

Human Rights Statement

TruTeq is a company that believes in the fair and ethical treatment of employees.

In line with this belief, we follow a strict policy that supports the rights to freedom of association, freedom from discrimination, collective bargaining and the elimination of forced and child labour. Our policy applies not only where such practises are expressly limited by local law, but everywhere where we operate.

We commit ourselves to:

- The upholding of the right of freedom of association and the effective recognition of the right to collective bargaining.**
- The elimination of all forms of forced and compulsory labour.**
- The effective abolition of child labour.**
- The elimination of discrimination in respect of employment and occupation.**
- The elimination of intimidation and all forms of harassment.**

**T VAN DER WALT
CHIEF EXECUTIVE OFFICER
2 January 2019**