



Human Rights Policy

1. Scope

All Group employees

2. Statement

The Group recognises the fundamental rights and values as contained in the Bill of Rights in the constitution of South Africa and acknowledges its workforce of diverse cultures. This policy is guided by the contents thereof as well as international human rights encompassed in the Universal Declaration of Human Rights, the International Labour Organisation's declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Group is committed to working with and encouraging our suppliers to uphold the principles of this policy and adopt similar policies within their businesses.

3. Diversity and the Elimination of Discrimination

- 3.1 The Group values the diversity of its employees and the contributions that they make. We have a commitment to equal opportunity and intolerance of discrimination and harassment in any form. Refer to the Employment Equity Policy for further details.
- 3.2 The Group does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace.

4. Workplace Security

The Group is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained for respect for employee privacy and dignity.

5. Forced Labour and Human Trafficking

The Company strictly prohibits the use of forced labour, prison labour, indentured labour, bonded labour, military labour, salve labour and any form of human trafficking.



6. Child Labour

The Group prohibits the hiring of individuals that are under the age of 18-years.

7. Freedom of Association and Collective Bargaining

The Group respects our employee's right to freedom of association as defined by the Labour Relations Act.

8. Healthy and Safe Workplace

The Group is committed to providing a work environment that is safe and healthy in compliance with the applicable standards as set out in the Occupational Health and Safety Act.

9. Basic Conditions of Employment

The Company is committed to providing fair remuneration for work over and above the minimum requirements as set out in the Basic Conditions of Employment Act and ensures that all applicable labour legislation is always adhered to. The business compensates employees competitively relative to industry and local labour market.

10. Queries, complaints or reporting of potential violations of this Policy

- 10.1 All queries related to this Policy should be directed to the Talent Director of each business.
- 10.2 Any violations in relation to this Policy can be lodged using the Grievance Policy and Procedure. Alternatively, complaints may be reported using the Deloitte Tip-off Anonymous facility.
- 10.3 Deloitte's Tip-offs Anonymous is an independent, confidential whistleblowing hotline service operating 24-hours a day, 365 days a year.
- 10.4 All stakeholder (employees, customers, suppliers, managers or shareholders) complaints are thoroughly investigated and appropriate actions taken. Outcomes of investigations are reported to the Social and Ethics Committee on a quarterly basis.
- 10.5 Tip-off information can be provided by e-mail, fax, freepost or by phoning the toll-free 0800 number assigned to the Group. Alternatively, stakeholders can complete the Tip-off Form on the website.

Contact details:

Toll-free phone: 0800 20 25 96

Toll-free fax: 0800 00 77 88

Email: homechoice@tip-offs.com

Post (no stamp required): Freepost, KZN 138, Umhlanga Rocks, 4320



11. Version Control

This is a non-contractual policy, and as such the Company reserves the right to modify this policy at any time. Reasonable notice of any changes will be provided. Reasons for any modification may include but not be limited to: employment legislation or other guideline changes.