



THE PLEDGE

PEOPLE

At the core of every business and critical to our growth and success.

PEOPLE STRATEGY: We respect and uphold Human Resources as a strategic partner.

We foster effective people practices through organisational design and development to align with the organisation's strategic objectives. We use People Systems and Metrics to measure experience and Return on Investment.

PEOPLE TRANSFORMATION: We enhance our strengths through transformational people practices.

We achieve this through effective People Acquisition and Onboarding, Learning and Development and Performance Mentoring. We acknowledge the importance of protecting every person's right to dignity, respect and equality through Diversity & Inclusion.

PEOPLE EXPERIENCE: Our people are the key enablers of the organisation's success.

We create meaningful experience(s) that inspire our people to be accountable, empowered and to strive for excellence. We promote Employee Wellness, sound Employee Relations and Engagement. We also acknowledge the importance of Recognition and Reward to attract and retain talent.

ETHICS AND GOVERNANCE

We adhere to ethical conduct and good governance in all our people practices.

OBJECTIVITY AND FAIRNESS

We ensure objective and fair treatment to all our people.

LEGAL COMPLIANCE AND RISK MANAGEMENT

We keep up to date and comply with applicable laws and regulations.
We identify and mitigate people occupational and organisational risks.

Through this pledge, I commit to the well-being of our people, our society and the success of our organisation.

COMPANY

SIGNATURE

DATE

NAME & SURNAME