

The Bidvest Group Limited

Human Rights & Diversity Policy

Purpose

Bidvest is committed to 1) conduct profitable business in a responsible and accountable manner; 2) care for the Bidvest family and the Group's connected societies; and 3) drive positive change through partnerships and dialogue. As a prerequisite to this, Bidvest seeks to meet its responsibility to respect human rights.

Scope

This policy applies to all Bidvest employees, permanent and temporary, contractors and all sites that we manage and/or operate from. It also applies, as far as is reasonably achievable, to our upstream and downstream value chain through partners and suppliers.

The Responsibility to Respect Human Rights and Diversity

Bidvest's commitment to human rights results from our ethical principles more than from our legal obligations as we appreciate that implementing these principles underpins our commitment to our stakeholders and competitiveness of the Group.

The Group strives to meet its responsibility to respect human rights by not infringing on human rights and addressing negative human rights impacts with which the company may be involved through its operations and business relationships.

Bidvest understands human rights to be, at a minimum, those outlined in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

The Group's salient human rights risks are fair remuneration, working hours, discrimination and harassment, occupational health & safety, diversity and inclusion, freedom of association and collective bargaining, the protection of rights of women and indigenous people, modern slavery, and potential human right violations in our supply chain.

At Bidvest we nurture people and business diversity. We are deeply committed to a diverse, equal and inclusive workforce in which all our employees feel they belong, drive innovation and adds value to our customers. We strive to provide an environment where employees can do and become their best.

Our Approach to Diversity and Inclusion in the Workplace

Bidvest's approach is to recruit and develop, with the deliberate intention to build a diverse workforce which represents the population of the geographies in which we operate. Our recruitment strategies actively seek females, minority groups and people otherwise-abled. Diversity and inclusion initiatives are embedded in our broader talent management processes. By doing this we support the development of all talent and ensure that employees have equal access to appropriate learning opportunities to upskill and reskill.

Relationship to Bidvest's Ethics and Business Conduct

Bidvest is aware that as a business, it is a member of society, and can contribute to creating an environment in which human rights are respected. An organisational culture that respects human rights is key to operating as a responsible and accountable corporate citizen. It is an expression of Bidvest's principles.

This policy supplements the Bidvest Code of Ethics and Code of Ethical Purchasing.

Implementing the Responsibility to Respect Human Rights

As a signatory, Bidvest is committed to the Ten Principles of the UN Global Compact that span the environment, human rights, labor and anti-corruption, and link to the Sustainable Development Goals (SDG). The SDGs where Bidvest can make the most meaningful impact, as it relates to human rights and labor, are SDG3 – Good health and wellbeing; SDG5 – Gender equality; and SDG8 – Decent work and economic growth.

Bidvest vows to meeting its responsibility to respect human rights through implementing the UN Guiding Principles on Business and Human Rights. The board of Bidvest is responsible for ensuring adherence to these commitments and our senior management has responsibility for overseeing their implementation.

Bidvest will develop and implement ongoing human rights reviews. Review processes will include identifying and assessing potential and actual human rights impacts, engaging with affected stakeholders and taking appropriate action to prevent or mitigate risks. The processes will also entail tracking to ensure the effectiveness of Bidvest's actions to address impacts and risks.

Where Bidvest identifies that we have caused or directly contributed to adverse human rights impacts we would engage in appropriate remediation processes by ourselves or in cooperation with other stakeholders.

Bidvest will implement appropriate training and capacity building to embed this policy commitment throughout the Group.

Bidvest employees, contractors, suppliers, clients, community members and all other stakeholders are encouraged to report any human right breach or suspected non-compliance with this policy. This could be done via the internationally available Bidvest Ethics Line, a facility that can be used anonymously and is managed by an independent third party.

Bidvest Ethics Line: bidvest@tip-offs.com or +27 800 50 60 90

Communication to the above toll-free line / email address will be kept confidential. All cases will be appropriately investigated and where breaches are found, appropriate action will be taken.