



Stakeholder Engagement Policy

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

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

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1. Purpose and Scope

At Barko Developments (Pty) Ltd (Barko), we are committed to conducting our business with integrity, transparency, and a strong sense of responsibility towards all stakeholders. This Stakeholder Engagement Policy sets forth our principles and guidelines for engaging with our diverse stakeholders in South Africa. It applies to all employees, officers, directors, and agents of the Company and provides a framework for fostering open and constructive dialogue with our stakeholders.

2. Definition of Stakeholders

Our stakeholders encompass a wide range of individuals, groups, or entities who have a legitimate interest in our operations and the impacts of our activities. These stakeholders include, but are not limited to:

2.1. Employees

The dedicated individuals who contribute to our success.

2.2. Customers and Clients

Those who rely on our products or services.

2.3. Suppliers and Business partners

Entities that collaborate with us in our value chain.

2.4. Local Communities

The regions and neighbourhoods where we operate.

2.5. Shareholders and Investors

Those who invested in our success.

2.6. Regulatory authorities

The government bodies overseeing our compliance.

2.7. Non-governmental organisations (NGOs)

External organisations that advocate for various causes.

2.8. Industry Associations

Groups representing our sector's interests.

2.9. Other relevant parties

Any group or entity with a stake in our business.

3. Principles of Engagement

Our approach to stakeholder engagement is guided by the following principles:

3.1. Transparency

We are committed to providing accurate and timely information to stakeholders regarding our operations, policies, and performance. We embrace openness about our challenges and opportunities.

3.2. Accountability

The Company takes responsibility for its actions and decisions, and we are answerable to our stakeholders for the social, environmental, and economic impacts of our business activities.

3.3. Inclusivity

We actively seek input and feedback from a diverse range of stakeholders to ensure their perspectives are considered in our decision-making processes. We value the richness of varied viewpoints.

3.4. Respect

All stakeholders are treated with respect, dignity, and fairness. We honour their contributions and concerns and seek to build mutually respectful relationships.

3.5. Sustainability

We prioritise long-term sustainability in our stakeholder engagements, seeking to balance the interests of all stakeholders to create lasting value for society.

4. Engagement Practices

We engage with our stakeholders through various practices, including but not limited to:

4.1. Regular Communication

We maintain ongoing channels of communication such as newsletters, meetings, and feedback mechanisms to keep stakeholders informed and engaged in our initiatives and developments.

4.2. Consultation

We actively seek input from stakeholders on matters that may affect them, such as changes in our business practices or community initiatives. We believe in the power of collaboration.

4.3. Partnerships

Where applicable, we may enter into partnerships with stakeholders to address shared challenges or to support mutually beneficial projects, fostering a sense of shared responsibility.

4.4. Reporting

We provide stakeholders with regular reports on our social, environmental, and economic performance, in accordance with applicable regulations and industry standards. We believe in transparency and accountability.

5. Grievance Mechanism

We have established a grievance mechanism to enable stakeholders to raise concerns or complaints related to our activities. Grievances will be reviewed and addressed promptly, with actions taken to resolve issues to the satisfaction of the stakeholders involved.

6. Compliance with Laws and Regulations

Our stakeholder engagement practices comply with all applicable South African laws, regulations, and industry standards. We aim not only to meet but to exceed legal requirements when it comes to engaging with our stakeholders.

7. Continuous Improvement

We are committed to continuously improving our stakeholder engagement practices. Feedback from our stakeholders is highly valued and will be used to enhance our engagement strategies and initiatives.

8. Training and Awareness

We provide training and guidance to our employees and stakeholders to ensure a clear understanding and compliance with this policy. We encourage stakeholders to familiarise themselves with our engagement processes and principles.

9. 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