

Code of Conduct

Introduction and Purpose

CBI-electric: low voltage has developed this Code of Conduct in order to promote responsible management of our operations and those of our suppliers. The purpose of this Code of Conduct is to demonstrate to our valued customers that CBI-electric: low voltage is a credible long term reliable partner whose business activities are conducted with the highest levels of integrity, ethics and professionalism.

This Code of Conduct has been established to promote fair employment conditions, protect human rights, provide a safe working environment for all our employees and to manage our impact on the environment responsibly. This philosophy is expected not only in our own operations but also in our suppliers operations.

The Code of Conduct is based on the ten principles of the Global Compact (www.globalcompact.org) and the core conventions of the International Labour Organisation (www.ilo.org). As a minimum, CBI-electric: low voltage observes all the national laws and regulations within the countries in which we conduct our business, the same is expected of our suppliers.

We recognise and acknowledge our obligations towards our direct and indirect stakeholders including shareholders, employees, customers, suppliers, competitors, government and the wider community. Accordingly, we commit to the values and principles of honesty and accountability, respect for human rights and dignity as well as corporate citizenship.

Code of Ethics

CBI-electric: low voltage, consider it every suppliers and each and every employee's responsibility and accountability to ensure there is no conflict of interest in their business dealings. We encourage the reporting of activities which may lead to bribery and corruption (expose@tip-offs.com).

Human Rights

CBI-electric: low voltage recognises and acknowledges the supremacy of the Bill of Rights in the Country's constitution and international conventions such as the International Bill of Human Rights, the International Labour Organization's Declaration of Fundamental Principles and Rights at Work and the United Nations Global Compact in its dealings with all its stakeholders. CBI-electric: low voltage is committed to creating an environment where Human Rights are respected and also seeks to avoid engaging in activities that might lead to the violation of human rights.

Labour Standards

CBI-electric: low voltage will create an environment where employees can exercise freedom of association and further recognise and promote the principle of collective bargaining in fostering a sound industrial relations climate as guided by the Labour Relations Act (www.labour.gov.za).

CBI-electric: low voltage rejects child labour and any form of forced labour and will actively discourage any of its stakeholders and business partners from engaging in such activities.

CBI-electric: low voltage will ensure that its employees are treated with respect, dignity and fairness. CBI-electric: low voltage will avoid engaging in any activities that may lead to discrimination on grounds that are regarded as arbitrary and unfair as stipulated in the Employment Equity Act (www.labour.gov.za). The Company will further promote mutual tolerance of differences and actively promote the diversity of its workforce through regular training.

CBI-electric: low voltage and its suppliers will create and promote working environments that are free of any form of harassment and victimisation. CBI-electric: low voltage will encourage the reporting of any incidents of harassment or victimisation (expose@tip-offs.com) and will conduct investigations in a manner that is fair and that protects the rights and dignity of both the victim and perpetrator.

CBI-electric: low voltage and its suppliers will continue to comply with the Basic Conditions of Employment Act (www.labour.gov.za), and relevant legislation at its overseas operations in ensuring decent working conditions for its employees.

CBI-electric: low voltage will seek to comply with the existing industry minimum rate and where possible offer competitive rates to its employees. Working hours shall comply with the applicable laws in the countries within which CBI-electric: low voltage operates and shall comply with the industry standards as detailed in the main agreement (www.seifsa.co.za).

Health and Safety

CBI-electric: low voltage is committed to maintaining the highest standards of health and safety in the work place. The company promotes this by ongoing communication and training and by providing suitable equipment, machinery and facilities. The safety management system employed by the company meets the requirements of the Occupational Health and Safety Act # 85 of 1993 and is in line with the requirements of OHSAS.

CBI-electric: low voltage requires from its suppliers that they provide their employees with the appropriate health and safety information and training, including but not limited to, arrangements for safe evacuation of buildings and the correct handling of dangerous machinery and hazardous chemicals. Suppliers shall at a minimum observe the national laws applicable in the country in which they operate.

Environment

CBI-electric: low voltage recognizes the impact of its operations on the environment and is committed towards continual improvement and the conservation of our natural resources. The organisation continually strives to improve its activities, products and services where applicable, with respect to minimizing our impact on the environment.

CBI-electric: low voltage is committed to complying with the relevant legal and regulatory requirements and industry standards to which the company subscribes. Environmental best practice methodologies shall be adopted, in line with the requirements of ISO 14000.

CBI-electric: low voltage adheres to the RoHS directives as documented by the European Union Directives 2011/65/EC, 2015/863/EU & 2006/122/EC as well as the REACH candidate list of substances of very high concern as detailed in Annex XVII. In support of the RoHS directives CBI-electric: low voltage also conforms to the directive 2012/19/EU for WEEE (waste electrical and electronic equipment).

Compliance

CBI-electric: low voltage requires that all suppliers and their subcontractors comply with this Code of Conduct or an equivalent standard which may require higher standards than required by law.

A supplier must on request provide CBI-electric: low voltage or its representative information and / or access to their premises, to verify that the supplier conforms to this Code of Conduct.

It is the suppliers' responsibility to ensure that its employees and subcontractors are informed about and comply with this Code of Conduct.

Approved by:



T. Lawrenson
Managing Director



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