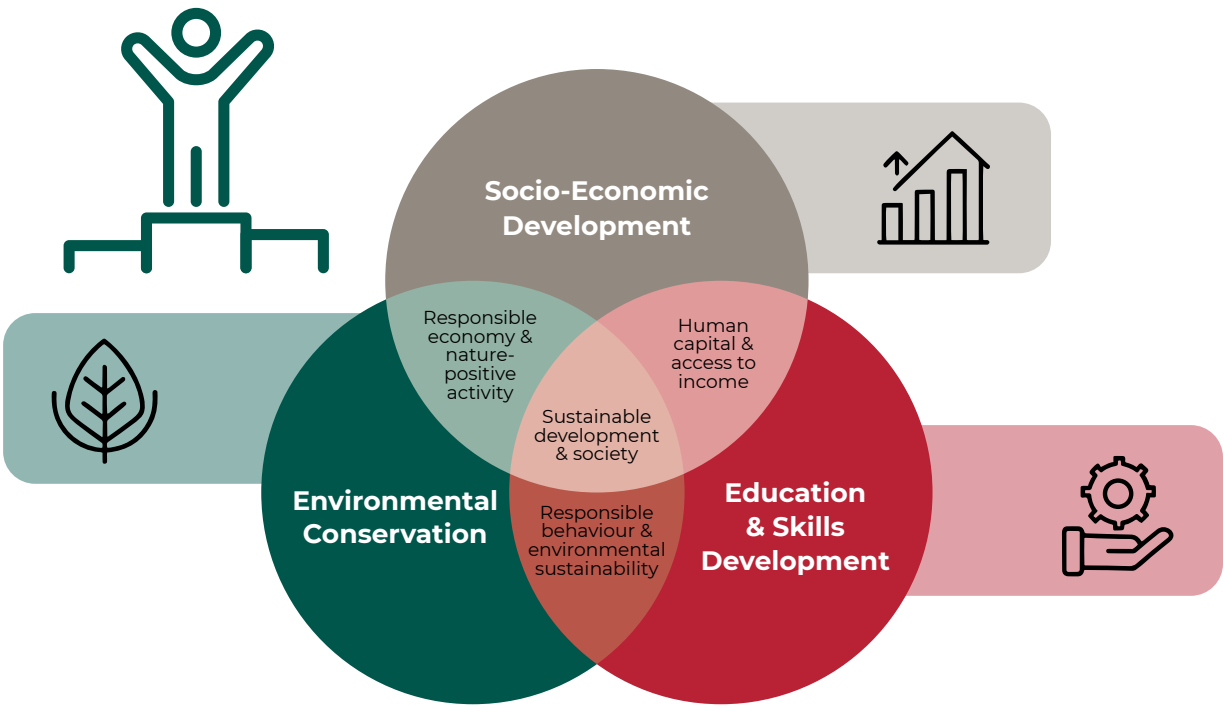
Diversity, Equity and Inclusion

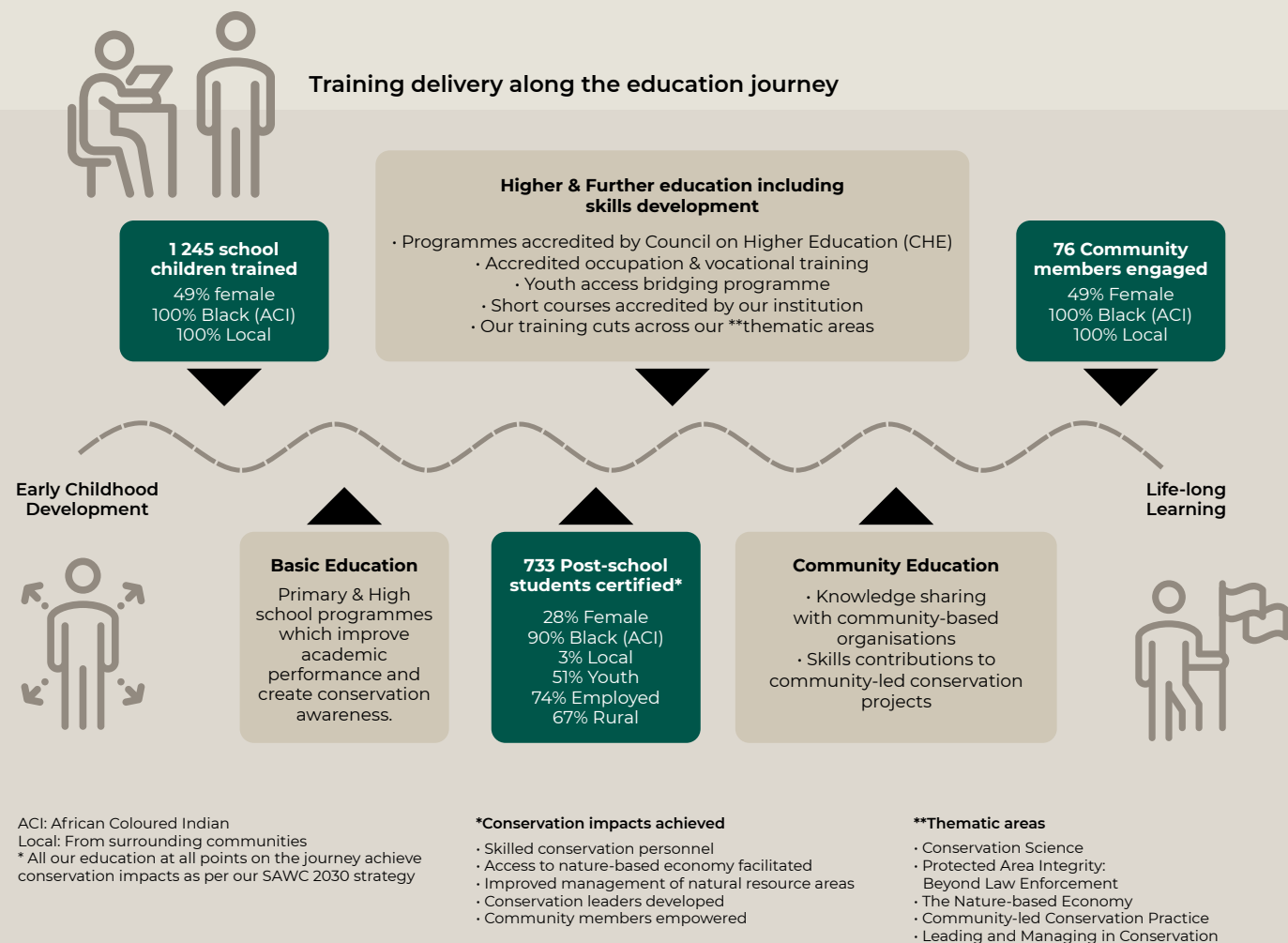
Objective

To foster a diverse, equitable and inclusive workforce reflecting the communities and sectors we serve.

Management Approach

During 2025, the SAWC implemented an Employment Equity Plan approved by the Department of Labour.





2025 Performance Baseline

- Employees: 105
- Female: 45%
- Black (ACI): 85%
- Local: 64%

Occupational categories:

- Top Management: 4
- Senior Management: 12
- Professionally Qualified: 19
- Skilled Technical: 20
- Semi-skilled: 26
- Unskilled: 26

Non-Employee Workers

Objective

To provide fair income-earning opportunities for non-employees.

Management Approach

Temporary and casual work opportunities are contracted through Human Resources under fair labour practices.

2025 Performance Baseline

- Non-employees: 10
- Female: 90%
- Black (ACI): 100%
- Local: 90%

Future Focus

- Maintain fair labour practices
- Expand local contracting opportunities
- Strengthen contractor wellbeing and compliance monitoring

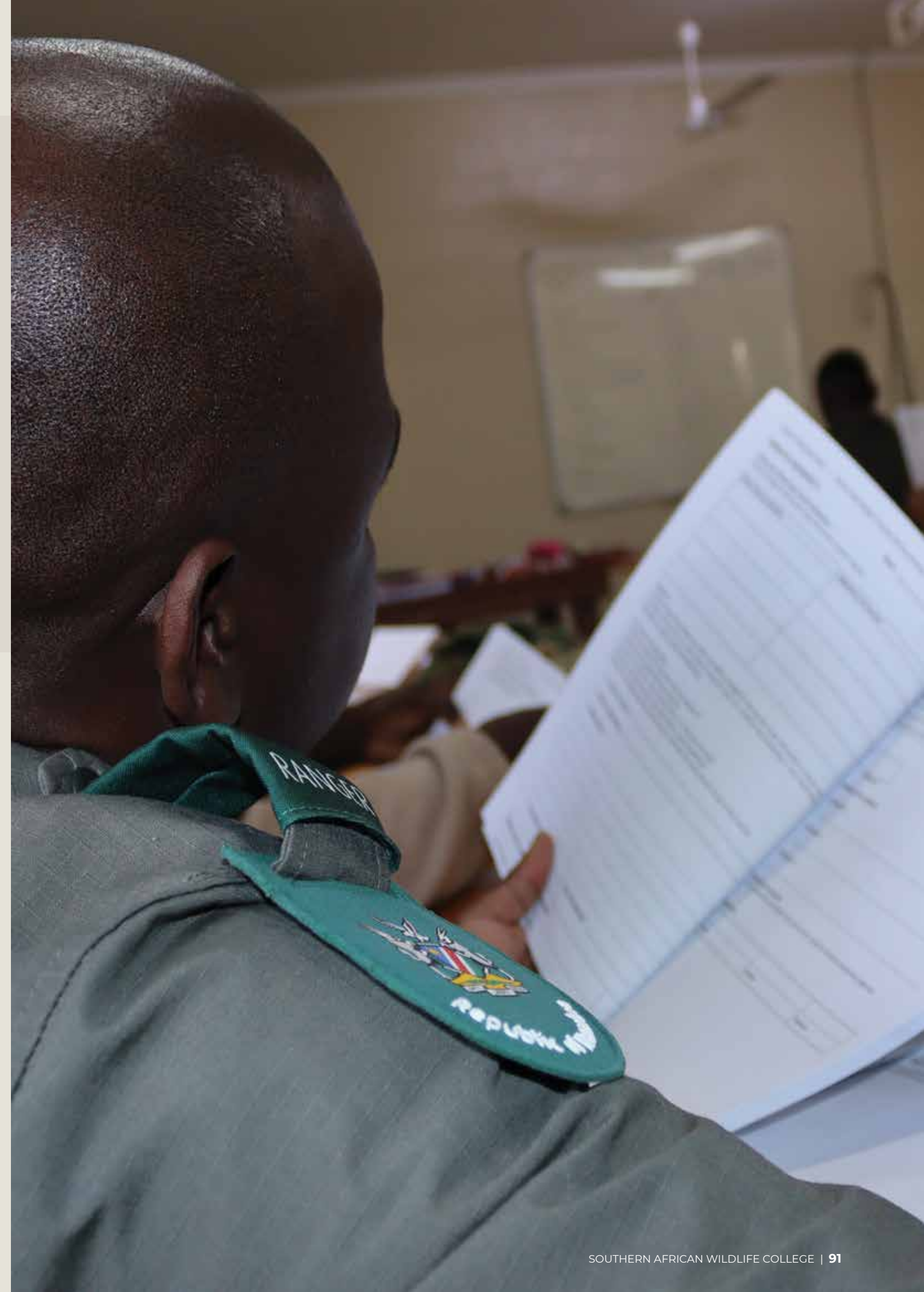
Community Human Rights

Objective

To uphold community rights and maintain transparent and inclusive stakeholder engagement.

Management Approach

The SAWC has established a functional Community Committee overseen by the Community Liaison Officer.



2025 Performance Baseline

- 15 committee members
- 4 committee meetings held

Future Focus

- Maintain transparent communication
- Support collaborative decision-making
- Strengthen community participation

Skills for the Future

Objective

To advance environmental conservation and socio-economic development through quality needs-driven education, training and skills development.

Management Approach

The SAWC educates, trains, upskills and reskills both students and staff.

Our conservation training supports lifelong learning across:

- Basic Education
- Higher and Further Education
- Skills Development
- Community-led Governance and Conservation Practices

2025 Performance Baseline

- 1,245 school children trained
- Female: 49%
- Black (ACI): 100%
- Local: 100%

Higher and Further Education, including skills development, occupational and vocational training accredited by the Quality Council for Trades and Occupations (QCTO) and the Sector Education and Training Authorities (SETAs).

- Youth Access Bridging Programme
- Programmes accredited by Council on Higher Education (CHE)
- Short courses accredited by our institution.

Our training cuts across our thematic areas:

- Conservation Science
- Protected Area Integrity: Beyond Law Enforcement
- The Nature-based Economy
- Community-led Conservation Practice
- Leading & Managing in Conservation

- 733 post-school students certified
- Female: 28%
- Black (ACI): 90%
- Local: 3%
- Youth: 51%
- Employed: 74%
- Rural: 67%

Conservation impacts achieved

- Skilled conservation personnel
- Access to nature-based economy facilitated
- Improved management of natural resource areas
- Conservation leaders developed
- Community members empowered

Community Education

- 76 community members engaged
- Female: 49%
- Black (ACI): 100%
- Local: 100%

Contribution to the Education Ecosystem

- 14 university groups collaborated
- 243 students and lecturers exchanged knowledge with SAWC trainers
- 711 conservation industry stakeholders informed
- 8 knowledge-sharing sessions facilitated by partner organisations
- Employee skills development advanced through individual development plans and organisation-wide training

Future Focus

- Expand access to conservation education
- Grow partnerships supporting nature-based economies and responsible societies

Workplace Health and Safety

Objective

To provide a safe, healthy and supportive environment for employees, students, residents and visitors.

Management Approach

The SAWC provides work and non-work-related health and wellbeing services through partnerships with healthcare providers and professional counsellors.



Occupational health and safety is aligned with the Occupational Health and Safety Act (Act 85 of 1993).

2025 Performance Baseline

Physical and mental health services provided throughout 2025.

Future Focus

- Benchmark Occupational Health and Safety compliance through independent audits
- Enhance preventative health programmes
- Strengthen employee wellbeing initiatives
- Continue improving safety management systems

GOVERNANCE SUSTAINABILITY METRICS

Board Diversity

Objective

To maintain a diverse Board that provides effective oversight, strategic guidance and balanced decision-making.

Management Approach

Board composition is reviewed regularly to ensure an appropriate demographic balance.

2025 Performance Baseline

- Board members: 10
- Female: 40%
- Black (ACI): 30%
- South African: 90%

Future Focus

- Maintain and improve Board diversity representation

Board Competence

Objective

To ensure the Board possesses the skills, knowledge and experience required to oversee sustainability-related risks, opportunities and performance.

Management Approach

Board composition is reviewed regularly to ensure an appropriate balance of skills and sector experience.

2025 Performance Baseline

Diverse skills represented across:

- Education
- Conservation
- Government Policy
- Finance
- Risk and Compliance

Future Focus

- Maintain advantageous Board skills and expertise.

Financial Report 2025

DIRECTORS' RESPONSIBILITIES AND APPROVAL

The directors are required by the Companies Act 71 of 2008 to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual and summary financial statements fairly present the state of affairs of the Company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the IFRS (International Financial Reporting Standard) for SMEs® (Small and Medium-sized Entities) Accounting Accounting Standard. The external auditor is engaged to express an independent opinion on the annual financial statements.

The annual and summary financial statements are prepared in accordance with the IFRS for SMEs® Accounting Standard and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the Company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the Board of Directors sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Company and all employees are required to maintain the highest ethical standards in ensuring the Company's business is conducted in a manner that, in all reasonable circumstances, is above reproach. The focus of risk management in the Company is on identifying, assessing, managing and monitoring all known forms of risk across the Company. While operating risk cannot be fully eliminated, the Company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the

financial records may be relied on for the preparation of the annual and summary financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the Company's cash flow forecast for the year to 31 December 2026 and, in the light of this review and the current financial position, they are satisfied that the Company has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditor is responsible for independently auditing and reporting on the Company's financial statements. The financial statements have been examined by the Company's external auditor and their report on the summary financial statements is presented on page 96.

The directors' report set out on page 96, the summary financial statements and additional schedules set out on pages 97 to 103, which have been prepared on the going concern basis, are based on the annual financial statements which were approved by the Board of Directors on 23 April 2026 and were signed on their behalf by:



Theresa Sowry
Director



Karen Gabriels
Director

DIRECTORS' REPORT

The directors have submitted their report on the annual and summary financial statements of Southern African Wildlife College NPC for the year ended 31 December 2025.

1. Nature of Business

The Company carries on the business of providing wildlife management training programmes for Africa's designated protected areas and operates principally in South Africa.

There have been no material changes to the nature of the Company's business from the prior year.

2. Review of Financial Results and Activities

The annual and summary financial statements have been prepared in accordance with the IFRS for SMEs® Accounting Standard and the requirements of the Companies Act 71 of 2008. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the Company are set out in the annual financial statements on which this set of summary financial statements is based.

3. Events after the Reporting Period

The directors are not aware of any matter which is material to the financial affairs of the Company that has occurred

between the reporting date and the date of approval of the annual financial statements.

4. Going Concern

The directors have reviewed the Company's budget and cash flow projections for the period to 31 December 2026. Based on these projections, available cash balances and the liquidity facility agreement of R4 500 000 in place with the Southern African Wildlife College Trust (SAWCT). SAWCT granted an additional loan facility to the Company to the value of R4 500 000, which is subject to prior unanimous consent from the Trustees of the Trust. The loan facility is subject to repayment terms whereby amounts withdrawn must be repaid within 12 months from date of withdrawal. The Directors are satisfied the Company has adequate resources to meet foreseeable cash flow requirements and continue its operations in the foreseeable future.

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that sufficient funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The directors are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the company.

INDEPENDENT AUDITOR'S REPORT ON THE SUMMARY FINANCIAL STATEMENTS

TO THE MEMBERS OF SOUTHERN AFRICAN WILDLIFE COLLEGE NPC

OPINION

The summary financial statements of Southern African Wildlife College set out on pages 97 to 103, which comprise the summary statement of financial position as at 31 December 2025, the summary statements of comprehensive income, changes in funds and cash flows for the year then ended, and related notes, are derived from the audited financial statements of Southern African Wildlife College NPC for the year ended 31 December 2025.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements, in accordance with IFRS for SMEs® Accounting Standard and the requirements of the Companies Act of South Africa as applicable to summary financial statements.

SUMMARY FINANCIAL STATEMENTS

The summary financial statements do not contain all the disclosures required by the IFRS for SMEs Accounting Standard and the requirements of the Companies Act of South Africa as applicable to annual financial statements. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

THE AUDITED FINANCIAL STATEMENTS AND OUR REPORT THEREON

We expressed an unmodified audit opinion on the audited financial statements in our report dated 28 April 2026.

DIRECTOR'S RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS

The directors are responsible for the preparation of the summary financial statements in accordance with the IFRS for SMEs Accounting Standard and the requirements of the Companies Act of South Africa as applicable to summary financial statements.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (ISA) 810 (Revised), Engagements to Report on Summary Financial Statements.

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.
Director: D. Adriaans, Registered Auditor
Stellenbosch, South Africa
Date signed: 09 September 2026

Summary Financial Statements for the year ended 31 December 2025

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Summary Statement of Financial Position	2025	2024
	R	R
Assets		
Non-Current Assets		
Property, Plant and Equipment	33 222 142	37 467 275
Other financial assets	84 948 930	76 992 264
	118 171 072	114 459 539
Current Assets		
Inventories	512 991	478 932
Trade and other receivables	2 278 128	6 422 044
Cash and cash equivalents	12 849 453	11 200 254
	15 640 572	18 101 230
Total Assets	133 811 644	132 560 769
Equity and Liabilities		
Funds		
Capital Fund	81 889 033	73 889 467
Earmarked Fund	18 849 191	21 424 203
General Funds	16 538 046	17 007 479
	117 276 270	112 321 149
Liabilities		
Current Liabilities		
Trade and other Payables	2 174 939	4 265 566
Deferred Income	14 360 435	15 974 054
	16 535 374	20 239 620
Total Equity and Liabilities	133 811 644	132 560 769

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Summary Statement of Comprehensive Income	2025	2024
	R	R
Revenue	53 184 883	58 262 957
Other income	12 780 037	10 674 764
Operating expenses	(73 715 362)	(75 613 688)
Operating (deficit)/surplus	(7 750 442)	(6 675 967)
Investment revenue	4 864 214	6 322 506
Fair value adjustments	7 841 349	3 592 490
Surplus for the year	4 955 121	3 239 029
Other comprehensive income	-	-
Total Comprehensive surplus for the year	4 955 121	3 239 029

Southern African Wildlife College NPC (Registration number 1996/005726/08)				
Summary Statement of Changes in Funds	Capital funds	Earmarked funds	General funds	Total equity
	R	R	R	R
Balance at 1 January 2024	70 224 445	24 000 889	14 856 786	109 082 120
Other comprehensive income	-	-	-	-
Surplus (deficit) for the year	3 665 022	(2 576 686)	2 150 693	3 239 029
Balance at 1 January 2025	73 889 467	21 424 203	17 007 479	112 321 149
Other comprehensive income	-	-	-	-
Surplus (deficit) for the year	7 999 566	(2 575 012)	(469 433)	4 955 121
Balance at 31 December 2025	81 889 033	18 849 191	16 538 046	117 276 270

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Summary Statement of Cash Flows	2025	2024
	R	R
Cash flows from operating activities		
Cash generated from (used in) operations	(524 868)	1 047 482
Investment income received	4 361 510	3 784 089
Net cash generated from operating activities	3 836 642	4 831 571
Cash flows from investing activities		
Purchase of property, plant and equipment	(2 214 165)	(4 685 390)
Proceeds from sale of property, plant and equipment	26 722	226 834
Investment in other financial assets	(158 217)	(99 357)
Net cash used in investing activities	(2 345 660)	(4 557 913)
Cash flows from financing activities		
Capital donations received	158 217	72 532
Net cash from financing activities		
Total cash movement for the year	1 649 199	346 190
Cash at the beginning of the year	11 200 254	10 854 064
Total Cash at the End of the Year	12 849 453	11 200 254

ACCOUNTING POLICIES

1. Basis of preparation

The summary financial statements are prepared in accordance with the concepts and pervasive principles; and the measurement and recognition requirements of the IFRS for SMEs Accounting Standard. The disclosure requirements for summary financial statements are not specifically addressed. Consequently, management has identified the statements and explanatory notes which provide an explanation of events and transactions that are significant for an understanding of the changes in the financial position and performance of the Company since the previous reporting period, taking into account information considered relevant to the users of the financial statements.

The summary financial statements are presented in South African Rand, which is the entity's functional currency, and have been prepared on the going concern and historical cost basis, except for those assets and liabilities which are stated at fair value. The Company consistently applied the accounting policies to all periods presented in these summary financial statements.

The summary financial statements have been prepared under the supervision of the Southern African Wildlife College's Executive Manager: Finance, Mrs S.D. Hanekom. The directors take responsibility for the preparation of this report and that the information has been correctly extracted from the underlying audited financial statements.

The annual financial statements have been audited by PricewaterhouseCoopers Inc. and their unqualified audit report on the comprehensive annual financial statements is available for inspection at the registered office of the Company and the report on the summary financial statements is included on page 96 of this document.

The auditor's report does not necessarily report on all the information contained in the Annual Review. Members are therefore advised that in order to obtain a full understanding of the nature of the auditor's engagement, they should obtain a copy of the auditor's report together with the accompanying annual financial statements from the registered office of the Company.

2. Cash and cash equivalents

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Cash and cash equivalents	2025	2024
	R	R
Cash and cash equivalents consist of:		
Bank balances	6 692 899	441 798
Short-term deposits	3 525 358	7 703 848
Bank balances earmarked for specific projects	2 631 196	3 054 608
	12 849 453	11 200 254

Cash and cash equivalents include cash on hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

3. Property, plant and equipment

Southern African Wildlife College NPC (Registration number 1996/005726/08)						
	2025			2024		
Property, plant and equipment	Cost	Accumulated Depreciation	Carrying Value	Cost	Accumulated Depreciation	Carrying Value
	R	R	R	R	R	R
Assets under construction	614 734	-	614 734	1 893 668	-	1 893 668
Plant and machinery	2 809 357	(2 486 394)	322 963	2 809 357	(2 227 543)	581 814
Shipping containers	1 776 610	(1 060 713)	715 897	1 776 610	(883 052)	893 558
Motor vehicles	13 241 715	(9 427 176)	3 814 539	11 348 047	(8 347 727)	3 000 320
Office equipment	8 783 826	(7 098 765)	1 685 061	8 105 873	(6 626 487)	1 479 386
IT Equipment	3 689 834	(3 079 030)	610 804	4 116 735	(3 127 456)	989 279
Leasehold improvements						
Upgrades to existing infrastructure	30 050 315	(17 813 786)	12 236 529	30 323 001	(16 639 947)	13 683 054
New buildings	27 669 163	(14 447 548)	13 221 615	27 669 163	(12 722 967)	14 946 196
Total	88 635 554	(55 413 412)	33 222 142	88 042 454	(50 575 179)	37 467 275

Property, plant and equipment is carried at cost less accumulated depreciation and accumulated impairment losses. Leasehold improvements and buildings are depreciated over the shorter of the lease term and useful lives. Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation is provided using the straight-line method to write down the cost, less estimated residual value over the useful life of the property, plant and equipment.

The Company's operations are situated and run from land owned by WWF South Africa. The current lease term expires in 2032, with the option to renew the lease. Leasehold improvements are depreciated over the useful lives assigned, capped at the expiry of the current lease term. Ownership of the assets would revert to WWF South Africa on termination of the lease agreement.

Reconciliation of property, plant and equipment – 2025

Southern African Wildlife College NPC (Registration number 1996/005726/08)						
Property, plant and equipment	Opening balance	Additions	Disposals & scrapping	Transfers	Depreciation	Carrying Value
	R	R	R	R	R	R
Assets under construction	1 893 668	614 734	-	(1 893 668)	-	614 734
Plant and machinery	581 814	-	-	-	(258 851)	322 963
Shipping containers	893 558	-	-	-	(177 661)	715 897
Motor vehicles	3 000 320	-	-	1 893 668	(1 079 449)	3 814 539
Office equipment	1 479 386	1 090 870	(978)	-	(884 217)	1 685 061
IT Equipment	989 279	147 524	(543)	-	(525 456)	610 804
Leasehold improvements						
Upgrades to existing infrastructure	13 683 054	447 338	(28 615)	-	(1 865 248)	12 236 529
New buildings	14 946 196	-	-	-	(1 724 581)	13 221 615
Total	37 467 275	2 300 466	(30 136)	-	(6 515 463)	33 222 142

Reconciliation of property, plant and equipment – 2024

Southern African Wildlife College NPC (Registration number 1996/005726/08)						
Property, plant and equipment	Opening balance	Additions	Disposals & scrapping	Transfers	Depreciation	Carrying Value
	R	R	R	R	R	R
Assets under construction	99 410	1 893 668	-	(99 410)	-	1 893 668
Plant and machinery	840 665	-	-	-	(258 851)	581 814
Shipping containers	955 645	15 209	-	99 410	(176 706)	893 558
Motor vehicles	1 771 731	1 881 655	-	-	(653 066)	3 000 320
Office equipment	2 104 468	402 371	(24 106)	-	(1 003 347)	1 479 386
IT Equipment	755 337	692 229	(5 131)	-	(453 156)	989 279
Leasehold improvements						
Upgrades to existing infrastructure	14 093 189	1 432 291	(54 238)	-	(1 788 188)	13 683 054
New buildings	16 670 775	-	-	-	(1 724 579)	14 946 196
Total	37 291 220	6 317 423	(83 475)	-	(6 057 893)	37 467 275

4. Other financial assets

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Other financial assets	2025	2024
	R	R
At fair value		
The Endowment Fund	84 948 930	76 992 264
Non-current assets		
At fair value	84 948 930	76 992 264
Details of investments		
Opening balance	76 992 264	71 271 898
Additions to the fund	158 217	99 357
Withdrawals from the fund	(4 000 000)	(2 800 000)
Interest and dividends	4 502 704	5 338 417
Management fees (including VAT)	(545 604)	(509 898)
Fair value adjustments	7 841 349	3 592 490
Closing balance	84 948 930	76 992 264

The return on this fund is to be used for operational purposes. Capital from this fund can only be used with the approval of the donor. All fair value adjustments are allocated to the Capital Fund due to the nature of it being related to the Endowment Fund.

5. Deferred income

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Deferred income	2025	2024
	R	R
Current liability		
Deferred income	14 360 435	15 974 054

Deferred income is recognised in respect of funds received from donors which are to be utilised for specific projects or courses. The deferred income is to be utilised in the 2026 academic year and is thus reflected as a current liability.

6. Revenue

Southern African Wildlife College NPC (Registration number 1996/005726/08)		
Revenue	2025	2024
	R	R
Donations - Capital	158 217	72 532
Donations towards operations and infrastructure development	27 896 933	16 986 475
Course fees	7 672 355	19 493 961
Donations towards projects and training	17 457 378	21 709 989
Total	53 184 883	58 262 957

7. Funds

The company's reserves consist of the following:

Capital Fund: Shared/start-up capital as well as donations received to support the capital of the Company. The return on this fund is to be used for operational purposes. Capital from this fund can only be used with the approval of the donor.

General Fund: General operating activities of the Southern African Wildlife College NPC.

Earmarked Fund: KFW Project capitalisation of infrastructure and operations.

Southern African Wildlife College NPC						
(Registration number 1996/005726/08)						
	2025			2024		
	Earmarked	General	Capital	Earmarked	General	Capital
	R	R	R	R	R	R
Revenue	-	53 026 666	158 217	-	58 190 425	72 532
Other income	-	12 780 037	-	-	10 674 764	-
Operating expenses	(2 575 012)	(71 140 350)	-	(2 576 686)	(73 037 002)	-
Fair value adjustments	-	-	7 841 349	-	-	3 592 490
Operating (deficit)/surplus	(2 575 012)	(5 333 647)	7 999 566	(2 576 686)	(4 171 813)	3 665 022
Investment revenue	-	4 864 214	-	-	6 322 506	-
(Deficit) / surplus for the year	(2 575 012)	(469 433)	7 999 566	(2 576 686)	2 150 693	3 665 022
Total comprehensive (deficit)/surplus for the year	(2 575 012)	(469 433)	7 999 566	(2 576 686)	2 150 693	3 665 022

Fund balances comprises of the following net asset classes at year end:

Southern African Wildlife College NPC				
(Registration number 1996/005726/08)				
2025	Earmarked	General	Capital	Total
	R	R	R	R
Property, plant and equipment	18 849 191	14 372 951	-	33 222 142
Other financial assets	-	3 059 897	81 889 033	84 948 930
Inventories	-	512 991	-	512 991
Trade and other receivables	-	2 278 128	-	2 278 128
Cash and cash equivalents	-	12 849 453	-	12 849 453
Trade and other payables	-	(2 174 939)	-	(2 174 939)
Deferred income	-	(14 360 435)	-	(14 360 435)
Balance according to statement of changes in funds	18 849 191	16 538 046	81 889 033	117 276 270

2024	Earmarked	General	Capital	Total
	R	R	R	R
Property, plant and equipment	21 424 203	15 832 821	-	37 257 024
Other financial assets	-	3 102 797	73 889 467	76 992 264
Inventories	-	478 932	-	478 932
Trade and other receivables	-	6 551 231	-	6 551 231
Cash and cash equivalents	-	11 200 254	-	11 200 254
Trade and other payables	-	(4 184 502)	-	(4 184 502)
Deferred income	-	(15 974 054)	-	(15 974 054)
Balance according to statement of changes in funds	21 424 203	17 007 479	73 889 467	112 321 149

8. Going concern

The directors have reviewed the Company's budget and cash flow projections for the period to 31 December 2026. Based on these projections, available cash balances and the liquidity facility agreement of R4 500 000 in place with the Southern African Wildlife College Trust (SAWCT). SAWCT granted an additional loan facility to the Company to the value of R4 500 000, which is subject to prior unanimous consent from the Trustees of the Trust. The loan facility is subject to repayment terms whereby amounts withdrawn must be repaid within 12 months from date of withdrawal. The Directors are satisfied the Company has adequate resources to meet foreseeable cash flow requirements and continue its operations in the foreseeable future.

The financial statements have accordingly been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The directors are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the company.

9. Events after the reporting period

The directors are not aware of any matter which is material to the financial affairs of the company that has occurred between the reporting date and the date of the approval of the annual financial statements.





PUBLISHED IN 2026 BY THE SOUTHERN AFRICAN WILDLIFE COLLEGE

Incorporated in the Republic of South Africa under Section 21 of the Companies Act, 1973 (Act 61 of 1973), the College is a legal association registered as the Southern African Wildlife College (Registration Number 1996/005726/08).

The College is registered as a non-profit public benefit company, with NPC Registration Number 046-675-NPC and PBO Registration Number 930016093.

The SAWC is provisionally registered with the Department of Higher Education and Training as a Private Higher Education Institution under the Higher Education Act, 1997, Registration Certificate Number: 2011/HE08/004 until 31 December 2027.

The College also offers qualifications registered on the NQF under the Occupational Qualifications Framework (OQF). Quality excellence is still maintained via CATHSSETA (Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority), the Sector Education and Training Authority (SETA), in line with the Quality Council for Trades and Occupations (QCTO) mandated requirements.

The College is accredited by CATHSSETA, (Accreditation no. 613/P/000001/2004), and has been appointed by CATHSSETA as an Institute of Sectoral and Occupational Excellence (ISOE) for its outstanding contribution to skills development and organisational capacity building.

Recognised by the Department of Forestry, Fisheries and Environment (DFFE) South Africa as a credible and long-standing non-government conservation organisation (NGO), the SAWC is an approved project for Socio Economic Development under the Broad-based Economic Empowerment Act 53 of 2003 and the Codes of good practice on Broad-Based Black Economic Empowerment.

The SAWC is registered as a VAT vendor with the South African Revenue Services (SARS) under VAT Registration No: 4370159610 and Tax Reference No: 9508059640.

For further information contact: SOUTHERN AFRICAN WILDLIFE COLLEGE

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