

## CODE OF ETHICS

As leaders and employees of Pan African, we hereby commit ourselves to the highest standard of ethical conduct and agree to:



Respect the laws of the Republic of South Africa and of any other country in which we may operate or visit.



Live the principle of integrity in all of our activities and refrain from any behaviour, overt or otherwise, that may damage the organisation's image, brand and/or performance of whatever nature.



Respect human rights and value equality and diversity.



Treat our employees and any other stakeholder with dignity, respect and in a just manner, irrespective of race, religious belief, gender, disability, age, marital status, sexual orientation or nationality or any other personal characteristic.



Be honest in all our dealings and undertake to refrain from any activity that has the potential of being regarded as incoherent with what is expected of a responsible company and individual.



Communicate about our business in a transparent, honest and responsible way while protecting confidential information.



Avoid any potential conflict of interest and, when it may exist, disclose it to affected parties without any delay.



Reject any form of bribery and corruption and act against any non-compliance as strongly as possible.



Be aware of health and safety risks in the workplace and comply with all the relevant health and safety standards.



Accept full responsibility and accountability when we make decisions that may impact the health and safety of our employees, the environment, human rights and the well-being of host communities.



Comply with, or exceed, relevant environmental legislation, regulations and standards and continually seek ways to improve on our environmental performance.



Assist in developing our people to become worthy team players and responsible citizens of the Republic of South Africa.

The following Group policies should be read in conjunction with the above:

- Anti-bribery and anti-corruption policy
- Conflict of interest policy
- Any other applicable policy.