

 <p>Rennie Farms (Pty) Ltd P.O. Box 416, 7620 Paarl South Africa Tel: +27 (21) 863 3740/41 Fax: +27 (21) 863 2077 renoffice@psaonline.co.za</p> <p>Rennie Place (EDMS) BPK PosBus 416, 7620 Paarl Suid Afrika Tel: +27 (21) 863 3740/41 Fax: +27 (21) 863 2077 renoffice@psaonline.co.za</p>	<b>ANTI-BRIBERY AND CORRUPTION POLICY</b>	Doc no: POL 1	Date revised: October 2021
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## BRIBERY AND CORRUPTION POLICY

Rennie Farms is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure all forms of bribery, corruption, and fraud are prevented. Rennie Farms has zero tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships we build with our employees. will constantly uphold all laws relating to anti-bribery and corruption and adhere to the SIZA Social Standard requirements in combating any form hereof.

### **Our key principles:**

- Compliance with laws, rules and procedures
- Avoidance of Conflict
- Reservation of Confidentiality
- Relationship with Shareholders
- The Value of Human Resources
- Fairness in Employee Relations
- Non-Discrimination
- Quality of Services
- Environmental Protection

### **To whom does this policy apply?**

This policy applies to all employees, managers, and owners of Rennie Farms, including temporary or contract employees. Employees must ensure that they do not become involved in any way in the payment of bribes. This policy sets out the minimum standards (SIZA; South African Legislation, ILO conventions and recommendations, or any other relevant legislation that might be applicable) to which all employees of Rennie Farms must adhere at all times.

### **Definitions**

Bribery can be described as: giving or receiving anything from any person (usually money, a gift, loan, reward, favour, commission or entertainment), as an improper inducement or reward for obtaining business, employment or any other benefit. Bribes can therefore include, but are not limited to:

1. gifts and excessive or inappropriate entertainment, hospitality, travel, and accommodation expenses.
2. payments, whether by employees or business partners such as recruiters, labour service providers or consultants; and
3. other 'favours' provided to supervisors, such as making unwanted advances, payments or promises.

### **Company Commitment**

All employees of Rennie Farms must adhere to the company ethos of bribery and corruption. No employee or manager will be allowed to take part or become involved in any form of bribery, corrupt behaviour, or fraud, including the following:

- Offer, pay, or give anything of value to any person through which one will unethically gain something in return which is not provided for in terms of their employment contract.
- Attempt to mislead or reduce any person to do something illegal or which goes against the company policy.
- Mislead or intentionally lie to any person to gain an advantage above and beyond their employment agreement.
- Violate any rules by shifting blame or responsibility onto another employee/person
- Fraudulent practices against the company ethos or legislation

Rennie Farms is committed to remove and combat any inappropriate behaviour immediately and will not tolerate such behaviour from employees, managers, or customers/clients in any way or form. This policy hereby binds the company to its commitment to regularly discuss and mitigate factors related to any form of bribery, corruption, or fraudulent behaviour.