



Gender Equality and Workplace Diversity Policy

Policy Title	Super Group Gender Equality and Workplace Diversity Policy	Version	2021/01
Author	Graeme Barnard	Date issued	25 January 2021
Reviewed & Approved by	Super Group Executive Committee	Date Reviewed	25 January 2021
Disclosure	Internal Use Only		

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1. EMBRACING DIVERSITY

Super Group respects and embraces diversity and is committed to ensuring equal opportunities and eradicating discriminatory practices whilst considering all relevant legislative imperatives and objectives in this regard. We have zero tolerance for discrimination based on race, colour, religion, gender, age, language, culture, nationality, ethnic or social origin, trade union affiliation, political opinion, sexual orientation or health status.

2. SCOPE OF APPLICATION

This policy:-

- a. applies to all companies and business units that are part of the Super Group group of companies in South Africa (referred to herein as “the Company”, “the Group” or “Super Group”);
- b. prevails in the event of a conflict between it and the current policies in place;
- c. may be amended by the Company from time to time to have regard to any changes in legislation or regulations issued by the Government, in which event the most current policy will replace the previous one.

3. TRANSFORMATION AND WORKPLACE DIVERSITY.

Super Group is of the firm belief that a more equitable economy will benefit all South Africans and that B-BBEE is key to sustainable economic growth and social development. This philosophy is ratified in the Group Employment Equity Policy, which places economically viable and self-sustaining transformation at

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the heart of numerous people practices deliberately designed to promote the greater inclusion of employees across a variety of backgrounds. Individual development, equality and performance-based advancement are the cornerstones of these transformation initiatives and are aimed at progressing and maintaining a balanced and highly skilled workforce.

Super Group is accordingly committed to equal opportunity practices and non-discrimination in the workplace. The Group's policy is to employ and promote individuals who best meet the requirements of available positions and who have the best potential for advancement. It is our policy to provide equal employment opportunity in full compliance with all applicable laws. In keeping with this policy, decisions with regard to applicants for employment, recruitment, hiring, training, transfer, promotion, pay, benefits, lay-off, demotion or discharge will be made without regard to race, colour, religion, gender, sex, marital status, family responsibility, ethic or social orientation, national origin, age, handicap or disability, unless in line with appropriate affirmative action initiatives and plans as permissible in law. Persons who believe that they have not been afforded equal treatment in accordance with this policy may lodge a grievance in accordance with our Group HR Policies. All complaints of unequal treatment will be fully investigated, and corrective action taken where required. It is accordingly a core service requirement of all managers and employees not to engage in any conduct that conflicts with this policy

4. GENDER EQUALITY

Super Group considers the focused and active promotion of gender equality as both an economic and strategic imperative. The Group understands that unlocking women's potential will improve life for both genders as empowering women to become active participants in their economy boosts productivity, enhances growth prospects and facilitates a rise out of poverty.

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Super Group is accordingly committed to achieving gender equality and strongly rejects any form of unfair discrimination based on gender. In South Africa, the Group's gender equality objectives are guided by the principle of fairness which incorporates acceptance of equal and inalienable rights of all women and men as defined in the Bill of Rights of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996).

5. DIGNITY, FAIR TREATMENT AND NO HARASSMENT

It is Super Group's objective to create an environment that promotes diversity, respect for human rights and equal opportunity where all employees are treated with dignity and fairness. Super Group has a zero-tolerance stance towards any form of unlawful discrimination, victimisation or harassment.

Suppliers should likewise cultivate an environment that promotes diversity, respect for human rights and equal opportunity where all employees are treated with dignity and fairness. Our suppliers should refrain from unlawful discrimination, victimisation or harassment.

6. ANTI-DISCRIMINATION

Super Group treats everyone with dignity and respect and provides equal opportunities and prohibits all discrimination, including but not limited to, race, gender, sex, sexual orientation, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, language and birth. Super Group does not tolerate humiliating or physical punishment or allow any Employee to be subject to verbal, psychological, physical or sexual harassment or abuse.

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