

Rennie Farms (Pty) Ltd P.O. Box 416, 7620 Paarl South Africa Tel +27 (21) 863 3740/41 Fax +27 (21) 863 2077 renoffice@paarfonline.co.za  Rennie Plese (EDMS) BPK PosBus 416, 7620 Paarl Suid Afrika Tel +27 (21) 863 3740/41 Fax +27 (21) 863 2077 renoffice@paarfonline.co.za	SOCIAL & ETHICS POLICY	Doc no: POL 60	Date revised: Oct 2021
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SOCIAL AND ETHICS POLICY -

POLICY STATEMENT

Rennie Farms will provide all employees with fair and safe work conditions. Any visitors will be notified of Rennie Farms intent. As a Company, we subscribed to the ethical principles underpinning good corporate governance namely: responsibility, accountability, fairness, and transparency. We undertake to adopt fair employment practices which provide for equal opportunity.

PURPOSE OF POLICY

To provide

- Fair Working Conditions for all employees,
- Safe Environment for all employees and visitors
- The same to our suppliers
- Protection to our Environment

SCOPE

Employees, Management, Visitors, Contractors, Suppliers

POLICY

Rennie Farms commits to:

- following South African legislation,
- as well as any other guidelines applicable such as International Labour Organisation (ILO)
- Recommendations listed in the Sustainability Initiative of South-Africa (SIZA) and incorporated into standard to which the business subscribes
- Comply with ALL applicable laws
- Apply the standard and/or law which affords the highest level of protection
- Continuously evaluate and where appropriate, improve performance
- Communicate / inform personnel of this commitment as well as the requirements established in this, and any
- Other applicable standards

IMPORTANCE OF HAVING THE POLICY

With this policy Rennie Farms commits to:

- Not to use Child Labour
- Not to make use of any form of Forced, Bonded or Indentured Prison Labour
- Respect workers' right to Freedom of association
- Not to allow any Discrimination, Harassment or Abuse in the workplace
- Provide Safe and Healthy Work Conditions
- Ensuring that Wages, Benefits and Terms of Employment comply with local legislation
- Ensuring that Working Hours is effectively managed

Interaction with the Anti-bribery and Anti-corruption Policy

The Code of Ethics set out the overarching concepts which govern the way Rennie Farms does business and should be read alongside the Anti-bribery and Anti-Corruption Policy.

A social and ethics committee is responsible for the following functions:

- To monitor the company's activities, having regard to any relevant legislation, other legal requirements, or prevailing codes of best practice, with regard to matters relating to social and economic development, including the company's standing in terms of the goals and purposes of the 10 principles set out in the United Nations Global Compact Principles; and,
- the OECD recommendations regarding corruption;
- the Employment Equity Act; and
- the Broad-Based Black Economic Empowerment Act;
- good corporate citizenship, including the company's promotion of equality, prevention of unfair discrimination, and reduction of corruption;
- contribution to development of the communities in which its activities are predominantly conducted or within which its products or services are predominantly marketed; and
- record of sponsorship, donations and charitable giving;
- the environment, health and public safety, including the impact of the company's activities and of its products or services;
- consumer relationships, including the company's advertising, public relations and compliance with consumer protection laws; and
- labour and employment, including-
- the company's standing in terms of the International Labour Organization Protocol on decent work and working conditions; and
- the company's employment relationships, and its contribution toward the educational development of its employees; to draw matters within its mandate to the attention of the Board as occasion requires; and
- to report, through one of its members, to the shareholders at the company's annual general meeting on the matters within its mandate.

General principles

All of Rennie Farms Directors, employees, suppliers and contractors are required to:

- Perform their duties with honesty, integrity, personal accountability, without favouritism or intimidation and to the best of their ability.
- Communicate openly and honestly and demonstrate a sense of purpose and commitment to achieving the best results, even under adverse conditions
- Treat people with fairness, courtesy, and sensitivity with respect to their rights, and have respect for diversity
- Comply with the policies and procedures that apply to the company systems and in the way the company conducts its business.
- Share and declare any information they have in relation to a conflict of interest, be it personal or in respect of the Company as soon as these conflicts become apparent.

Disclosure

The board of Directors of the Company is responsible for the management of the Company's Code of Business Ethics. The appointed business Ethics Officer is responsible for the monitoring and checking of the ethical standards of the Company.

Any person becoming aware of any existing or potential violation of this Code of any other fraudulent, criminal, or unjust and inequitable behaviour is requested to report such instances to the Business Ethics Officer, by means of telephone, email, directly or anonymously via the suggestion box.

Discipline

Should an individual to whom this Code of Ethics applies, contravene any part of this Code of Ethics, Rennie Farms reserves the right to discipline or terminate the employment of any such individual or to terminate any dealings or contracts it has with the contravening company.