

# Zimbabwe Handball

## Federation



**Constitution**

**Ammended 2019**

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## **1.1 Definitions**

For the purpose of this present constitution and of the related legal instruments the terms used herein have the following meanings, unless stipulated in the text:

### **“Z.H.F”**

Means the Zimbabwe Handball Federation

### **“AGM”**

Means an Annual General Meeting of the Z.H.F Council held not later than 31 March .

### **“NEB”**

Means the National Executive Board of the Z.H.F. It is the governing institution responsible for executing handball business and administers ZHF structures at all levels.

### **“DC”**

Means the Disciplinary Committee.

### **“NASH”**

Means the National Association of Secondary School Heads.

### **“NAPH”**

Means the National Association of Primary School Heads

ZIPESTA

### **“SRC”**

Means the Sport and Recreation Commission, a regulatory authority of sport responsible for the development and promotion of sport in the country, as outlined in the SRC Act Chapter 25:15.

### **“Club”**

Means a group of persons associated together for the purposes Handball affiliated to the Z.H.F through its structures.

### **“Commission”**

Means a working group of specialists appointed by the NEB to serve a certain function from time to time with the responsibility of fulfilling certain duties as defined by NEB .

**“IHF”**

Means the International Handball Federation.

**“CAHB”**

Means the Confederation of African Handball.

**“Council”**

Means NEB and of Chairpersons of Provinces affiliated Z.H.F and representatives of commissions

**“ZHFAT”**

Means the Zimbabwe Handball Federation Arbitration Tribunal

**“CAS”**

Means Court of Arbitration for Sport

**“ZOC”**

Means the Zimbabwe Olympic Committee.

## **Article 1: Name**

- 1.1** The name of the Federation shall be Zimbabwe Handball Federation (Z.H.F) it is the authority governing the sport of Handball in all forms in Zimbabwe. It is a legal entity with its own right to sue and be sued.
  - 1.1.1 It is a legal entity with its own right to sued and registered in terms of SRC Act Chapter 25:15
- 1.2** Name and logo (Zimbabwe Handball Federation written around a circle drawn in red, green, yellow, whose inside is white with a Zimbabwean bird sitting on the ball in a yellow and black in a hand).
- 1.3** The headquarters of the federation is Harare, Zimbabwe. Shall continue to be so until Council decides otherwise in an Annual General Meeting.
- 1.4** Zimbabwe Handball Federation shall be affiliated to Zimbabwe Olympic Committee, International Handball Federation,

## **Article 2: Purpose**

### **2.1. The ZHF shall**

- 2.1.1 Facilitate the development of handball in all its forms, and ensure the establishment of Provincial and lower levels of handball administration structures in all parts of the country.
- 2.1.2 Promote, co-ordinate, publicize, regulate, organize, supervise, control, direct and indirect govern the sport of handball throughout the country.
- 2.1.3 Be a member of and adhere to the laws and regulations of the International Handball Federation (IHF).
- 2.1.4 Organize and control International matches, tours, national competitions and festivals inside and outside Zimbabwe.' Facilitate tours by Zimbabwean teams outside Zimbabwe and other such events.
- 2.1.5 To collect, canvas for and accept donations, subscriptions, levies and endowments or any other benefits from any legal source whatsoever.
- 2.1.6 To undertake any commercial activity for the development and promotion of Handball in the country.
- 2.1.7 Utilize in any manner the national and international events for marketing, advertising and marketing rights, TV signal rights and other electronic, visual and printed media rights.

- 2.1.8 Maintain, continue or provide for the registration and affiliation of provincial boards, clubs, volunteers, coaches, technical official and players and any other affiliates.
- 2.1.9 Develop and implement by laws, regulations and official rules of the game for all forms of handball as provided by the IHF amongst all its members.
- 2.1.10 Ensure compliance with ZOC, Government, CAHB, IHF policies.
- 2.1.11 Enforce compliance of all its members, affiliates and structures at all levels.

### **Article 3 Principles**

- 3.1.** The ZHF is the sole entity comprised to administer and govern handball in Zimbabwe for both male and female players.
- 3.2.** The ZHF tolerates no discrimination on the basis of race, religion, disability, creed, gender or political orientation or any other.
- 3.3.** 3.3 The ZHF subscribes to sportsmanship, fair play, respect, ethical conduct and discipline. 3.4 ZHF shall be a law abiding institution, that observes domestic and International laws governing sport. 3.5 ZHF is a democratic board that allows for its members and individuals to take legal action within the confines of ZHF statutes to resolve any matters.

### **3.4. Article 4 Official and working languages**

- 4.1.** The official language of the ZHF shall be English, Shona and Ndebele.
- 4.2.** The working language of ZHF is English. Members of the Council may chose any other National language as long as English remain the recorded language.

### **Article 5 Composition and Membership**

- 5.1.** The ZHF is composed of the following provincial boards
  - 5.1.1 Bulawayo Province,
  - 5.1.2 Harare Province,
  - 5.1.3 Manicaland Province,
  - 5.1.4 Mashonaland Central Province,
  - 5.1.5 Mashonaland East Province,
  - 5.1.6 Mashonaland West Province,
  - 5.1.7 Masvingo Province,
  - 5.1.8 Matebeleland North Province,
  - 5.1.9 Matebeleland South Province,
  - 5.1.10 Midlands Province.

**5.2** The NEB shall establish the limits of powers, responsibilities and functions of each Commission through regulations.

**5.2.1 The following are ZHF Commissions:**

- 5.2.1.1 Athletes Commission
- 5.2.2 Coaches Commission
- 5.2.3 Playing Rules Commission (P.R.C)
- 5.2.4 Arbitration Commission
- 5.2.5 Women Commission and other commissions that the NEB may appoint

**5.3 Affiliate Members of ZHF are:**

- 5.3.1 All clubs that are registered with ZHF.
- 5.3.2 All leagues affiliated to ZHF
- 5.3.3 All academies that are registered with ZHF.

**5.4 Associate Members**

- 5.4.1 National Association of Primary School Heads (NAPH)
- 5.4.2 National Association of Secondary School Heads (NASH)
- 5.4.3 Zimbabwe Tertiary Institute Sport Union (ZTISU)
- 5.4.4 Uniformed services
- 5.4.5 5.4.5 Zimbabwe Physical Education and Sport Teachers Association.
- 5.4.6 Council of heads for Independent School in Zimbabwe and Association of Independent Trust Schools in Zimbabwe.

**5.5 Affiliation**

- 5.5.1 Only one provincial board per province shall be entitled to ZHF membership after paying annual subscriptions determined by the Council.
- 5.5.2 Membership is through payment of affiliation fees.
- 5.5.3 Subscriptions shall become due and payable by 31<sup>st</sup> March of each year.
- 5.5.4 The affiliation of all members to the ZHF is granted at its own request and by decision of the Council.
- 5.5.5 The Council defines the conditions and procedures to be filled for such request of affiliation. Should any of the conditions for affiliation cease to be fulfilled, the member concerned shall lose all its rights until a time as the conditions of affiliation are met.
- 5.5.6 The affiliation of members in handball to ZHF is compulsory and the Council shall review amounts to be paid from time to time.

## **5.6 Resignation**

- 5.6.2 Members may resign from the ZHF by writing to the NEB citing their intentions to do so prior to the resignation being accepted by the Council.

## **5.7 Suspension**

- 5.7.2 ZHF can suspend any member for breaching the provisions of the constitution, rules and regulations in accordance with provisions of the ZHF legal framework.

## **5.8 Expulsion**

ZHF can expel any member for breaching the provisions of the constitution, rules and regulations in accordance with provisions of the ZHF legal framework.

## **Article 6: ZHF Bodies**

- 6.1. The Council
- 6.2. The National Executive Board
- 6.3. Commissions
  - 6.3.1 Athletes Commission
  - 6.3.2 Coaches Commission
  - 6.3.3 Playing Rules Commission (P.R.C)
  - 6.3.4 Women Commission
  - 6.3.5 Disciplinary Commission
  - 6.3.6 Competitions Control Committee
  - 6.3.7 The Zimbabwe Handball Arbitration Tribunal

## **Article 7: The Council**

- 7.1.2 The Council shall consist of the following members:
- 7.1.1 President
  - 7.1.2 Vice President
  - 7.1.3 Secretary General
  - 7.1.4 Treasurer
  - 7.1.5 Technical Director
  - 7.1.6 2 committee members
  - 7.1.7 Commissions
  - 7.1.8 2 Schools
  - 7.1.9 1 Tertiary
  - 7.1.10 10 provincial chairpersons
  - 7.1.11 The term of office of Provincial chairperson shall be four years not exceeding consecutive two terms.

7.1 .12 Council members shall be available for all ZHF meetings. Failure to attend a maximum of two meetings attracts disciplinary action. .

**7.2 Duties of the Council shall be:**

7.7.1 Ratifies NEB resolutions.

7.7.2 Deciding on important financial matters within budget constraints and approving budgets at their request.

7.7.3 Approves working groups to deal with specific tasks.

7.7.4 Where upon a vote of no confidence is passed upon the NEB the council shall appoint an interim executive board until the next AGM.

7.7.5 Granting admission of new members.

7.7.6 Receiving activity reports from the working groups and committees and making recommendations.

7.7.7 Approve the awarding honors.

7.7.8 Approves appointing of an auditor.

7.7.9 Approves ZHF policies.

7.7.10 Approves appointment of a legal consultant.

**Article 8 Composition National Executive Board (NEB)**

**8.1.** The National Executive Board is composed of the following:

- a. President
- b. Vice President
- c. Secretary General
- d. Treasurer
- e. Two Committee members

8.1.1. In the event of a vacancy on the NEB, the Executive may co-opt another member, subject to ratification by Council at its next meeting.

8.1.2. During the four (4) year term of the NEB, members may only be removed from office, by decision of the Extra Ordinary Council Meeting, for justifiable reason or a vote of no confidence.

8.1.3. The NEB shall meet as per calendar of meetings. If after sixty minutes of scheduled starting time a quorum is not achieved, the meeting shall have the competence only to move a motion to adjourned meeting to a date seven (7) seven days from the date of the adjourned meeting. The minutes and agenda of the adjourned meeting shall be sent to all those who received the first notice of the adjourned meeting. The minutes shall state the date, time and venue of the next meeting. These minutes shall serve as the notice of this meeting and shall state

clearly that a quorum shall not be necessary for the meeting to proceed with the items on the agenda.

The positions of Treasurer, Secretary General and shall be appointed on merit and qualification by the NEB .

## **8.2. Duties of the NEB**

- 8.2.1. The NEB shall lead the ZHF as the executive board elected by the AGM, fulfilling the ZHF by laws and in compliance with resolutions of the Council.
- 8.2.2. NEB shall be in charge of all activities of the ZHF leading the administration office, committees and working groups.
- 8.2.3. Shall represent ZHF in all international organization and events.
- 8.2.4. Submits proposal and motions to the IHF congress. It can also submit nominations for the re election of its members.
- 8.2.5. Shall oversee the management of all competitions
- 8.2.6. By recommendation of Disciplinary committee NEB may suspend and provisionally substitute any member of the Commissions and working groups.
- 8.2.7. Convenes general meeting of the ZHF.
- 8.2.8. To consider on all matters provided and not provided in the constitution including interpretation and procedure.
- 8.2.9. To license members, coaches, referees and players.
- 8.2.10. To appoint sub committees to perform any special task and confer any such powers vested in it under these rules.
- 8.2.11. To make and give receipts, releases and other discharges for money payable to ZHF and for the claims and demands of the ZHF.
- 8.2.12. To draw, accept, endorse, make and execute bills of exchange, promissory notes cheques and other negotiable instrument connected with business of the ZHF in such a manner as may from time to time be decided upon by resolutions of the NEB and the Council.
- 8.2.13. To administer the investment of funds of the ZHF as deemed necessary by the NEB and the Council.
- 8.2.14. To borrow such sums of money which may be deemed necessary on such terms and conditions as may be deemed advisable by NEB.
- 8.2.15. To refund expenses of members on approved expenditure in the discharge of duties.
- 8.2.16. To institute or defend any action or actions at law or against ZHF
- 8.2.17. To purchase, sale or otherwise acquire any movable or immovable property deemed requisite for the purpose of the ZHF.
- 8.2.18. To appoint managers, coaches and referees as required, with due consideration being made on the submissions by commissions.
- 8.2.19. Determine the course of action on submissions from DC. To make, vary, and repeal policies and bylaws for the regulation of the affairs of

the ZHF provided such by laws do not conflict with constitution of the ZHF.

- a) To receive reports from all structures from time to time.

## **Article 9 Duties of Executive Board Members**

### **9.1. President**

- 9.1.1. Chairing meetings
- 9.1.2. He/ She is in charge of the administration and management of the Federation through competent organs.
- 9.1.3. Signs minutes and authorises all expense vouchers and verifies financial reports prior to presentation.
- 9.1.4. Is authorized to sign contracts, MOUs , MOAs on behalf of the ZHF.
- 9.1.5. Shall have the final approval for withdrawal of funds in consultation with finance committee.
- 9.1.6. Shall approve income and expenditure of the federation
- 9.1.7. In the event that he/she cannot carry out his duties, he/she is to delegate to his Vice President or secretary general, In the absence of all these persons, the members of the ZHF present and voting shall elect one of their members to be Chairperson. If the Chairperson is definitely unable to hold office, he is replaced in the next AGM.
- 9.1.8. In case of urgent business, the president may seek to make resolution and decisions by text message, e –mail, fax , mail and other digital –platforms between Council meetings.
- 9.1.9. He represent the ZHF in courts as plaintiff or as defendant or in financial matters or whenever required. In his/her absence, the Vice President shall exercise the President’s powers without special authorization.
- 9.1.10. Signatory to bank accounts.

### **9.2. Vice President**

- 9.2.1. To supervise technical ZHF Commissions
- 9.2.2. To advise the technical subcommittees on the regulations, the application of which is within their competence.
- 9.2.3. Advises NEB on amendments of the code of conducts.
- 9.2.4. Assumes chairmanship in the absence of the president with all his/her rights and duties without special authorization.
- 9.2.5. To supervise the execution of the development programmes that enable resource persons and personnel to diligently carry out their duties technical and administrative.
- 9.2.6. Signatory to bank accounts.
- 9.2.7. Presides over the Marketing Committee.

### **9.3. Secretary General**

- 9.3.1. To conduct administrative work and responding to official mails with the joint action of the President.
- 9.3.2. To supervise the accreditation of delegate to the AGM.
- 9.3.3. To present the agenda and minutes of the previous meetings to the executive and the AGM.
- 9.3.4. Is responsible for the compilation and distribution of the minutes of the meetings of the executive, AGM and any other meetings.
- 9.3.5. To prepare reports for NEB and compile all reports from sub committees.
- 9.3.6. Signatory to bank accounts.
- 9.3.7. Makes press releases in consultation with the President.
- 9.3.8. Oversees administrative trainings.
- 9.3.9. To facilitate tours outside Zimbabwe in liaison with the President.
- 9.3.10. To convene general meetings for the ZHF.
- 9.3.11. Shall deal with all correspondences of the association
- 9.3.12. To act as returning officer when provinces are holding their elections.
- 9.3.13. Collecting all information from all committees and working groups monthly.

### **9.4. Technical Director**

- 9.4.1. Capacity development of technical officials, athletes training and development.
- 9.4.2. Oversees handball high performance programs
- 9.4.3. Compiles and submits data bases for coaches and athletes.
- 9.4.4. Reports to NEB regularly
- 9.4.5. Monitors and evaluates athlete performances
- 9.4.6. Coordinates the identification, selection and development in line with athletes selection policy

### **9.5. The Treasurer**

- 9.5.1. To ensure books of accounts are kept in good order.
- 9.5.2. To be responsible for preparation and control of the budget.
- 9.5.3. Produce income and Expenditure and balance sheet every end of year submit them to the NEB. Presides over the finance Committee.

### **9.6. Committee Member 1 and 2**

- 9.6.1 Perform tasks as delegated by NEB.

## **Article 9 Commissions**

9.1 The NEB may establish Commissions in order to facilitate implementation of the objectives of the ZHF. The NEB may also establish ad-hoc Commission as required.

9.2 The Commissions shall be composed of a minimum of five (3) members and one (1) Chairperson.

9.3 The primary role of the Commissions is to compliment the NEB by executing technical or specialized functions.

9.4 The NEB shall establish the terms of reference governing the powers, responsibilities of each commission.

## **Article 10 Meetings**

### **10.1 Conditions for convening the Elective AGM are:**

10.1.2 The dates of the Elective AGM shall be announced three (3) months in advance.

10.1.3 The Executive shall convene a Special General Meeting one (1) month in advance.

10.1.4 Elections to the NEB shall be held by secret ballot, unless there are no other candidates contesting the particular posts in which case the single duly nominated candidate shall be declared the winner.

10.1.5 Election requires an absolute majority of fifty percent plus one (50%+1) votes present. If no candidate obtains an absolute majority, a run off shall be within 30 minutes held between the two candidates who obtained most votes in the first ballot. In case of a tie, voting shall be repeated.

10.1.6 Nomination papers for the NEB shall be submitted to the Secretary General by the Provincial Boards no later than 14 days prior to the opening of the Elective AGM.

10.1.7 Any persons elected to the NEB shall relinquish any other posts held within other ZHF membership structures.

### **10.2 Eligibility of election into ZHF Board**

10.2.1 Every person aspiring to be an executive member of the Zimbabwe Handball Federation Board shall:

10.2.2 Be a Zimbabwean citizen who has attained the age of 30.

10.2.3 Provide a police clearance.

- 10.2.4 Be under the age of 70 years at the time of election
- 10.2.5 Must not have been convicted with a crime with a potential custodial sentence of 6 months or more.
- 10.2.6 Declared insolvent by a court of Law or
- 10.2.7 Must be an affiliated member of Zimbabwe Handball Federation
- 10.2.8 Candidates for the following positions shall have to meet the following additional requirements:

10.2.7.1 **The President/ Vice President/Committee Members**

10.2.7.2 Must have been a member of ZHF for a period of 4 years

Must have attained a sport administration, management qualification and at least 5 O' levels including English Language.10.2.7.4 After two terms of continuous service in one position an individual may seek re-election after skipping one term. 10.2.7.5 Must have been not suspended from ZHF activities by SRC or any criminal record.

**10.3 Annual General Meeting**

10.3.2 The AGM shall be attended by the following members:

10.3.3 NEB

10.3.4 Council

10.3.5 Commissions

10.3.6 Affiliate and Associate Members.

10.3.7 The AGM shall take place every end of year not later than 31<sup>st</sup> of March including the Elective AGM.

10.3.8 Notice of the AGM, copy of the agenda for the meeting and minutes of the previous AGM shall be sent to the affiliate thirty (30) days prior to the meeting

10.3.9 If any member of the ZHF wishes to have any notice of the motion or resolution added to the agenda for the AGM. Written notice should be given to the Secretary General thirty (30) days prior to the meeting.

10.3.10 The agenda of the AGM without elections shall be adjusted accordingly.

10.3.11 **Quorum**

10.3.11.1 The absolute majority fifty percent plus one (50% + 1) of the total affiliated membership of the Council shall constitute a quorum.

10.3.11.2 If within ninety minutes from the appointed time for the meeting, a quorum is not reached, the meeting shall stand adjourned to a date, time and place as members then

present shall determine. This date shall be within 14 days from the date of the adjourned meeting.

- 10.3.11.3 At meeting previously adjourned for lack of a quorum, the AGM members present shall have the power to hold the meeting with the same statues even if a quorum is not reached and all decisions taken at such a meeting shall be binding.

#### **10.4 The Agenda of the AGM:**

- 10.4.2 To receive delegates credentials.
- 10.4.3 To consider application for membership.
- 10.4.4 Reading of minutes of the previous AGM and matters arising.
- 10.4.5 Presentations and approval of the President's report.
- 10.4.6 Presentations and approval of the audited accounts and balance sheet of the year.
- 10.4.7 Amendment of the constitution.
- 10.4.8 Election of National Executive Board.
- 10.4.9 To transact such special business of which due notice shall have been given.
- 10.4.10 Voting at the Annual General meeting
- 10.4.11 Only fully paid up members of the NEB and the Provincial chairpersons shall have voting rights on any matters that require voting at the AGM.

#### **10.5 Extra Ordinary Meeting**

- 10.5.2 An Extra Ordinary Meeting of the ZHF may be called by the President or written request to the Secretary General by Five (5) Council members and a notice can be given to the President
- 10.5.3 Notice of the Extra Ordinary Meeting shall be given fourteen (14) days to all Council members prior to the meeting.
- 10.5.4 **Quorum**
  - 10.5.4.1 The absolute majority fifty percent plus one (50% + 1) of the total affiliated membership of the Council shall constitute a quorum.
  - 10.5.4.2 If within sixty minutes from the appointed time for the meeting, a quorum is not reached, the meeting shall stand adjourned to a date, time and place as members then present shall determine. This date shall be within 14 days from the date of the adjourned meeting.

- 10.5.4.3 At meeting previously adjourned for lack of a quorum, the Council members present shall have the power to hold the meeting with the same statues even if a quorum is not reached and all decisions taken at such a meeting shall be binding.

## **Article 11 Finances**

### **11.1. Financial year**

- 11.1.1. The ZHF financial year begins on the 1<sup>st</sup> January and ends on 31<sup>st</sup> December

### **11.2. Financial Resources**

- 11.2.1. The ZHF financial resources shall consist of:

11.2.1.1. Annual subscription fees from the affiliates

- Each member of ZHF shall pay an annual affiliation fee to the treasurer before the 31<sup>st</sup> of March of each year.
- Annual affiliation fees shall be determined by the NEB and approved by Council at each AGM

- 11.2.2. Revenue accrued from the sale of tickets, merchandise, broadcasting rights and sale of memorabilia . Any other fund raising campaigns.

- 11.2.3. Fines imposed by the ZHF and its organs.

- 11.2.4. Grants from IHF, Government ZOC, sponsorship, endorsements and partnership support.

### **11.3. Budget**

- 11.3.1. On the proposal of the NEB, the Council may adopt the budget(s).

- 11.3.2. The NEB may implement the budget(s) to newly arising need and it shall justify the budget(s) to the Council.

- 11.3.3.

### **11.4. Annual Accounts**

- 11.4.1. The NEB shall approve the statement of surplus and defits and other comprehensive income statements of financial position and cashflow each financial year.

- 11.4.2. The NEB shall present the financial report at the AGM.

## **11.5. Auditors**

### **11.5.1. Internal Auditors**

11.5.1.1. The NEB shall appoint Internal an audit commission to audit its books

## **11.6.**

### **11.6.1. External Auditors**

11.6.1.1. An official, professional firm of auditors, appointed by the NEB and approved by Council shall, audits the ZHF account at agreed audit fees.

11.6.1.2. The auditors produce an audit review report to the NEB for presentation at the AGM.

## **11.7. Regulations**

11.7.1. All the financial requirements for the operations of the ZHF including, but not limited to, the resources, authorizations, expenditures and control mechanisms are defined in the IFRS regulations, adopted by the Council.

11.7.2. The internal and external auditors have access to all accounts document for the purpose of their duties.

## **Article 12: National Events**

12.1. The ZHF shall have exclusive right to host international tournaments for clubs and national teams in accordance with the regulations and statutes on organizing competitions.

## **Article 13: The Zimbabwe Handball Arbitration Tribunal (DC and Arbitration and Appeal)**

### **13.1. Statutes of the ZHAT**

13.1.1. The NEB shall establish the statutes for operationalisation of and procedures for the ZHAT in accordance with the establishment of a disciplinary commission.

## **Article 14: ZHF Colours**

14.1. The awarding of ZHF colours shall be in accordance with the National colours policy.

## **Article 15: Dissolution of the ZHF**

15.1. Only three-quarters of the members present and entitled to vote at the AGM may dissolve the ZHF. The motion to dissolve the ZHF must have been sent together with the agenda for the AGM to all ZHF council members.

15.2 In the event that the ZHF shall be dissolved, the AGM shall decide on the dissolution of assets. In the event that the ZHF shall be declared insolvent by any competent court of law, the assets and liabilities of ZHF shall be liquidated in accordance with the ruling of the court of law.

#### **Article 16: Amendment of the constitution**

16.1. This constitution shall enter into force on the date of its registration by the SRC.

16.2. This constitution shall supersede the previous constitution and all amendments which are hereby abrogated

16.3. Only the AGM shall amend or repeal this Constitution. Proposal for amendments must be presented by the Board, or by 2/3 council members, which must submit to the Secretary General at least three (3) months prior to the opening of the AGM. To be adopted, an amendment requires two thirds (2/3) majority of the votes validly cast.

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Approved by the Council on this \_\_\_\_\_ day of 20 at \_\_\_\_\_  
\_\_\_\_\_ Zimbabwe

Signed:

**ZHF President**

Signature: \_\_\_\_\_  
Stewart Sanhewe

**ZHF Secretary General**

Signature: \_\_\_\_\_  
Edson Chirowodza