

Human Rights Policy

This policy applies worldwide to Paterson Simons & Co (Africa) Limited and its subsidiaries (hereafter referred to as PSAL) PSAL acknowledges its responsibility to respect human rights.

We comply with applicable international and local legal requirements in the countries in which we operate. Where local law conflicts with the principles contained in this Human Rights Policy, we comply with local requirements while, at the same time, seeking ways to uphold the principles set forth in this Human Rights Policy.

Respect for Human Rights

We respect human rights, and are committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Valuing Diversity

We are committed to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.

Health and Safety

We provide a safe and healthy workplace and comply with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

Children and Young Workers

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. We comply with all local applicable laws and regulations relating to hiring children and we do not employ children or support the use of child labor. We also encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Data Privacy

We are committed to protecting the personal information of all individuals and to leverage data as an enterprise asset and mitigate risk of data breach, data losses or misuses. It is our policy to comply fully with all applicable data privacy laws which it is subject to in the countries where it does business and is committed to collect, process and transfer personal data responsibly and in accordance with the principles and obligations set forth in the PSAL Privacy Policy unless it conflicts with stricter requirements of local law

Reporting

If any PSAL Group employee believes that a conflict arises between this policy and the laws, customs and practices of the place where he/she works, if they have questions about this policy or would like to report a potential violation of this policy, they should raise those questions and concerns to local Management or Human Resources. You can also report Human Trafficking offences to The Modern Slavery Helpline by phone on +44 (0) 8000 121 700 or online <https://www.modernslaveryhelpline.org/>. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. We are committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.