

## **Introduction**

Afrimat Limited (“Afrimat” or “Company”) wants to be known for being a responsible corporate citizen. We do everything we can to operate in a manner that is sustainable: economically, socially, and environmentally – in the best interest of long-term success for our stakeholders and our enterprise.

## **Values**

Afrimat strives to integrate values of accountability, integrity, trust, mutual respect, teamwork, and customer satisfaction into every aspect of our culture, every division of Afrimat and our overall performance.

## **Human resources**

Our employees are key to our success. We base our human resources policies and practices on fairness, openness, and mutual respect.

- We pay competitive and fair wages.
- We want our employees to live a balanced life.
- We strive to provide our employees with a stimulating and challenging working environment and with opportunities for personal and professional development, while expecting from them a high level of performance and commitment to the success of Afrimat.
- We recognise and value diversity within Afrimat. We strive to build and sustain diversity by attracting, developing, promoting and retaining the best people from all backgrounds. We support the advancement of historically disadvantaged individuals.
- We do not tolerate forced labour and other forms of exploitative labour. We support programs to abolish child labour in a manner consistent with the basic interests of the child and in line with global principles.
- We believe in constructive dialogue between employer and employees and support the principle of freedom of association.
- We will strive towards employing local people and assist in their development to comply to competency requirements

## **Safety, health and environmental protection**

We want to be a leader in safety, health and environmental protection (SHE) and regard this as the highest priority.

- The safety and health of our employees, neighbours, customers, consumers and all others affected by our business activities, as well as protection of the environment, have priority in all our activities.
- We strive to make efficient use of natural resources and minimise the environmental impacts of our activities and our products over their life cycle. We assess SHE implications to ensure that the benefits of new products, processes and technologies outweigh remaining risks. We periodically review such assessments in light of new concerns or evidence.

## **Stakeholders**

We care about the expectations and concerns of our stakeholders.

- We recognise the interest of our shareholders, employees, customers, neighbours, the authorities and the public at large in our societal behaviour, and the safety, health and environmental impacts of our business.
- We provide relevant information and actively listen to stakeholders.
- We invest wisely and ensure that returns made exceed the expectations of our shareholders.
- We are committed to real transformation and striving to improve adherence to the Department of Trade and Industry's BBBEE Codes of Good Practice.

## **Corporate governance and risk management**

We are committed to compliance with a good standard of corporate governance and minimise risks.

- We will adhere to the requirements of the King IV Report if relevant and practical.
- We view the management of risk central to our operational strategy of delivering sustained growth to stakeholders.
- We will ensure adherence to all applicable laws and regulations.

## **Integration of corporate citizenship into business strategies**

We integrate the principles of corporate citizenship into our business strategies.

We are striving towards community upliftment in communities we operate in. Affordable support, having maximum leverage applying the seeding expenditure approach, cultivating responsibility and sustainability.

**General**

We foster awareness of and commitment to this policy among our employees - to this end, we provide appropriate information and training to develop their skills.

All employees shall comply with this policy where applicable to their area of operational responsibility.

This policy must be reviewed annually by management and changes approved by the Board.

**END.**