

Labour Policies and Standards Statement

In line with its legal and moral obligations, TruTeq accept our responsibility towards the working conditions of our employees.

We commit ourselves to providing a minimum of working conditions based on:

- All local legislation concerning the conditions of employment.
- All local legislation concerning Health and Safety.
- Remaining in good standing with Workman's compensation insurance.
- **The United Nation Global Compact Labour Principles:**
 - Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
 - Principle 4: the elimination of all forms of forced and compulsory labour;
 - Principle 5: the effective abolition of child labour, and
 - Principle 6: the elimination of discrimination in respect of employment and occupation.
- **TruTeq Company Policies:**
 - TruTeq Policy on assistance of employees with Tuberculosis or HIV AIDS.
 - TruTeq Policy on non-discrimination.
 - TruTeq Policy on study assistance for employees.
 - TruTeq Policy on Offences and Possible Penalties.
 - TruTeq Policy on Communication.
 - TruTeq Leave Policy.

T VAN DER WALT
CHIEF EXECUTIVE OFFICER
2 January 2019