



## Sanlam Group Human Resources Declaration

***Sanlam believes that business can only flourish in societies where human rights are protected and respected. We adhere to the International Bill of Human Rights and are committed to respecting all internationally recognised human rights as are relevant to our operations. We understand that not every country within which we have businesses adheres to the International Bill of Rights in all respects. In these countries, whilst we will always respect the rule of law, we will also, insofar as we are able, participate constructively in Industry and other Forums which seek to increase alignment to the International Bill of Human Rights.***

- Every employee of Sanlam Group has the right to work in an environment that is free from any form of unfair discrimination (i.e. by religion, gender, race, age, sexual orientation, disabilities or nationality). In this context, as a responsible corporate citizen, we accept our responsibility to help tackle structural and systemic discrimination, and strive to create a work place that respects the inherent dignity and worth of each individual.
- The Sanlam Group has policies and procedures that forbid any form of harassment in the workplace. The policies also discourage workplace bullying and detail measures for constantly monitoring the application of these policies. In addition, Sanlam Group has a whistle blowing process which enables employees to confidentially report issues. Further, a grievance procedure exists to enable employees to raise any grievances they have in the workplace.
- Although Sanlam Group operates in a professional services sector where the risk of child labour is not high, as a responsible corporate citizen the Group actively supports the protection of children against exploitation and is against the procurement of goods and services where child labour is known to be involved in the production supply chain of goods and services.
- Sanlam places emphasis on employee development and promotes training of all employees to improve skills and knowledge. Training is provided internally and externally with set development plans in line with personal development plans for each employee.
- The Sanlam Group is committed to providing workplaces which support freedom of association and provide employees with the right to both organise themselves and participate in collective bargaining arrangements.



- The Sanlam Group upholds remuneration practices that are fair and non-discriminatory and complies with the requirements of minimum wage legislation.
- The Sanlam Group actively promotes gender equity in the workplace.
- The “whistle blowing” platform encourages employees to report any behaviour, incident or activity which they believe to be wrong through a safe and confidential channel.
- Where necessary and only after fair processes have been followed, the Sanlam Group may terminate employment of employees for purposes of misconduct or negligence. Termination of employment may also arise as a result of organisational restructuring. In such cases strict compliance with both the law and internal policies and procedures is adhered to.
- Work-life balance is a necessary aspect for the well-being of employees. Sanlam Group always strives to make life a little easier by offering flexible working hours, access to convenience services and the Sanlam Wellness programme.

Julia Dyssell

Head of Sanlam Group Human Resources