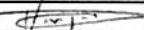
 Willowton Group Pietemmaritzburg	<b>HUMAN RESOURCE DEPARTMENT          MANAGEMENT POLICIES          CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT</b>		Doc No: 01	
			HRM Std Ref: 122	
			Page 1 of 1	Rev: 1
			Date: 1 November 2020	
Approved By:	Legal Advisor	Name: Jameel Vorajee	Initial: 	

The Willowton Group recognizes that Corporate social responsibility (CSR) is a self-regulating business model that helps a company to be socially accountable to itself, to its stakeholders, and to the public at large. By practicing Corporate Social Responsibility, also called Corporate Citizenship, companies can be conscious of the impact they are having on all aspects of society including Economic, Social, and Environmental impacts. To engage in CSR means that, in the normal course of business, a company is operating in ways that enhance society and the environment, instead of contributing negatively to them.

The Willowton Group believes that its CSR Policy will provide long-term benefits to its employees, customers, partners and individuals in all communities around the world, and will focus on the following key areas:

**Employees** – Respecting the Human Rights, cultural diversity and freedom of association of employees, providing good working conditions, ensuring equal opportunities regardless of race, gender, age, religion etc., improving employee satisfaction and, through training, developing their intellectual capacity for their greater benefit and quality of life. Forced Labour and Child Labour are non-existent within the Group and every possible means will be used to ensure that the same applies to companies that the Group engages with. The Group remunerates staff above industry norms thereby attracting only the best caliber of personnel. Working Hours and other benefits exceed or at least conform to legal requirements and industry standards. The Group does not tolerate any form of harassment and enforces strict disciplinary action for any form of discrimination, harassment or abuse.

**Health and Safety** – A safe working environment is at the forefront of the Groups values and the health of its employees is of paramount importance. Therefore, embedded in all its activities and processes is the provision of a safe working environment and healthy working environment.

**Environmental Impacts** – Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours. All of this is encompassed in the Groups Environmental Policy.

**Sustainable development** – Long term impacts arising from the communities that the Group interacts with including energy efficiency of dwellings, transport, meeting social and economic needs are also considered.

**Relationships with Customers** – Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

**Suppliers and Partners** – Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.

**Community involvement** – Charitable giving and engagement with local communities through funding, support and work experience programmes.

**Ethos** – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

**Legal, Financial, Humanitarian & Social** – Abide by all requirements including FPIC, Land Tenure, Small holder inclusion and increasing yields.

The Organisations CSR shall be implemented and maintained through the following key Policies:

- Equal Opportunities & Diversity
- Ethical Conduct
- Fair Competition
- Anti-Bribery Policy
- Whistleblowing Policy
- Quality Assurance Policy
- Health & Safety Policy
- Environmental Policy
- Supply Chain Code of Practice

The Group is pleased to engage with all interested parties regarding CSR matters. For further information contact the Human Resource Department