



UCL COMPANY (PTY) LTD

COMPANY COMMITMENTS

V3.1

COMPANY GUIDELINES

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DATE OF IMPLEMENTATION: DATE SIGNED BY CHAIRMAN

CHAIRMAN

29/06/2017

DATE



Company Commitments V3.0
Approved 29th July 2017
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1. Human Resources.

The Company is committed to having an employment environment which is supportive and that demonstrates the value the Company places on teamwork and individual contributions. The Company expects all employees to treat their fellow employees with courtesy, dignity and respect that they would like to receive.

An integral part of the Company's commitment is that it will not practice or permit discrimination against any person because of race, colour, religion, national origin, sex, sexual orientation, age or disability. The Company is committed to a friendly workplace free of harassment, intimidation and hostility.

The Company is committed to treating all employees fairly. To this end the Company has written grievance and whistleblower procedures and encourages employees to use them if they believe they are required.

The Company wants to be known as the employer of choice in every community in which it operates.

2. Health and Safety.

The Company is committed to having work sites which are healthy and safe. The Company expects all employees to comply with all applicable health and safety regulations, requirements and policies.

The health and safety of all employees, and all who come into contact with the Company locations, is paramount. In addition to following all applicable laws and Company safety policies, the Company expects all employees to use common sense in matters involving health and safety.

3. Environment.

The Company is committed to the best practice standards in its environmental activities. The Company will meet all legal requirements applicable to these activities. To this end the Company expects its employees:-

- (a) To comply with applicable environmental requirements,
- (b) Seek guidance when unsure of the requirements,
- (c) Consider what additional steps could be taken to enhance the Company's environmental performance, and

- (d) Report violations or suspected violations to the appropriate Company authority.

4. **Community and Other Stakeholders.**

The Company is committed to maintaining the best possible relationships with the communities in which it operates. The Company's policy is to make positive contributions to the communities in which it operates, including encouraging the employment of suitably qualified and skilled persons from the local community, and with appropriate financial contributions so that the communities are enriched by the Company's presence. The Company also encourages its staff to participate in community activity.

Our suppliers and customers are crucial to the Company's success and therefore it is committed to maintaining honest and mutually beneficial relationships with its suppliers and customers. The Company expects to be treated fairly by its suppliers and customers and in return the Company will do the same to them.

The Company's relationship with Local and National Government is important to its success. Therefore the Company is committed to dealing in an honest and forthright manner with all governmental entities. While the Company will exercise and protect its legal rights, it will also cooperate with all governmental agencies in recognition of its civic duties.

The Company recognizes that its employees make it profitable and recognizes the employee's participation, commitment and importance through its commitment to human resources and health and safety.

The Company's shareholders are an important stake holder, as owners of the Company they have entrusted management with the care of their assets. The Company is committed to managing their assets responsibly and profitably and providing them with timely and complete disclosure.

5. **Ethical Conduct and Compliance with the Law.**

The Company is committed to conduct business in an ethical way and in compliance with applicable laws and regulations.

As part of the commitment, the Board has established a Corporate Code of Conduct and Ethics. The code contains some specific provisions dealing with such matters as corporate opportunity, conflicts of interest and securities trading. It also deals with more general matters, such as compliance with law and honesty and fair dealing. The Company strives to build an ethical culture with its stakeholders.