



# STANDARD HUMAN RESOURCES POLICY

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REV: 0  
DATE: 05/06/2024  
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SUBJECT:

## HUMAN RIGHTS POLICY

### 1. PURPOSE

RBCT, established in 1976, is one of the leading coal export terminals in the world. RBCT is committed to providing 'coal to the world and growth to the nation' through sustainable business practices.

To this end, RBCT is a proud participant in the United Nations Global Compact, the world's largest corporate sustainability initiative which constitutes a commitment by participating companies to align their strategies and operations with ten universal principles on human rights, labour, the environment and anti-bribery and corruption.

These ten principles constitute the basis for RBCT's Human Rights Policy and inform all aspects of its business, including how it deals with its employees, suppliers, other stakeholders. These principles also inform the content of RBCT's other policies and this policy should be read in conjunction with these.

This policy, as well as the monitoring and compliance thereof, forms an important part of RBCT's Social and Ethics Committee strategy. RBCT has implemented an anonymous whistleblowing hotline and this, together with other mechanisms, are available for the reporting on all matters falling under the scope of this policy. This is available to all employees and other stakeholders.

### 2. SCOPE

The RBCT Human Rights Policy applies to all employees, including members of RBCT management, its directors and shareholders. The policy applies, and will be incorporated where possible, into agreements with contractors, suppliers, and relevant stakeholders.



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### 3. THE PRINCIPLES

#### 3.1 Human Rights

##### Principle 1

RBCT supports and respects the protection of internationally recognised human rights principles and best practice. RBCT does this through its policies and procedures, agreements with stakeholders and in the manner in which it conducts its business on a day-to-day basis.

RBCT also commits itself to voluntary action in order to make a positive contribution towards society. It does this through its corporate and social investment strategies, particularly its engagements with local communities.

##### Principle 2

RBCT will not be complicit in the human rights abuses committed by others and RBCT recognises that it forms part of an extended value chain. To this end, RBCT conducts a rigorous process of review in respect of all suppliers, and other stakeholders who are required to commit themselves to this Policy through appropriate contracting arrangements.

#### 3.2 Labour and Employment

##### Principle 3

RBCT recognises the right of its employees to associate freely with their collective bargaining agent of choice. This includes the right to disassociate. Further RBCT recognises the right of employees and their chosen representatives to bargain collectively within the parameters of the law.

RBCT commits itself to working within the parameters of labour laws and requires its employees and bargaining parties to achieve the same and to work together in order to achieve industrial peace.



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**Principle 4**

RBCT commits itself to the elimination of all forms of forced or compulsory labour. RBCT recognises that this is an expanded concept and requires that its employees are not subject to policies or work practices that amount to forced labour in effect or which constitute exploitation and modern slavery.

RBCT recognises that this principle extends to all areas of its value chain and will take steps to require its stakeholders to respect this principle in respect of their employees.

**Principle 5**

RBCT prohibits child labour of any form and requires its stakeholders to respect this principle. In line with applicable legislation, minimum age requirements are applied without exception to all job categories.

**Principle 6**

RBCT recognises that South Africa has a history of unfair discrimination. RBCT works tirelessly to eliminate all forms of unfair discrimination, both in form and in substance. This includes the protection of all vulnerable groups.

RBCT recognises that it is required, through its anti-discrimination and anti-harassment policies, to advance the rights of disadvantaged groups so as to ensure that workplace equity is achieved. This is also promoted through RBCT's employment equity planning and other initiatives.

RBCT recognises that harassment constitutes discrimination and will not tolerate harassment of any form. This protection applies to all employees, contractors and other stakeholders.



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**3.3 Environment**

**Principle 7**

RBCT adopts a precautionary approach to environmental challenges and engages in cost effective methods of avoiding environmental degradation as well as to eliminate unplanned events, such as unsanctioned water discharges and exceeding air emission standards. Precaution involves the systematic application of risk assessment, risk management and risk communication.

**Principle 8**

RBCT has and will continue to undertake initiatives to promote greater environmental responsibility. This it achieves through environmental due diligence and the compliance with its site specific Environmental Management Plans, all local laws regulating the environment and international standards, particularly ISO 14001:2015.

All responsible persons must, as soon as reasonably practicable, after knowledge of any incidents take all reasonable measures to contain and minimise the effects of the incident. This includes its effects on the environment and any risks posed by the incident to the health and safety of RBCT employees, contactors, stakeholders, RBCT property and the general public.

**Principle 9**

RBCT encourages the development and diffusion of environmentally friendly technologies so as to ensure that its activities, particularly in respect of the handling of coal does not impact on the environment.



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**3.4 Anti-corruption**

**Principle 10**

RBCT commits itself to the fight against all forms of bribery, extortion and corruption and recognises its legal obligation to monitor and report on corrupt activities. RBCT achieves this goal through its anonymous report line, its monitoring of agreements with its stakeholders and other measures set out in its Business Ethics Policy and Procedure.

RBCT recognises that this obligation extends to all levels of its value chain and relevant stakeholders.

**4. REVIEW OF THE POLICY**

This policy will be reviewed after 3 years, when business processes change and as when required.

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<b>Rev.No.</b>	<b>Rev. Date</b>	<b><u>Name / Signature</u></b> Prepared By	<b><u>Name</u> /</b> <b><u>Signature</u></b> Reviewed By	<b><u>Name</u> /</b> <b><u>Signature</u></b> Approved By	<b>REVISION SUMMARY</b>