



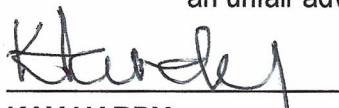
BUSINESS ETHICS POLICY SHEQ-05


Rev. 02
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Policy Summary

Our Business Code of Ethics is based on the following common principles of ethics:

- Respect for others by treating others as we want to be treated.
- Integrity and honesty by telling the truth and avoid any wrongdoing to the best of our ability.
- Financial responsibility by ensuring complete records are kept in terms of accuracy and proper authorizations, as well as not taking part in falsifying information or creating misleading information to our shareholders and other stakeholders.
- Justice by making sure we are objective and fair and not disadvantage others to reach our goals.
- Lawfulness by knowing and following legal routes at all times.
- Competence and accountability by working hard and take responsibility for our actions.
- Integrity and honesty in anything we say or do and not taking part in corruption, extortion and bribery of any nature.
- Protect whistleblowing staff, clients and suppliers against retaliation of any nature.
- Be aware of conflict of interest and not willfully take part to the detriment of others.
- Confidentiality and non-disclosure under the POPIA Act 4 of 2013 to protect the personal information and intellectual property of customers and clients we require sensitive information from.
- Upholding the Basic Conditions of Employment Act No 75 of 1997 Amended No 11 of 2002 as seen in
 - Chapter 2 – Regulating of work hours and
 - Chapter 4 – Remuneration as well as
 - The National Minimum Wage structures upheld by Government every year in January.
- The Waste Trade Company is committed to developing an anti-fraud culture and keeping the opportunities for fraud, bribery, corruption and terrorism to the absolute minimum.
- Child Labour by not allowing children under the age of 16 to work as a cheap alternative to labour.
- Counterfeit Parts by ensuring no counterfeit parts are used or supplied to clients.
- Export Control by obeying and complying with the export controls of our country by ensuring an export permit is acquired to ensure that goods exported by TWTC comply with the provisions of international agreements. This in effect means that TWTC will not be involved in the business of export, or using of, any smuggled or stolen goods.
- Economic Sanctions by ensuring that economic sanctions are not used as a means to enriching oneself to the detriment of others less advantaged.
- Competence and Accountability by making sure our staff are sufficiently trained to fulfill their daily responsibilities and grow as individuals.
- Competition as per The Competition Act of 1998 to promote and maintain fair competition in South Africa to achieve the following objectives:
 - To promote the efficiency, adaptability and development of the economy,
 - To provide customers with competitive prices and product choices and
 - Not colluding or conspiring with other companies to keep prices fixed or reach an unfair advantage over others.


KAY HARDY
GENERAL MANAGER


MALENE LOUW
COMPLIANCE ADMINISTRATOR