

Legislative and Ethical Trading Initiative (ETI) code compliance policy

PURPOSE

This policy is intended to give voice to Premier's obligation to remain fully compliant with all SA legislation, as well as the Ethical Trading Initiative base code, regarding the employment and management of people in the workplace. Although separate policies exist to address individual items, this is an over-arching policy which is intended to cover any areas not mentioned in any other policy document, while ensuring we are compliant with the ETI base code.

SCOPE

This policy applies to every employee of Premier.

PROCEDURE

There are several pieces of legislation which are applicable in the workplace, and which are addressed in Premier's various policy documents. However, there are also several principles which give voice to the various pieces of legislation, and this document is a demonstration of Premier's commitment to adhere to those principles.

PROCESS

Premier is fully compliant with all labour legislation of South Africa, and adheres to the ideals proclaimed in the ETI base code, which are:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

Where no specific policy is in place to govern any element of this code, this policy and all it represents will take precedence.

This policy was approved by the Chief Executive Officer and the HR Executive.