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INSIDE THIS ISSUE:

- AES Register Now
- Presidents Column
- Annual Sponsor Spotlight
- Geocongress 2027 website
- 2027 Membership Benefits
- Calendar of Events
- Sponsorship Opportunities
- GeoNext Student Zone
- Samcodes Snippets
- GSSA New Members



NOLEEN PAULS

GSSA PRESIDENT

FROM VISIBILITY TO OPPORTUNITY: BUILDING THE GEOSCIENCE PIPELINE

August is women's month in South Africa — celebrating their achievements, reflecting on the barriers that remain, and asking what more needs to be done to create meaningful opportunity. For the GSSA, this month's events also highlighted something broader: the importance of supporting people at every stage of the geoscience career journey. Over the course of the month, the Society was represented at a number of Women's Day events.

I had the privilege of being part of the Wits SME Women in Mining 2026 Conference, joining a panel discussing *The Journey of Women in Mining - From the Classroom to the Mine Site*. Sharing the panel with women bringing different perspectives and experiences to the table was a reminder that we need to continue creating spaces where women can share their stories, support one another and make their voices heard.

Women's Month was also marked by a wonderful initiative from the GSSA UNIVEN Branch, which turned the month's message into meaningful action through a sanitary drive supporting women and young girls. The initiative promoted dignity, menstrual health and empowerment, while demonstrating that leadership and service extend beyond geoscience itself. It was encouraging to see our young members showing how geoscientists can contribute positively to the communities around them.

Representation matters, but representation is only one part of the picture.

A recurring theme for the GSSA over the past year has been the future of our profession and, particularly, the pipeline of people entering and progressing through geoscience.





The GSSA Northern Cape Branch, represented by Palesa Boikanyo and Mothusi Boihang, joined Women in Mining South Africa (WiMSA) at a STEM Career Fair at Galaletsang High School in Kuruman. With learners from 16 schools invited, the event offered an opportunity to showcase careers in geology, mining and the broader minerals industry to Grades 9-11 learners. Importantly, it also created visibility for young women to see themselves as future geologists, engineers, scientists and leaders in STEM.

Further along that journey, the GSSA joined the Wits Career Fair, engaging with students considering the transition from university into the workplace. These interactions allow students to learn from practicing professionals while giving the GSSA valuable insight into what young geoscientists need as they prepare to enter the industry.

For Adrian Crawford, Chair of the GSSA Student Division, the value of the event extended beyond the immediate engagement: *"I hope that Wits continues with the event for years to come, and I hope that the students who attended this event will one day come back to present themselves."*



Rorisang Malebye, Chair of the Young Geoscience Professionals Division, reflected on what the event revealed about supporting that transition: *"It was quite exciting to see a student-led initiative and allowed me to have a broader understanding of what's the feel of the expectation is post university and how can the GSSA set them up for success."*

Their perspectives capture an important part of the GSSA's role — not simply encouraging young people to enter geoscience but helping to create a pathway from student to young professional and, ultimately, to the next generation who will give back to the profession.

The GSSA's Field to Findings Workshop, aimed at students and young professionals, continued that journey by focusing on the practical aspects of exploration and geoscience they will encounter in the workplace — from drilling, downhole surveying and borehole logging to sampling, databases, assays, QAQC and reporting.

Taken together, August's activities illustrated the career pipeline in a very tangible way: introduce young people to geoscience, help students see a future within it, support graduates as they enter the workplace, and create an environment in which talented professionals can progress and lead.

Whether celebrating women in geoscience, introducing learners in Kuruman to STEM careers, engaging with students at Wits or helping young professionals strengthen their practical skills, the underlying objective was the same: to ensure people can see a place for themselves in geoscience — and, once they find it, have the opportunity to build a career within it.



Another highlight this month was the GSSA's recognition through the African Excellence Awards Programme, where the Society received two awards: Best Professional Geoscience Organisation and the Scientific Association Excellence Award.

These awards reflect the collective contribution of the people who make the GSSA what it is. Our members, branches, divisions, partners, leadership, volunteers and wider geoscience community all contribute their time, expertise and energy to the Society. This recognition belongs to all of them — an achievement we can share and celebrate as a community.

<https://meamarkets.digital/winners/geological-society-of-south-africa/>



Technical &
Scientific Meetings



Access to
Geoscience Information



GSSA
Publications



Research Education &
Investment (REI) Fund



Branches &
Divisions



Recognised Professional
Organisation (RPO)



Mentorship
Opportunities



Geoscience
Outreach



International/
regional alliances



Recognition as
a Professional

As the October fee notice time rolls around, one of the most common questions we get is **“what do I get for my membership dues?”**

Membership in the Geological Society of South Africa (GSSA) is far more than a professional affiliation—it is a gateway to opportunity, influence, and community within the geosciences. By joining, members gain access to a respected platform that amplifies their voice in shaping the future of the discipline, while also benefiting from networking with peers, mentorship from seasoned professionals, and exposure to cutting-edge research. The society provides tangible advantages such as career development, recognition through awards and publications, and participation in conferences that connect South African geoscience to the global stage. At its core, GSSA membership is about belonging to a collective that safeguards professional standards, promotes knowledge exchange, and ensures that geoscientists remain at the forefront of national and international conversations.

Technical & Scientific Meetings

The GSSA holds some 18-20 technical and/or scientific meetings each year. These may be single- or multiple- day events, online, in-person and hybrid. These meetings address a wide variety of topics; some topics are repeated annually, others are presented ad hoc, depending on the need of the minerals community. **GSSA members receive a 20% discount on delegate fees for all paid events.**

All of the GSSA meetings carry CPD credits. **CPD credits obtained by members who attend all meetings/events managed by the GSSA are automatically updated to the members profile**, upon successful completion of the meeting.

The GSSA, through its sponsors and event partners, provides a number of sponsorships to students (not restricted to GSSA students) to attend our meetings. The sponsorship primarily covers registration to both online and in-person events. As GSSA members, a small portion of your membership fees goes towards supporting students who might otherwise not be able to attend these events.

Access to Geoscience Information

1. The GSSA has a dedicated WhatsApp channel

(<https://whatsapp.com/channel/0029Vb8mkKw30LKHMRgs7Y22>)

where members can obtain information on all things geosciences; not only GSSA information, but anything interesting happening in the geoscience space. This is where members can get bite-sized bits of information in a non-intrusive manner.

2. As GSSA members, you receive access to the following publications, through the website and also by bulk mailer:

- **the weekly mailer** (identifying upcoming events by the GSSA and associated organisations),
- **the monthly newsletter** (highlights upcoming events, society announcements, opportunities, and short news items—perfect for staying connected to the GSSA community without being overwhelmed by detail). and
- **the Geobulletin** (the flagship magazine of the GSSA, offering in-depth articles, research insights, opinion pieces, and features on geology in South Africa and beyond. It's both a professional resource and a showcase of the society's vibrant community, giving members a platform to share knowledge and celebrate achievements.

The South African Journal of Geology (SAJG)

The SAJG is a peer-reviewed academic journal that publishes original research across the geosciences. It's the authoritative platform for advancing geological knowledge in South Africa, ensuring members stay engaged with cutting-edge science and global scholarly dialogue. **GSSA members have free access to the SAJG through our website via our relationship with GeoScience World** (non-members need to subscribe at costs, typically starting at US\$4,000 for 100 downloads).

Research Education & Investment (REI) Fund

GSSA members have access to the REI Fund, which was established to financially support geoscience projects, research initiatives, and educational activities. It is a member-focused fund that provides grants for advancing geology in South Africa.

It provides financial support for geoscience research projects, it provides funding for educational initiatives, including attendance at local and international conferences. It does not, however, cover tuition fees or undergraduate studies. **All members, including student members, are eligible to apply for REI funds, if they have been members for a minimum of one year.**

Branches & Divisions

As GSSA members, you are able to join any one (or more) of the many Branches and Divisions (B&Ds); it is noteworthy, however, that you do not need to be a member of the GSSA to be a member of one of the B&Ds. Both B&Ds organize events, lectures, and networking opportunities tailored to local members. They are run by elected chairs and committees, who coordinate local activities under the broader GSSA constitution. They provide members with accessible CPD opportunities, networking, and community outreach.

Branches

The GSSA has a number of local/regional branches that offer free or nominal membership. These branches are regionally based and act as the society's grassroots hubs. The more active branches are:

- **Bushveld Branch** – Focuses on the mineral-rich Bushveld Complex, hosting technical talks and mine visits.
- **Northern Cape Branch** – Serves members in South Africa's largest province, often linked to mining and exploration activities.
- **Western Cape Branch** – Engages with academic institutions and industry in Cape Town and surrounds.
- **University of Venda Student Branch (UniVen)** – Provides a platform for student involvement, mentorship, and early-career development.
- **Other regional branches/regions** – Free State, Eastern Cape, KZN and others, each with their own committees and events.

Divisions

Divisions group members by technical or professional interest, advancing specific areas of geoscience. Divisions are chaired by specialists and operate semi-independently, organizing symposia, publishing technical material, and contributing to policy discussions. They ensure members have a voice in their specific field of expertise.

- **Geoscience & Society (Geoheritage Division)** – Promotes the identification, protection, and celebration of South Africa's geological heritage, ensuring geosites are conserved and valued for education, tourism, and cultural legacy.
- **Groundwater Division** – Focuses on hydrogeology, water resource management, and sustainable use as well as upholding and promoting professionalism in the field of groundwater.

- **MinSA Division (Minerals Division)** – founded in 1979 to foster collaboration and knowledge exchange within South Africa’s mineralogical community.
- **Young Geoscience Professionals Division** – Provides networking, mentorship, and career development for early-career geoscientists.
- **Student Division** – Offers a platform for students to engage with the professional community, bridging the gap between academia and industry.

Recognised Professional Organisation (RPO)

The GSSA is the only professional geoscience organisation in Africa that has RPO status with CRIRSCO (the umbrella body for public reporting codes). **This allows for GSSA members and fellows with Chartered Status to use their GSSA membership to sign off on public reports** in most international jurisdictions. Chartered Status is available to all GSSA members who meet the educational and experience requirements, at no extra cost beyond normal membership fees. This is also applicable to academic members who do not need to be registered with SACNASP.

Both general membership and Chartered Status is available to members outside of South Africa, which then allows individuals throughout Africa (and elsewhere) to qualify as Competent Persons under CRIRSCO and/or Qualified Experts (under UNFC).

Mentorship Opportunities

The GSSA manages a formal mentorship programme in conjunction with SACNASP. A number of GSSA Members (who are also registered with SACNASP as Candidates) are taken in each year and paired with experienced mentors based on interests, career goals, and areas of expertise. **Our members can be both mentees and mentors:** mentees gain exposure to networking opportunities, conferences, and society activities, while mentors provide advice on career planning, technical skills, and professional development through regular meetings (in-person or virtual). While mentors contribute to shaping the next generation of geoscientists, they are not there to provide employment opportunities for mentees.

The GSSA is developing a mentorship portal on the website where **GSSA members can reach out and ask questions** of more experienced individuals.

Geoscience Outreach

Globally, geoscience student enrolments have been declining sharply in recent years. While enrolments in South Africa are not collapsing as much as in the developed world, student numbers remain relatively modest compared to demand. South Africa’s challenge is not only numbers but also diversity and retention, ensuring students progress into postgraduate studies and professional practice. This mismatch raises concerns about future workforce shortages in the minerals and environmental sectors.

The GSSA seeks to support interest in the Geosciences at university and school levels. One way in which we are doing this is to be visible at university/school career fairs. We are also aligning ourselves with various companies and organisations that provide internships and training camps.

One way in which we do this is by direct and indirect sponsorship of various events and programmes. **Your membership fees help us to promote geoscience education.**

International/regional alliances

The GSSA has various informal alliances and formal MOUs with a multitude of local, regional and international organisations, which often allow GSSA members to register for events at member rates.

The GSSA is also a founder member of the Global Geoscience Professionalism Group (GGPG). One of the primary objectives of the GGPG is to create a database which allows members of member organisations to determine what the registration, CPD and professional ethics requirements are of other jurisdictions. Geoscientists are very mobile, working in different areas across the globe. **Free access to the GGPG database** will help you to understand what the requirements are before you get there.

Recognition as a Professional SACNASP

The GSSA holds formal standing as a Voluntary Association with SACNASP, which is significant because it provides its members with professional recognition under South African law. This affiliation means that our members who are also registered with SACNASP can rely on the GSSA as their professional body, ensuring alignment with national standards of competence, ethics, and accountability. **As a Voluntary Association that has a seat on the SACNASP Council, the GSSA is able to highlight issues that our members face in the registration space.** The GSSA also populates the committee that evaluates registration applications in the Geology and Earth Science fields of practice.

NSTF

The GSSA is an active member of the National Science and Technology Forum (NSTF), which is a broad coalition of professional bodies, research institutions, and industry stakeholders working to advance science, engineering, and technology in South Africa. Through this affiliation, the GSSA contributes the geoscience perspective to national dialogues on innovation, policy, and education, **ensuring that earth sciences are represented in shaping the country's scientific agenda.**

Council for Geoscience

The GSSA maintains a close relationship with the Council for Geoscience (CGS). This connection strengthens the Society's role as a professional home for geoscientists while complementing the CGS's mandate to provide geoscientific knowledge for national development. Through collaboration with the CGS, the GSSA supports the dissemination of research, professional standards, and industry engagement.

Minerals Council of South Africa

The Geological Society of South Africa (GSSA) works closely with the Minerals Council South Africa (MINCOSA), the country's leading industry body representing mining companies.

This relationship ensures that the professional voice of geoscientists is aligned with the broader priorities of the mining sector, particularly in areas of responsible resource reporting, safety, and sustainable development. Through collaboration, the GSSA contributes technical expertise and professional standards, and provides input to Minerals Council initiatives on industry perspectives and advocacy, specifically on issues such as mineral policies, exploration, emerging technologies and critical raw materials/minerals.

Final Word

- At its core, membership is about community. It's about being part of a society that values knowledge, ethics, and the role of geoscience in building a sustainable future. It's about belonging to a group that celebrates your passion and turns it into impact.
- Joining the GSSA isn't just ticking a box or "whats in it for me" — it's choosing to invest in yourself, your profession, and the future of geoscience. If you want to be part of the conversations that matter, and the community that drives them, then membership with the GSSA is the way forward.

Tania Marshall

Executive Manager



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Whether you require reliable geological data management or are working with complex geoscientific datasets, our GIM solutions are designed to support geologists in the field, office and across the wider organisation.

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Designed for organisations exploring or developing a resource, GIM Essentials provides a simple, reliable foundation for geological data management, so you are able to:

- Get up and running quickly without the need for database expertise
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- Capture, validate and manage drilling, logging and sampling data through an intuitive workflow.
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Since 1998, maxgeo has been helping resource companies unlock the value of their geological and mining data. Founded by a group of respected geoscientists, the company was built on a simple belief: better data leads to better decisions. More than two decades later, that principle continues to drive everything we do.

Today, maxgeo is a leading provider of cloud-based data management solutions for the global mining and exploration industry. Our platform connects critical operational data across exploration, grade control, and mining workflows, enabling organisations to improve data quality, reduce risk, and make more informed decisions with confidence.

In an industry where data is often fragmented across systems, teams, and locations, maxgeo provides a single, connected ecosystem that serves as a trusted source of truth. From drill program management and geological logging to assay management, land monitoring, and operational reporting, our solutions are designed to streamline workflows and ensure the highest levels of data integrity throughout the mining lifecycle.

At the core of the maxgeo platform is a commitment to structured, validated data. By bringing together diverse datasets into one environment, organisations can eliminate silos, automate manual processes, and gain faster access to actionable insights.

This enables technical teams, operational personnel, and management to work from the same trusted information, improving collaboration and supporting better business outcomes.

Our software suite includes purpose-built solutions that work seamlessly together to support exploration and mining operations of all sizes. From emerging explorers seeking efficient data capture and management, to major producers requiring enterprise-scale governance and reporting capabilities, maxgeo delivers technology that scales with our clients' needs. Through integrations with leading industry platforms and laboratories, we help organisations automate data flows and maintain consistency across their operational systems.

Today, maxgeo is trusted by more than 300 companies operating across multiple commodities and jurisdictions worldwide. Headquartered in Fremantle, Western Australia, with offices in South Africa, Canada, and the United Kingdom, our team supports clients across more than 200 locations globally. Every day, over 2,000 users rely on maxgeo solutions to manage, validate, and leverage their geological and mining data.

As the mining industry continues to evolve, so too does maxgeo. We remain focused on delivering innovative technologies that help resource companies transform complex data into operational intelligence. By combining deep industry expertise with modern cloud technology, we empower organisations to work smarter, reduce uncertainty, and build a stronger foundation for future growth.

At maxgeo, we believe that trusted data is the cornerstone of successful mining operations. Our mission is to help clients create connected, reliable, and intelligent data ecosystems that support better decisions from drilling to production and beyond.

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WELCOMING THE NEXT GENERATION OF GEOLOGICAL TALENT TO B&S GEOLOGICAL! 🌍🔨

We are excited to welcome Natty Mothapo and Minenhle Maphumulo to the B&S Geological team as part of our internship programme, and we look forward to supporting their continued development as they build on their strong academic and geological backgrounds.



Natty is a Master's candidate in Economic Geology at the University of the Witwatersrand, where her research focuses on characterising primary lithologies and understanding alteration styles associated with mineralisation in the Domes Region of north-western Zambia.

With two years of experience as an Exploration Geologist in the Zambian Copperbelt and its extension into Angola, Natty has gained valuable experience working with both basement-hosted and sedimentary-hosted copper deposits. Outside of geology, Natty enjoys running and travelling.

Minenhle Maphumulo is a PhD candidate in Geology at the University of Johannesburg, having previously completed her MSc in Geology at UJ, as well as her BSc Honours and BSc degrees in Geology at the University of KwaZulu-Natal. Her area of specialisation is mineralogy, geochemistry and igneous petrology, with a particular focus on rare-metal pegmatites.



Minenhle has presented both her Master's and current PhD research at local and national conferences. She has also contributed to public geological discussions, including appearing on SABC national television to provide a geologist's perspective on issues such as illegal mining in South Africa. She participated in the Mining Indaba Youth Programme, engaging with discussions around the future of mining and the role of young professionals in the geosciences. Outside of geology, she enjoys ice skating, gardening and learning new skills.

Welcome to the team, Natty and Minenhle! We are excited to see where your geological journeys take you.

At B&S Geological, we believe that investing in young geological professionals is an investment in the future of our industry. We are proud to provide opportunities for emerging geoscientists to develop practical skills, gain industry exposure and bridge the gap between academic knowledge and real-world geological applications.



The Makeup of the SSC (Observers; SACNASP, ECSA, FSCA)

In addition to voting members, the SSC also has three observer organisations – The South African Council for Natural Scientific Professions (SACNASP), the Engineering Council of South Africa (ECSA) and the Financial Sector Conduct Authority (FSCA).

SACNASP

The South African Council for Natural Scientific Professions (SACNASP) is the statutory body responsible for registering and regulating natural science professionals in South Africa, including geologists, environmental scientists, and related practitioners whose work underpins mineral reporting. Within the SAMCODES ecosystem, SACNASP holds observer status on the SAMCODES Standards Committee (SSC), a position that allows it to contribute professional oversight and scientific integrity without participating in formal voting processes. SACNASP's involvement is significant because the SAMREC, SAMVAL, and SAMOG Codes require that Competent Persons (CPs) and Competent Valuers (CVs) possess appropriate qualifications, experience, and professional registration—criteria directly aligned with SACNASP's statutory mandate. By participating as an observer, SACNASP helps ensure that the scientific competencies required for public reporting are upheld, particularly in areas such as geological interpretation, mineral resource estimation, environmental considerations, and geoscientific data integrity. Its presence reinforces the SSC's commitment to ethical practice, transparency, and professional accountability, as SACNASP provides insight into disciplinary processes, registration standards, and continuing professional development frameworks that support high-quality reporting. SACNASP's observer role also strengthens the SSC's multidisciplinary composition, ensuring that natural science perspectives remain integrated into discussions on code updates, compliance issues, and evolving industry needs. This is especially important given the increasing complexity of mineral reporting, where environmental, geological, and scientific data must meet rigorous standards of materiality and accuracy. SACNASP's participation helps maintain alignment between statutory professional regulation and the voluntary but industry-critical SAMCODES framework, ensuring that scientific practitioners contributing to public reports operate within a robust ethical and professional environment.

ECSA

The Engineering Council of South Africa (ECSA) is the statutory regulator for engineering professionals, responsible for registration, competency standards, and ethical conduct across all engineering disciplines. ECSA holds observer status on the SAMCODES Standards Committee (SSC), reflecting the critical role engineering plays in mineral project evaluation, mine design, operational planning, and technical reporting. Although non-voting, ECSA's presence ensures that engineering perspectives are incorporated into the SSC's deliberations. The SAMCODES rely heavily on engineering inputs: mine layouts, production schedules, modifying factors, metallurgical recoveries, and engineering risk assessments all form essential components of SAMREC and SAMVAL-compliant reporting. ECSA's observer role therefore supports the SSC by reinforcing professional standards, ensuring that engineering practitioners contributing to public reports meet statutory requirements for competence, accountability, and ethical practice.

This alignment is vital because Competent Persons and Competent Valuers often come from engineering backgrounds, and their professional registration with ECSA provides assurance of technical proficiency and adherence to a regulated code of conduct. ECSA also contributes to discussions on the evolution of reporting standards, offering insight into technological advancements, engineering methodologies, and regulatory expectations that influence mineral project assessments. Its involvement helps maintain the SSC's multidisciplinary integrity, ensuring that engineering considerations remain central to the development and maintenance of the SAMCODES. By participating as an observer, ECSA strengthens the SSC's ability to uphold high standards of public reporting, protect investors, and ensure that engineering-related disclosures are accurate, defensible, and aligned with statutory professional norms.

Financial Sector Conduct Authority

The Financial Sector Conduct Authority (FSCA) is South Africa's market conduct regulator, responsible for overseeing financial institutions, protecting investors, and ensuring fair, transparent market practices. Its involvement in the SAMCODES Standards Committee (SSC) as an observer reflects the critical intersection between mineral reporting and financial market integrity. Public mineral reports directly influence investor decisions and market behaviour. The FSCA's observer role ensures that the SSC remains aligned with broader financial regulatory expectations, particularly those related to disclosure quality, transparency, and the prevention of misleading or fraudulent reporting. Although the JSE enforces SAMCODES compliance through its Listings Requirements, the FSCA's presence provides an additional layer of regulatory insight, reinforcing the importance of accurate, ethical, and investor-protective reporting practices. As an observer, the FSCA contributes perspectives on market conduct risks, regulatory trends, and financial governance principles that influence how mineral companies communicate technical information to the public. Its involvement helps the SSC maintain a reporting framework that supports fair market outcomes and protects investors from technical misstatements or poorly substantiated disclosures. The FSCA's participation also underscores the SAMCODES' role as a cornerstone of South Africa's financial reporting ecosystem, ensuring that mineral reporting standards remain credible, internationally aligned, and responsive to evolving regulatory expectations. By engaging with the SSC, the FSCA strengthens the connection between technical reporting and financial market oversight, helping ensure that the SAMCODES continue to serve the public interest through robust, transparent, and ethically grounded disclosure standards.



GSSA
Geological Society of South Africa

2026 CALENDAR OF EVENTS

 8 SEPTEMBER	Professionalism & Code of Ethics Workshop	 ONLINE ONLY
 10 – 13 SEPTEMBER	Lichtenburg 100	 IN PERSON ONLY
 19 & 20 SEPTEMBER	Structural Geology Course & Field trip	 IN PERSON ONLY
 8 & 9 OCTOBER	Data Analytics & Machine Learning	 ONLINE ONLY
 20 & 21 OCTOBER	Advanced SAMCODES Workshop	 IN PERSON ONLY
 18 & 19 NOVEMBER	African Exploration Showcase	 HYBRID

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Contact: Loni Gallant
lonigallant@icloud.com

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