

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

This policy applies worldwide to Paterson Simons & Co (Africa) Limited and its subsidiaries (hereafter referred to as PSAL), and contractors employed by PSAL.

We believe Corporate & Social Responsibility is a key component to the growth of our business and our core values are embedded in our quality management system. Corporate & Social Responsibility is overseen by the board of directors and is evaluated as part of the company risk register and in various processes in the business including but not limited to the selection of suppliers and subcontractors, recruitment, staff policies and working practices.

Human Rights

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 Policy, we comply with local requirements while, at the same time, seeking ways to uphold the principles set forth in this 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. The principles and obligations of our safety policy are set forth in the PSAL Group HSE Policy.

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. As a UK based company, we are bound by and support the intentions of the Modern Slavery Act 2015.

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.

Local content.

A core value of the business is to employ local staff wherever possible and when not possible ensure that we invest in and train local talent for the future. Knowledge transfer is a key component of our employment and training strategy.

Environment

We are committed to offering modern efficient products to our customers to help them achieve their own environmental targets. PSAL Group is committed to reduce waste in day to day activities and ensures that any waste generated by our business activities is disposed of in a responsible manner. Our environmental policy is included in the PSAL Group HSE Policy.

Anti-Bribery and Corruption

As a UK based business PSAL is bound by and supports the Bribery Act 2010. It is our policy to conduct our business in an honest and ethical manner. Our policy is set out in our Anti-Bribery and Corruption Policy.

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

Sustainability

PSAL Group has been in business for over 70 years and believes in looking to the future and for the long term. The board of PSAL is committed to growth and recognises that this should be achieved by creating value for all stakeholders and the environment.

Quality and Corporate & Social Responsibility

We believe Corporate & Social Responsibility is a key component to the growth of our business and our core values are embedded in our quality management system.

Corporate & Social Responsibility is overseen by the board of directors and is evaluated as part of the company risk register and in various processes in the business including but not limited to the selection of suppliers and subcontractors, recruitment and staff policies and working practices. For more information see the following documents.

Corporate & Social Responsibility Policy
Health Safety and Environment Policy
Anti-Bribery and Corruption Policy
Privacy Policy