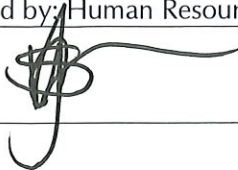
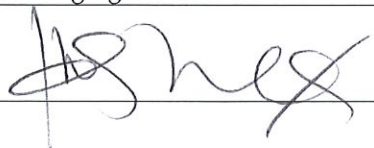


	Tambankulu Estates	Page 1 of 2	Issued Date: Jan 2025
		Section: Yellow pages	
	Section: Policy Manual	Doc. Ref. 41512 – BPS 2.4.1	Revision Date: Jan 2026
			Revision No: 01
	Issued by: Human Resources Manager	Approved by: Managing Director	
			

LABOUR RIGHTS POLICY

1. INTRODUCTION

Tambankulu Estates employees are of great value and the key to our success. Tambankulu Estates strives to provide a workplace where employees can fulfil their potential in an open and inspirational working environment.

Tambankulu Estates commits to maintaining high standards that deliver a fair, respectable and safe workplace for all employees across all its operations.

2. PURPOSE

The purpose of this policy is to define and guarantee labour rights standards to which all employees at Tambankulu Estates are entitled.

3. SCOPE

This policy applies to management, employees and contract workers.

4. LABOUR RIGHTS

a. Freedom of association and collective bargaining

Tambankulu Estates respects employees' rights to form, join or not join a labour union, or other organisation of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment or termination of employment

b. Non-discrimination

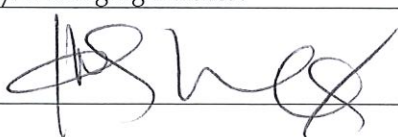
Tambankulu Estates does not tolerate any form of discrimination against our employees based on association, race, colour, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, age, disability, or other distinguishing characteristics. Any employment-related decisions, from hiring to termination and retirement, must be based solely on lawful and non-discriminatory grounds.

c. Harassment

Tambankulu Estates shall protect workers from any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace by either their fellow employees or managers.

d. Working hours, benefits and wages

- Tambankulu Estates adheres to the stricter of Applicable laws or industry standards, relating to minimum wages, working hours, overtime and benefits.
- Wages shall be paid in legal tender on a regular basis.

	Tambankulu Estates	Page 2 of 2	Issued Date: Jan 2025
		Section: Yellow pages	
	Section: Policy Manual	Doc. Ref. 41512 – BPS 2.4.1	Revision Date: Jan 2026
			Revision No: 01
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e. Staff Development

Tambankulu Estates is committed to continuously developing employee skills and capabilities, and to providing opportunities for career advancement.

f. Lay-offs and termination

Tambankulu shall in the event of major layoffs and or terminations comply with the applicable laws.

g. Leave

All employees have the right to sick leave and annual holiday, as well as maternity leave for employees who have to care for a new-born as provided by national legislation. Employees who take such leave shall not, as a result, face dismissal or threat of dismissal or loss of benefits.

h. Employee contracts/letters

All employees must be provided with a written, understandable and legally binding employment contract/letter.

5. ROLES AND RESPONSIBILITIES

The Human Resources Department is responsible to ensure the implementation of the policy. Managers are to familiarize themselves with the contents hereof and ensure compliance.

6. REVIEW

This policy shall be regularly reviewed every three years in order to ensure its continued adequacy and relevance.