



Social Responsibility Policy

Barko Developments (Pty) Ltd Registration Number: 2004/007079/07

**NHBRC 28199
VAT NO: 475 021 2245**

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1. Purpose and Scope

At Barko Developments (Pty) Ltd (Barko), we are deeply committed to social responsibility and recognise our duty to contribute positively to society, the well-being of our employees, and the communities in which we operate in South Africa. This Social Responsibility Policy sets forth our principles and guidelines for conducting our business in a socially responsible manner. This policy applies to all employees, officers, directors, and agents of Barko.

2. Labour Practices

We are dedicated to upholding fair and ethical labour practices:

2.1. Equal Opportunity Employment

We provide equal employment opportunities to all individuals, regardless of race, colour, religion, gender, sexual orientation, gender identity, age, disability, or any other legally protected characteristic. Discrimination or harassment will not be tolerated.

2.2. Diversity and Inclusion

We value diversity in our workforce and strive to create an inclusive workplace where all employees feel respected, appreciated, and empowered to contribute their best.

2.3. Employee Welfare

We prioritise the health, safety, and well-being of our employees. Safe work environments, health benefits, and support services are provided to ensure their physical and mental well-being.

2.4. Training and Development

We invest in the training and development of our employees, enabling them to reach their full potential and stay abreast of industry advancements.

3. Employment Equity

We are dedicated to achieving employment equity:

3.1. Employment Equity Plan

We have established an Employment Equity Plan in compliance with South African legislation to redress past employment imbalances and promote equal opportunities for designated groups.

3.2. Reporting

We regularly report on our progress toward achieving employment equity targets as required by applicable regulations.

4. Community Engagement

We actively engage with and support the communities where we operate:

4.1. Community Development

We contribute to the social and economic development of local communities through various initiatives, partnerships, and investments.

4.2. Education and Skills Development

We support educational and skills development programs that benefit the communities, fostering empowerment and self-sufficiency.

4.3. Health and Well-being

We prioritise initiatives that promote community health and well-being, recognising the interdependence between our success and the vitality of our communities.

5. Environmental Responsibility

We are committed to responsible environmental practices:

5.1. Environmental Stewardship

We strive to minimise our environmental impact, conserve resources, and reduce waste in accordance with South African environmental regulations.

5.2. Sustainable Business Practices

We integrate sustainability considerations into our business operations, seeking opportunities to reduce our carbon footprint and promote environmental sustainability.

5.3. Compliance

We adhere to all applicable environmental laws and regulations in South Africa, continuously improving our environmental performance.

6. Compliance and Reporting

We commit to compliance with all relevant South African laws, regulations, and industry standards related to social responsibility:

6.1. Reporting

We provide regular reports on our social responsibility initiatives and progress, ensuring transparency and accountability.

6.2. Continuous Improvement

We are dedicated to continuous improvement in our social responsibility efforts, guided by feedback, industry best practices, and evolving societal expectations.

7. Training and Awareness

We provide training and awareness programs to educate employees on the importance of social responsibility and their role in upholding this policy.

8. Review Date Schedule

DOCUMENT VERSION MANAGEMENT

Version	Drafted by	Date drafted	Approved by	Approval by Forum	Date approved
1	Mr Joe de Wet	22 March 2024	Chairperson of SEC	Board of Directors	15 May 2024

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1	Company Secretary	22 March 2024