Ethics at the Heart of Our Business.



Welcome to the Tsebo Solutions Group





Ethics at the Heart of Our Business.

Our global clients subscribe to global best practices of governance and ethics - they rely on us to underwrite that with our own systems and uphold their We are a fully transparent partner for our clients and promote the highest standards of ethical behaviour.

We are aligned to global codes of good corporate governance:

commitments. We have a methodology **GROUP** and systems that

COMPLIANCE root out and manage corporate governance

FRAMEWORK and ethical risks.

PROCESSES AND PILLARS

KING IV

- Responsibility
- Accountability
- Fairness
- Transparency

UN Global Compact Principles

- Human Rights
- Labour
- The Environment
- Corruption

CODE OF ETHICS

Signed annually by every committing them to the highest

ANTI-BRIBERY AND

Zero tolerance policy All employees are bound by this policy and receive regular training on its meaning

ABAC DECLARATION AND

signed by all managers, and Corruption

ABAC SUPPLIER WARRANTY

by all suppliers, declaring absolute above-board, armslength dealings

POLICY

of confidential client information personal information

Strict guidelines on gift giving / acceptance, with specific limits attached. All gifting is logged on an official company register for

standards of ethical conduct

CORRUPTION (ABAC) POLICY

INCIDENTS REGISTER

specifically relating to Bribery

Individual commitments signec

DATA AND INFORMATION

GIFTING POLICY AND REGISTER

POLICIES

INTERNAL DEPARTMENT

NCIDENT RESPONSE PLAN

TIP-OFFS ANONYMOUS



MECHANISIMS

LEGISLATIVE TRAINING

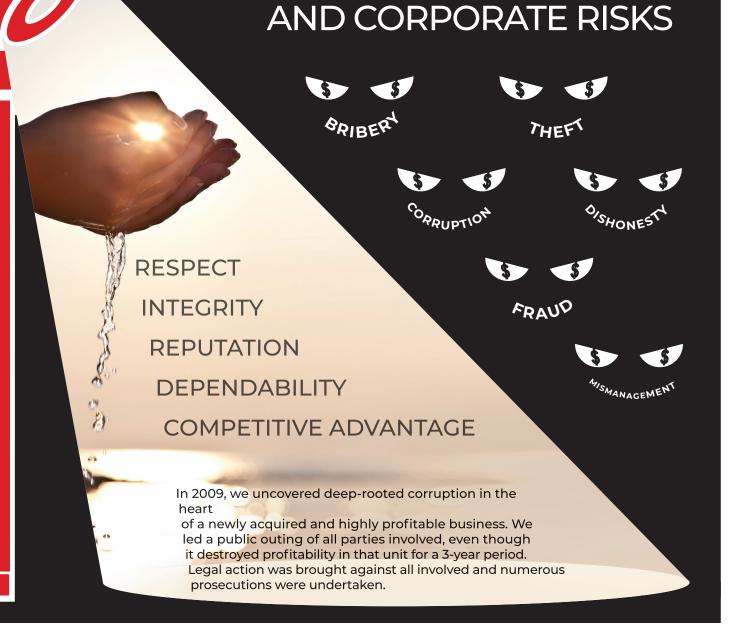
Regular training



COMPLIANCE TRAINING for all front-line



TRAINING



WE PUT A SPOTLIGHT ON

ETHICAL MISCONDUCT