



TAMBANKULU ESTATES HUMAN RIGHTS COMMITMENTS

OUR GOAL IS TO:

Respect and uphold human rights by:

- Avoiding adverse human rights impacts that we may cause or contribute to through our business activities and our relationships, including with employees, communities, joint ventures and business partners, suppliers and service providers;
- and doing business based on fair, lawful and transparent practices.

WE ARE COMMITTED TO:

An approach guided by the:

- International Bill of Human Rights,
- United Nations Global Compact (UNGCC),
- United Nations (UN) Guiding Principles on Business and Human Rights,
- UN Sustainable Development Goals as applicable to our business,
- International Labour Organisation's Declaration on Fundamental Principles and Rights at Work,
- Applicable legal requirements including those prohibiting modern slavery;
- Respecting diversity, ensuring equal opportunities and eradicating discriminatory practices;
- Upholding freedom of association and the right to collective bargaining;
- Maintaining safe, secure and healthy working environments and conditions that do not infringe on human rights;
- Providing conditions of employment, remuneration, wages and benefits that are fair and competitive;
- Respecting the rights of adjacent communities and all indigenous people that may be affected or impacted by our business activities, including land tenure and access to water rights;
- Managing human rights impacts in our supply chain;
- Responsibly managing our environmental footprint; and
- Engaging and collaborating with our stakeholders and soliciting feedback to enhance our performance on human rights.

WE WILL ACHIEVE THESE FUNDAMENTALS THROUGH:

- Identification and mitigation of human rights risks;
- Ensuring legal compliance in our operations;
- Undertaking human rights due diligence and impact assessments, guided by the UN Guiding Principles on Business and Human Rights;

- Observing land and water rights, and the rights of adjacent communities and indigenous peoples, and managing resettlement, guided by the UN Declaration on the Rights of Indigenous Peoples, recognizing the principle of free, prior and informed consent (FPIC);
- Prohibiting discrimination, retaliation, reprisal, intimidation, violence, abusive behaviour, harassment and victimisation, aligned with our Human Resources and Whistle-blower policies, including against any person who, in good faith, reports or raises concerns regarding suspected human rights violations;
- Providing grievance mechanisms, both internally and externally as appropriate, and seeking to ensure that human rights concerns and complaints are appropriately investigated and reported without impeding on State-based judicial and non-judicial grievance mechanisms;
- Remedying or facilitating access to remedy for any adverse human rights impacts that we identify we have caused or contributed to, without obstructing access to any other remedies that may be available;
- Acting with integrity, opposing corruption and dishonesty in any form in accordance with our Anti Bribery Policy;
- Implementing our Supplier Code of Conduct;
- Enabling safe, adequate working conditions and enduring operations, whilst prohibiting forced labour and child labour;
- Implementing a risk-based approach towards the responsible use of environmental resources and addressing our environmental challenges with due consideration for the rights and interests of all our stakeholders;
- Applying labour policies and practices that are fair, and in line with local legal requirements and the core conventions of the International Labour Organisation, and support employee wellbeing;
- Maintaining constructive relationships and partnerships with the representative trade union and Staff Association;
- Partnering with local authorities to enable delivery of basic services regarding water and sanitation where needed;
- Ensuring that our procurement of chemicals and raw materials does not support conflict, complies with the law, as far as possible, limits the impact on human health and the environment;
- Raising awareness and providing training on our Human Rights Policy.

C. SHABANGU - MANAGING DIRECTOR