

## Corporate Social Responsibility Policy

Operating in a responsible and sustainable manner is important to CertX SA (Pty) Ltd. While we run our business in line with the expectations of our clients, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

Our company policies are intended to provide a framework for the governance of CertX SA (Pty) Ltd. and adherence to our policies and related operating procedures is the responsibility of all personnel of CertX SA (Pty) Ltd.

The term “personnel” refers to all full-time and part-time employees, contractors, top management, and members of the Board of Directors of CertX SA (Pty) Ltd.

We are committed to understanding, monitoring, and managing our social, environmental, and economic impact to enable us to contribute to society’s wider goal of sustainable development. This commitment is deeply ingrained in our core values, and we aim to demonstrate these responsibilities through our actions and within our company policies.

At CertX SA (Pty) Ltd., we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting, and supporting the communities and cultures within which we work.

In alignment with our company Code of Conduct, we will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with our stakeholders’ best interests. CertX SA (Pty) Ltd. is committed to being recognized in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our community.

All CertX SA (Pty) Ltd. personnel are to adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Our leaders are to act as role models by incorporating these considerations into decision-making in all business activities. Our leaders are to ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

### **1. Business Ethics and Transparency**

CertX SA (Pty) Ltd. is committed to maintaining the highest standards of integrity and corporate governance practices to maintain excellence in its daily operations, and to promote confidence in its governance systems.

CertX SA (Pty) Ltd. will conduct its business in an open, honest, and ethical manner.

CertX SA (Pty) Ltd. recognizes the importance of protecting all our human, financial, physical, informational, social, environmental, and reputational assets.

CertX SA (Pty) Ltd. will advise its personnel of its Corporate Social Responsibility Policy and will work with them to achieve consistency with this policy.

## 2. Environment Health & Safety

CertX SA (Pty) Ltd. is committed to protecting the health and safety of all individuals affected by our activities, including our personnel, clients, and the public. CertX SA (Pty) Ltd. will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices and continuous improvement.

CertX SA (Pty) Ltd. is committed to environmental protection and stewardship.

CertX SA (Pty) Ltd. recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into its business decision-making.

All personnel are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Being a socially and environmentally conscious company, operating in full compliance with the local laws and regulations regarding the ethical, corporate governance, labor, health and safety, and environmental compliance of the locations within which we conduct business.

## 3. Stakeholder Relations

We are proud of our commitment to apply fair labor practices, while respecting the national and local laws of the locations and communities where we operate and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

CertX SA (Pty) Ltd. works with our suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions. We do not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

## 4. Community Involvement

CertX SA (Pty) Ltd. strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organizations.

Approved by: Hein Jonck  
Managing Director

  
Signature

30 August 2022  
Date