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## CODE OF ETHICS

**Afripanel** Code of Ethics sets out the principles, practices and standards of personal and corporate behaviour our company expects everyone who works for Afripanel (including employees, contractors and sub-contractors) to adopt in their daily business activities. Our Code of Ethics guides who we are, what we do and how we do it. In conducting our business we will:

**Comply with Laws** – Comply with all applicable laws, regulations and statutory obligations that apply to our business as a minimum.

\_ **Act with Integrity** – Deal honestly, fairly and with respect toward all stakeholders in every aspect of our business.

\_ **Respect People** – Provide equal opportunity and prevent harassment, vilification and unlawful discrimination of any person, including on grounds of age, sex, race, religion, political opinion or other characteristics or preferences.

\_ **Operate Safely** - Comply fully with our occupational health and safety practices and always place health and safety as the primary consideration in decision-making.

\_ **Manage Risk** – Measure and seek ways to mitigate and manage risk in our business.

\_ **Environmental Management** – Conduct our business to protect and enhance the environmental impacts and continually strive to improve our environmental management practices.

\_ **Asset Management** – Ensure company assets are used effectively, maintained regularly and operated in the best interest of stakeholders.

\_ **Information Management** – Retain and protect the intellectual property of Afripanel and others and protect the confidential information of our employees, stakeholders and clients both during and after engagement.

\_ **Community Support** – Support the communities in which we operate through sponsorship and alliance programs that help create healthy, vibrant and cohesive communities.

\_ **Customers** – Honour our contractual obligations with our co-venturers and customers and base our relationships on trust and mutual advantage.

\_ **Employee relations** – Actively maintain open and honest communications with all employees.

\_ **Staff development** – Recognise, reward and develop proactive employees who underpin and sustain our business success by providing equal access to employment, promotion and development opportunities.

\_ **Alliances** – Ensure that consultants, subcontractors and suppliers are aware of Afripanel approach and our Code of Ethics when working for, with or on behalf of our business.

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Jaco Schultz  
Managing Director