

Human Rights Policy

Pick n Pay Group

The Pick n Pay Group is committed to sound health, safety and environmental management practices. As a retail business we carry the responsibility to:

- Provide our customers with a safe place in which to shop
- Safeguard the company's employees
- Provide a healthy climate in which employees can work
- Pay due regard to environmental and public health considerations
- Pick n Pay is committed to the responsible management of its activities and to continuous improvement in health and safety performance

Decent working conditions

The Pick n Pay Group is aligned with the UN's Guiding Principles on Business and Human Rights, and shares the UN goal to respect and promote decent working conditions worldwide and to eradicate forced labour from business value chains.

All employees who are part of the Pick n Pay Group need to treat fellow employees, customers, suppliers and service providers with the necessary respect, courtesy and consideration they deserve.

We are opposed to child labour and the employment of children under the age of 15 years is strictly prohibited (or any person who falls below the local legal minimum working age, if this is older than 15). We ensure that we do not recruit or utilize child labour, and that any employee's age is correctly established and recorded. Any employees under the age of 18 do not perform potentially hazardous work.

Forced labour: The use of forced, bonded or involuntary prison labour is prohibited. All employees must be free to leave their employment at a reasonable notice period and should be able to leave employment for other opportunities at a reasonable notice period. No employee or contractor is required to surrender ID, bank cards or any other form of financial information in exchange for employment or in order to retain employment. Employees and contractors should be remunerated in cash and not kind, and no deductions are to be made from their remuneration other than that which is freely agreed upon or as

required by law. No employee or contractor is required to or compelled to pay a commission in order to receive employment.

Health & safety: Just as we are committed to providing a safe and healthy environment for our employees in which to work, so too do we expect the same standards from our suppliers and service providers. We aim to provide a safe place of work and comply with all local laws relating to health and safety in the workplace. To ensure compliance and that proper standards of health and safety in are met, written guidelines, regular training and monitoring by management is in place.

Wages, hours of work and entitlements: Our business partners are also required to adhere to local laws on conditions of employment, including, where applicable, laws governing minimum wages. If there is no legislated minimum wage, then employees must be reasonably remunerated, i.e. they need to be paid promptly and must be able to afford to meet their basic needs as well as provide for some discretionary income.

Please also refer to our Employment Equity Policy regarding our commitment to delivering a workplace in which all employees can reach their fullest potential regardless of race, gender, disability, religion or sexual orientation.