



ZERO TOLERANCE PLEDGE

Dear Colleagues

Within Afrimat valuing people is deeply rooted in our DNA, our culture. Within this culture we strongly believe in nurturing a caring environment both internally and externally, where everyone is seen as equal, where we see people as people and not objects and where we value the health and safety of all.

South Africa has a history of violence which has been institutionalised as part of South Africa's culture. These continuous acts of violence touches on the lives of all of us, our families, friends, colleagues, customers and neighbours. In recent news we have seen and heard lots of unthinkable stories of violence, such as abuse and violence against women and children, xenophobia, gang related violence, farm murders and many more.

This is not the South Africa we want to build on, we will and can no longer tolerate that this is our narrative, we will not become the products of the past. This stops now...

We commit today to stand up against and have zero tolerance for violence in our workplace and our communities where we live and operate.

We at Afrimat take the following pledge:

- ▶ We take the pledge to stand up against violence and sexual harassment at our workplaces and in our communities. It will not be tolerated and action will be taken against those who are found guilty of it.
- ▶ We pledge to treat all people with dignity and respect and to not physically and emotionally abuse any person.
- ▶ We pledge to break the culture of silence and instead will speak up for those in our workplace and community who are victims of abuse.
- ▶ We pledge to teach those in our care about equality and respect and to create a safe and peaceful environment at Afrimat.

By living this pledge, we are joining our fellow South Africans in rewriting our countries' narrative, to break this culture of violence and build on a South Africa we can ALL feel safe in and proud of.

Join me

Andries van Heerden
CEO Afrimat