

# Shoprite Group

## Human Rights Policy

### Document Properties

<b>Entity</b>	Shoprite Checkers (Pty) Ltd and all its subsidiaries, (collectively the "Shoprite Group" or "Group").
<b>Document name</b>	Human Rights Policy
<b>Applicability</b>	This policy is applicable to all Employees, [inclusive of Directors and Management] of the Shoprite Group, [including affiliated third parties (including contractors, consultants and service providers)].
<b>Policy owner</b>	Ownership of this policy vests in both Directors and Management. Management is responsible for implementation of the policy and reporting its compliance therewith to the Social and Ethics Committee ("SEC") as well as the Audit and Risk Committee ("ARC"). The Group Risk and Compliance Manager assists Management in the implementation and monitoring of the policy and reporting thereon.
<b>Document path</b>	Intranet/Website/Store Portals
<b>Classification</b>	Internal / External
<b>To be read in conjunction with</b>	Group Code of Conduct Group Company Rules

### Version Control

<b>Date</b>	<b>Adjustment</b>	<b>Authors</b>	<b>Version</b>
August 2022	First draft	<b><i>Group Industrial Relations</i></b>	V1

### Internal Reviewers

<b>Name</b>	<b>Department</b>	<b>Function/Role</b>	<b>Version</b>
Athene Van Mazijk	People Team	Chief People Officer	V1

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## **Introduction**

The Shoprite Group recognises its corporate responsibility to respect and protect human rights in its operations and business dealings. The Group will not tolerate any infringement of any person's human rights. Reports of any infringement of human rights in Shoprite Group's operations and/or its business dealings, will be investigated and addressed.

Each employee is, within the scope of their work, to observe the human rights of all persons (regardless of whether they are natural or juristic persons, and/or whether internal or external to the Group).

## **Purpose**

This Human Rights Policy confirms the Shoprite Group's commitment to respect and uphold all international human rights standards, including the International Bill of Rights and the International Labour Organisation's Declaration of the Fundamental Principles and Rights at Work, in all its business dealings.

This Policy seeks to embed the respect for human rights throughout the Shoprite Group. The Group's commitment to respect human rights should be read as incorporated into all its Group Policies and Procedures.

## **Application**

This Policy applies to all Shoprite Group companies, trading divisions, brands, and employees. The Shoprite Group expects all business partners, suppliers, and other relevant stakeholders to respect and observe its principles, values, and respect for human rights. It will respond appropriately where there is a violation of any human rights by external stakeholders.

This Policy is available to everyone on the Shoprite Group website, Shoprite Pulse and to all employees on the SiyaRinga, the Group's digital employee communication platform.

## **Current Focus**

The Shoprite Group will be prioritizing its focus on respecting the human rights of its employees and of its suppliers and stakeholders.

In respect of our employees, we commit to:

- freedom of association,
- recognition of the right to collective bargaining,
- ensuring that there is no forced labour,
- ensuring that there is no child labour,
- adopting a zero-tolerance approach to any form of unfair discrimination in the workplace

In respect of our suppliers and stake holders, we commit to:

- requiring that our suppliers and stake holders respect and comply with all international human rights standards ,
- encouraging suppliers and stake holders to share the Shoprite Group principles and values, and respect for human rights,
- holding suppliers and stake holders accountable for any human rights violations,
- reporting human rights violations within the scope of our suppliers and stake holders.

## **Responsibility**

The Chief People Officer is appointed to act as the Human Rights Champion to raise awareness and understanding of the Shoprite Group's human rights impact, align operational policies and procedures, and to build leadership commitment to the respect of human rights.

The corporate responsibility to enforce respect of human rights lies with the CEO and the Executive team, the Board will provide the essential support.

## Reporting

If any employee or any stakeholder believes that there has been a violation of any human right in the operations of or in any business dealing involving the Shoprite Group, then that person should report it immediately by using the **Tip-off Hotline on Telephone number 0800 11 88 79, email [service@asesa.co.za](mailto:service@asesa.co.za)**, so that appropriate steps may be taken to address reported violation. Shoprite Group employees may also use the SiyaRinga platform to report human rights violations.

## Reviewing

Corporate responsibility is not a static concept. We value the views of our stakeholders, particularly our employees, customers, and suppliers. This Policy is a living document and will be reviewed regularly to ensure that the Shoprite Group complies with its human rights obligations and responds appropriately to the needs of its stakeholders.

## Glossary of Terms

TERMINOLOGY	DESCRIPTION
<b>Audit and Risk Committee ("ARC")</b>	<i>The Audit and Risk Committee is a Board Committee and provides oversight of Audit, Risk and Compliance Governance and controls, amongst other functions.</i>
<b>Corporate Governance</b>	Corporate governance, in relation to the management of the Shoprite Group, includes all structures, processes, policies, systems and procedures whereby Shoprite is governed.
<b>Employee</b>	<i>An individual who has a mutual agreement with Shoprite Checkers to render their services, who is provided with the necessary resources to achieve their operational requirements and in turn receives a remuneration from the Shoprite Checkers Group.</i>
<b>Reputational risk</b>	The risk that the Shoprite Group may be exposed to negative publicity due to contravention of applicable regulatory requirements and internal policies by its Employees.
<b>Stakeholders</b>	<p><i>Parties that are affected by the Shoprite Group, both:-</i></p> <p><b>Internal</b> – Directors, Management and Employees.</p> <p><b>External</b> – Analysts; Authorities; Activist Groups; Business Associates/Partners; Charities; Community; Competitors; Contractors; Creditors; Customers; Distributors; External Auditors; Financiers; General Public; Government; Government Legislative Bodies; Government Regulatory Agencies; Industry Bodies/ Forums; Insurance Brokers; Investors; Landlords; Lawyers; Non-profit Organisations; Other Third party Service Providers; Political Parties; Professional Associations; Prospective Customers; Prospective Employees; Prospective Suppliers; Public Officials (Local and Foreign); Rating Agencies; Schools; Service Providers, Shareholders; Sub-Contractors; Suppliers; The Media; Trade Unions; Underwriters and Vendors.</p>
<b>Shoprite Checkers (Pty) Ltd</b>	<i>Includes, but is not limited to, all its subsidiaries and brands i.e. Shoprite, Shoprite Hyper, Shoprite Usave, Shoprite Super Usave, Usave, Checkers, Checkers Hyper, Computicket, OK Furniture, OK Power Express, OK Franchise, OK Foods, OK Grocer, OK MiniMark, House and Home, Checkers Food Services, MediRite, LiquorShop, TransPharm, Meat Markets, Money Markets, Freshmark (inclusive of Transrite) and FliCape within its Group structure and is also referred to as "Shoprite", "the Group", "Organisation" or "Corporate", as applicable.</i>
<b>The Board of Directors ("The Board")</b>	The Board is accountable to its stakeholders for overseeing Corporate Governance, as well as forming its own opinion on the effectiveness of the control environment within the Shoprite Group.

<b>The Management Risk Forum</b>	<p>The Management Risk Forum has oversight of Risk and Compliance Governance and controls, amongst other functions, and monitors compliance with this policy and the Conflict of Interest register on a quarterly basis.</p>
<b>Third parties</b>	<p><i>Includes, but are not limited to, Business Associates; Suppliers; Vendors; Service Providers; Customers; any Person or Institution with whom Shoprite engages in the course of business; or with whom it might engage; Local Public Officials, Foreign Public Officials, Trade Unions, etc.</i></p> <p>Also refer to “External Stakeholders” above.</p>