

# SOCIAL AND ETHICS COMMITTEE

Members: Suzanne Ackerman-Berman, Alex Mathole, Aboubakar Jakoet#, David Robins

The social and ethics committee operates in accordance with the requirements of the Companies Act and King IV and is governed by a Board-approved charter, which is reviewed and approved annually by the Board. It accepts responsibility for the subsidiary companies in the Group.

## The role of the committee and what the committee focused on during the year

The social and ethics committee operates in accordance with the requirements of the Companies Act and King IV and is governed by a Board-approved charter, which is reviewed and approved annually by the Board. It accepts responsibility for the subsidiary companies in the Group.

Guidelines for the committee include the anti-corruption principles of the Organisation for Economic Co-operation and Development (OECD), the Employment Equity Act, as well as elements of the Johannesburg Stock Exchange Socially Responsible Index criteria and the Broad-Based Black Economic Empowerment Act.

The committee met three times during the period to review performance in the following areas, as required by the Companies Act:

- Animal practices
- Anti-corruption practices
- Consumer safety
- Employee welfare and relations
- Ethical business practice
- Legislative compliance
- Responsible sourcing
- Social and environmental responsibility
- Transformation

# Appointed during the 2020 financial period

The committee monitored the Group's activities in relation to relevant policies, legislation and regulation and best practice in corporate governance.

Among other issues, the meetings dealt with key topics such as:

- the plastics and packaging reduction programme;
- updates to the anti-bribery and corruption (ABC) policy and the gifts register;
- the introduction of the malus and clawback policy regarding remuneration;
- addressing diversity targets and barriers to achievement of Employment Equity and disability targets;



The committee's objective is to ensure that high ethical standards are applied in all areas of the business, and to review and approve the policy, strategy and structure for managing the social issues in the Group in accordance with our long-standing principle that "doing good is good business".



**Suzanne Ackerman-Berman**  
Chairman of the social and ethics committee

- reviewing the Group's activities relating to supplier agreements;
- promoting cultural diversity awareness in marketing campaigns;
- reviewing disclosure of conflicts of business interests between employees, suppliers and service providers;
- reviewing updates on the Group's contribution to the development of communities and charitable donations across the Group; and
- risks arising from the use of email and the Internet, particularly in light of the increase in the number of office workers working from home.

The committee confirms that no material issues were identified during the period. In accordance with its charter, the committee effectively discharged its statutory duties and responsibilities over the period.

## Focus areas for 2020

Focus areas for 2020 include:

- the impact of the COVID-19 pandemic on all stakeholders of the Company, including employees, suppliers and customers;
- a comprehensive review of the positive impact of charitable donations to communities hard hit by the COVID-19 pandemic;
- continued monitoring of the Group's talent succession plans and the impact of training programmes to assist in career development and a return on investment in learning and development;
- business continuity planning; and
- plastics and packaging reduction.

## Committee membership

As at the end of the 2020 financial period, the committee members include an executive director and two non-executive directors, as well as the Company Secretary, executives responsible for strategy and human resources, senior managers and technical experts on areas of mandate. All levels and areas of expertise across the Group are represented on the committee. Additional advisers attend meetings by invitation, depending on agenda items to be discussed.

### **Suzanne Ackerman-Berman**

Chairman: Social and ethics committee

1 July 2020