



**RICHARDS BAY COAL TERMINAL
PROPRIETARY LIMITED**

**NO: CP011
REV: 02
DATE: 13/06/2023
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SUBJECT:

BUSINESS ETHICS POLICY

1. POLICY STATEMENT

This policy aims to provide a high - level framework to guide employees and relevant stakeholders in upholding the sustainability of the company, and to ensure that the behavior of employees is guided by this policy.

RBCT is committed to ethical standards and sound corporate governance principles. Our philosophy is aligned with RBCT values and company vision, and is driven by a joint commitment towards transformation, continuous improvement, development and prosperity of RBCT, its shareholders and stakeholders. RBCT is committed to ensuring that all organization's dealings with employees, general public and relevant stakeholders are ethical.

RBCT Management is committed to leading the organization in a manner that creates a conducive environment while eradicating corruption and other economic crimes. In this regard Management, under the guidance of the Board of Directors will ensure that it does not become complacent in upholding ethical conduct at RBCT. The Executive Management will ensure that this Policy is reviewed and updated regularly.

Furthermore, RBCT Management will ensure that all persons to whom this Policy is applicable are made aware of the policy through various initiatives of awareness, training and publication thereof.

02	13/06/2023	Phindi Mjadu RISK SPECIALIST	Zanele Mthiyane GM - HSEC	Alan Waller CEO	General review
01	30/07/2019	Phindi Mjadu RISK OFFICER	Zanele Mthiyane GM - HSEC	Alan Waller CEO	Revised the following: • Policy name change from Integrated Business Policy to Business Ethics Policy • Separated document to policy and procedure.



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00	22/02/2013	Gracia Skosana	Alan Waller	Nosipho Damasane	Original
Rev.no.	Rev. Date	<u>Name / signature</u> Prepared by	<u>Name / signature</u> Reviewed by	<u>Name / signature</u> Approved by	Revision summary