

HUMAN RIGHTS POLICY STATEMENT

The SA Corporate Group ("SA Corporate") believes that our employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination.

SA Corporate commits to uphold the human rights of our employees and stakeholders in line with the Constitution of the Republic of South Africa and international conventions on Human Rights, to which South Africa is a signatory to, in so far as they apply to us, and we can advance their objectives.

In addition to acknowledging the invaluable contribution of our employees to the success and sustainability of SA Corporate, we also acknowledge the value of understanding and responding to the legitimate interests of our stakeholders to ensure that we create sustainable value across our broader stakeholder groups.

The underlying principles of our human resources- and remuneration policies include respect and dignity, freedom of association, equality, fairness and transparency and the prohibition of victimisation. Our support for these fundamental principles is reflected in our policies and corporate social responsibility actions towards our employees and our other stakeholders.

Within the SA Corporate's sphere of influence, we remain committed to:

- Treating our employees and stakeholders fairly and with dignity, irrespective of race, colour, gender, language, religion, political affiliation, national or social origin, or other status;
- Recognising and upholding the rights of employees, including the right to freedom of association;
- Never engaging in child and/or forced labour;
- Recognising the right of employees to fair workplace treatment and to be remunerated according to the dictates of our Remuneration Policy and lawful contractual arrangements;
- Recognising the imperatives for transformation;
- Providing a safe and healthy workplace and complying with applicable health and safety laws and regulations; and
- Regularly reviewing our progress in meeting each of these commitments under the oversight of our Social, Ethics and Environmental Committee.

SA Corporate has a Whistleblowing hotline in place that enables persons inside and outside the organisation to report suspected human rights violations and/or adverse impacts. Anyone who has a concern that there has been a violation or adverse event is encouraged to bring this to the attention of SA Corporate through the available Whistleblowing channels: 0800 333 983 (free call), SMS: 33490; Email: sacgroup@whistleblowing.co.za or online at www.whistleblowing.co.za



TR MACKEY
Chief Executive Officer