

## CLICKS GROUP HUMAN RIGHTS COMMITMENT

The group, a responsible corporate citizen believes in upholding the fundamental human rights of all individuals, which includes employees, customers and suppliers as well as all other stakeholders.

The group's commitment to human rights is aligned to the United Nations Global Compact Universal Declaration of Human Rights and Sustainable Development Goals.

The group human rights commitment is based on the following principles:

1. **Non-discrimination:** the group does not tolerate unfair discrimination based on race, ethnicity, gender, religion, sexual orientation, nationality, age, disability, culture or other factors. All group's hiring, promotion, and other employment practices are fair and unbiased and aligned to all the applicable South African legislative instruments including the Employment Equity Act.
2. **Respect for labour rights:**
  - The group adheres to all applicable labour laws in the countries in which it operates and advances general principles of fairness such as equal pay for work of equal value.
  - The group respects the rights of its employees to join and form trade unions, bargain collectively, and engage in peaceful protests.
  - The group does not engage in any form of forced or child labour and ensures that all its employees work in safe and healthy conditions.
  - The group is committed to ensuring a healthy work-life balance is enabled and ensures that work hours are aligned to the applicable legislation.
3. **Ethical sourcing:** The group contractually requires its suppliers to uphold human rights standards (including labour rights, health and safety, and environmental protection). The group does not knowingly source goods or services from suppliers who engage in human rights violations or unethical practices.
4. **Customer privacy:** The group respects the privacy of its customers and protects their personal data in accordance with applicable laws and regulations as stipulated in the Protection of Personal Information Act (POPIA). The group does not disclose or sell customer data to third parties without their consent.

5. **Community engagement:** The group engages with the communities it operates in and respects their cultural, social, and economic rights. It supports community development initiatives and contributes to local economic growth.
6. **Transparency and accountability:** The group is transparent about its human rights policies and practices and reports its progress in implementing them to the Board, investors and all relevant stakeholders. It holds itself accountable for any human rights violations that may occur and take appropriate corrective action.

The group is committed to implementing this human rights commitment throughout its value chain and to continuously improve on its practices. The group believes that by upholding human rights, it can build a sustainable and responsible business that creates value for all stakeholders.

Bertina Engelbrecht  
Group CEO