



IMPACT GROUP

Reaching out for Quality Service

Human Rights Policy

1. Purpose

Impact Group is committed to respecting and promoting human rights in all aspects of our business. We align with South African legislation, including the Constitution and the Labour Relations Act, and international standards such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) conventions.

2. Scope

This policy applies to all employees, contractors, suppliers, and stakeholders associated with **Impact Group** in South Africa and any other country where we operate.

3. Policy Statements

3.1 Commitment to Human Rights

We respect, support, and commit to upholding all fundamental human rights. This includes non-discrimination, freedom of expression, fair working conditions, and the right to a safe and healthy work environment.

3.2 Non-Discrimination and Equality

Impact Group values diversity and inclusion. We are committed to eliminating discrimination based on race, gender, disability, sexual orientation, religion, age, or any other protected characteristic. We provide equal opportunities and work toward building an inclusive workplace for all.

3.3 Health, Safety, and Well-Being

The health and safety of our employees and all individuals associated with **Impact Group** is a top priority. We adhere to the Occupational Health and Safety Act and ensure our facilities are safe, healthy, and conducive to productive work.

3.4 Fair Employment Practices

We comply with South African labour laws, including fair wages, reasonable working hours, and protections against forced labour and child labour. We support the right to collective bargaining and the freedom of association, consistent with the Labour Relations Act.

3.5 Protection of Indigenous Rights

Impact Group respects and promotes the rights of indigenous communities. We commit to consulting with local communities before any project or development that might impact their land, culture, or resources.

3.6 Environmental Sustainability

As part of our human rights commitments, we acknowledge the importance of environmental

sustainability. We seek to minimize our environmental impact and consider the rights of future generations to a healthy environment.

4. Grievance Mechanism

We provide a transparent, accessible, and confidential process for employees, contractors, and stakeholders to report human rights concerns or violations. This process ensures non-retaliation and follows a fair procedure for addressing complaints promptly.

5. Accountability and Training

Impact Group is committed to educating all employees on human rights standards and this policy. Senior management and supervisors are responsible for enforcing this policy, and regular training programs are conducted to maintain high awareness of human rights issues.

6. Review and Improvement

We review this policy regularly and adjust as needed to comply with new laws, standards, or feedback from stakeholders. We are committed to continuous improvement in our human rights practices.

7. Contact Information

For any questions or concerns about this policy, or to report a human rights issue, please contact our Chief Operation Officer (Sandra Sefularo) sandra@impact-group-solutions.com



Victor Makgwana
Group CEO

01/10/2024

Date

