



Pecans South Africa (Pty) Ltd

P.O. Box 623 • Hartswater, 8570 • South Africa • Tel: (+27) 82 555 7968 • Fax: (+27) 53 474 0061

E-mail:

• Web: www.pecanssouthafrica.com

BBBEE Status Level 3 Contributor (As rated by Sera)

South African Charter of Ethical Business Practice

As business, we earn our 'license to operate' in society by being good corporate citizens, responsibly discharging our obligations and claiming our rights. In order to promote ethical business practices, Olive SA commits to the following aspirational standards:

Responsibility

Responsibility requires taking ownership of, and being accountable for, our acts and omissions. It means that we take care of what is entrusted to us, recognising the economic, social and natural environments in which we operate.

Because we value **Responsibility**, we commit to:

- Exercising our obligations with due care, diligence and the required skill.
- Practising good governance in our business strategies and operations.
- Upholding all applicable laws, rules, and standards.
- Pursuing business practices that are economically, socially, and environmentally sustainable.
- Being prudent in our use of natural resources.
- Supporting growth and development in South Africa, by, amongst others, paying our due taxes.

Integrity

Integrity requires doing what we say, and always acting in good faith. This builds trust, which is necessary for business to thrive.

Because we value **Integrity**, we commit to:

- Being truthful and honest in all our dealings, disclosures and reporting.
- Honouring our commitments and delivering on our promises.
- Refraining from activities that are corrupt or can be seen as promoting corruption in society.
- Being transparent when funding political activities.

Respect

Respect requires acknowledging others' rights and inherent human dignity.





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Because we value **Respect**, we commit to:

- Treating customers, staff and all other stakeholders with dignity.
- Upholding basic human rights, including those set out in the South African Constitution.
- Duly considering the interests of people, communities and the environment where decisions could affect them.
- Refraining from arbitrary or unjustified discrimination against anyone.
- Ensuring a safe and healthy work environment.
- Recognising the interests and capabilities of those to whom we market our products or services.

Fairness

Fairness requires even-handedly balancing the interests of various parties, ensuring that everyone gets what is rightfully due to them.

Because we value **Fairness**, we commit to:

- Supporting free and fair competition by not being involved in price-fixing or other anticompetitive activities.
- Upholding just labour practices.
- Providing reasonable remuneration to employees.
- Negotiating in good faith, and refraining from coercion.
- Supporting freedom of association and collective bargaining.
- Being sensitive to social inequality in our business practices.

Ben Visser

CEO: Pecan South Africa Pty Ltd

