



HYPROP GROUP

SUPPLIER CODE OF CONDUCT

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1. INTRODUCTION

- 1.1 Hyprop Investments Limited and its subsidiaries (the “**Hyprop Group**”) is committed to high levels of integrity and good governance in all its business dealing.
- 1.2 We embrace these principles across all aspects of our business, and we expect the same from our suppliers. We expect our suppliers to comply with all applicable laws and to adhere to internationally recognised human rights as well as environmental, social and corporate governance standards (“**ESG Standards**”).

2. PURPOSE AND SCOPE

- 2.1 This Supplier Code of Conduct (the “**Code**”) sets out the minimum principles and expectations of the Hyprop Group of existing and new suppliers. In particular, we expect our suppliers to support and embrace the Code in their business dealings. We also expect our suppliers to implement these standards with their employees, suppliers, contractors, service providers, agents and/or any other person or entity (collectively referred to as the “**Representatives**”).
- 2.2 Corporate integrity, ESG Standards and the safety and wellbeing of employees of our suppliers are of paramount importance to the Hyprop Group. These core principles are reflected in this Code, which establishes the minimum standards that must be met by our suppliers.

3. CORPORATE GOVERNANCE

- 3.1 Our suppliers must abide by all applicable national and international laws and regulations, including, but not limited to trade controls and sanction regimes. Our suppliers are required to implement an appropriate compliance management system, which facilitates compliance with applicable laws, regulations and standards,
- 3.2 We expect our suppliers to consider business integrity as the basis of their business relationship with us.
- 3.3 The supplier shall comply with all applicable competition laws, including, but not limited to, those laws relating to sharing information with competitors, price fixing and rigging tender bids.

4. **WORKFORCE ISSUES**

- 4.1 **Slavery, human trafficking and child labour:** We expect our suppliers and their Representatives to comply with all applicable national and international anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force. This includes, but is not limited to, not supporting or engaging or requiring any forced labour, the use of child labour, bonded labour, indentured labour and prison labour.
- 4.2 **Human rights:** We expect our suppliers and their Representatives to comply with all applicable national and international human rights and labour laws in force from time to time in force in any part of its supply chain.
- 4.3 **Equal opportunities:** The Hyprop Group is an equal opportunities employer and our suppliers must not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement or any employment practice based on race, colour, national origin, gender, gender identity, sexual orientation, religion, age, marital or pregnancy status, disability, union membership or political affiliation or any other characteristic other than the employee's ability to perform the job, subject to permitted law.
- 4.4 **Freedom of association and collective bargaining:** The supplier shall respect, and shall not interfere with, the right of employees to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.
- 4.5 **Working environment:** The supplier shall provide a safe, healthy, and sanitary working environment and comply with all applicable health and safety laws and any other relevant laws where it operates. This includes, but is not limited to, implementing general and relevant industry-specific procedures and safeguards to prevent workplace hazards and work-related accidents and injuries. Where such hazards cannot be adequately prevented or controlled, the supplier shall provide employees with appropriate personal protective equipment to protect against hazards typically encountered in that scope of work. We expect our suppliers to treat their employees with respect.
- 4.6 **Salary:** Suppliers must pay their employees their salaries in accordance with all applicable laws and regulations.

5. ENVIRONMENTAL RESPONSIBILITY

5.1 Suppliers shall ensure that:

5.1.1 its operations comply with all applicable environmental laws, including (but not limited to) climate change, waste disposal, emissions, discharges and the handling of hazardous and toxic materials;

5.1.2 the goods it manufactures (including the inputs and components that it incorporates into its goods) comply with all applicable environmental laws; and

5.1.3 it will only use packaging materials that comply with all applicable environmental laws.

5.2 Suppliers shall have in place a suitable environmental management system for managing its environmental risks. As a minimum, the system should include and address the following:

5.2.1 an assessment of the environmental impact of all historical, current and likely future operations;

5.2.2 steps to continuously improve environmental performance, reduce pollution, emissions and waste;

5.2.3 measures to reduce the use of all raw materials, energy and supplies; and

5.2.4 raising awareness and training employees in environmental matters.

6. DATA PROTECTION AND INFORMATION SECURITY

6.1 Suppliers shall comply with all data protection laws and requirements.

6.2 Suppliers shall have in place appropriate measures to:

6.2.1 protect the integrity and confidentiality of information held on its systems (which include physical and online or electronic systems); and

- 6.2.2 ensure that there is no unauthorised access of the information by employees or third parties.

7. BRIBERY AND CORRUPTION

- 7.1 Suppliers shall comply with all applicable laws and regulations relating to the prevention of bribery and corruption. Suppliers shall not accept, offer, promise, pay, permit or authorise:

7.1.1 bribes, facilitation payments, kickbacks or illegal political contributions;

7.1.2 money, goods, services, entertainment, employment, contracts or other things of value, in order to obtain or retain improper advantage; or

7.1.3 any other unlawful or improper payments or benefits.

8. QUALITY CONTROL

We expect our suppliers to provide us with quality goods and services and to provide such goods and services in accordance with prevailing industry standards and specifications.

9. SUPPLY CHAIN AND REPRESENTATIVES

We expect our supplier and their Representatives to uphold this Code and to support all aspects of this Code in their selection of their Representatives.

10. TRAINING

The supplier must establish training measures to allow their employees to gain an appropriate level and knowledge and understanding of the content of this Code, applicable laws and recognised standards.

11. AUDIT

The Hyprop Group reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our business relationship with a supplier if there is reason for concern. The Hyprop Group reserves the right to discontinue any relationship for non-adherence to this Code, failure to correct violations or displaying patterns of non-compliance with this Code.

12. **ACKNOWLEDGEMENT OF THIS CODE**

Our suppliers must acknowledge the principles and standards set out in this Code or they must demonstrate their commitment to this Code via compliance with their own code or company policies that embrace this Code.

13. **UPDATING OF THIS CODE**

Please note that the Hyprop Group may update this Code from time to time by posting the latest version on its website www.hyprop.co.za.

14. **CODE VERSION HISTORY**

Version	Date	Description
1.0	6 July 2023	Initial Policy Drafted
2.0	26 September 2025	Policy Updated

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