



## OUR COMMITMENT TO HUMAN RIGHTS

As a company, Distell, and its subsidiary companies, is committed to treating people in a way that respects their human rights in all our activities, and in compliance with both the letter and spirit of applicable laws.

It is also what our stakeholders expect from us and this goal is reflected in our Values and Code of Conduct.

We also believe that both government (as one of its primary duties) and corporate companies have a responsibility to protect and ensure fulfilment of human rights. In addition Distell and its subsidiaries, have a responsibility to respect and uphold human rights in all areas where we do business.

Thus far, our conduct in all our activities is consistent with the spirit and intent of the United Nations Universal Declaration of Human Rights and other applicable international principles, such as the Voluntary Principles on Security and Human Rights.

Besides respecting every individual's human rights, Distell, as a long standing member of the UN Global Compact, is required to make our staff aware of Human Rights considerations.

### **Below are our guiding principles**

A.

Distell acknowledges and supports The Universal Declaration of Human Rights, as an all-encompassing standard for Human Rights.

B.

Distell is committed to upholding The South African Constitution as well as The Universal Declaration of Human Rights as key to Distell's Business Policies and how we as business behave. These National and International principles guide the manner in which we engage, promote and uphold human rights.

As signatory to the United Nations Global Compact and the Business Leadership South Africa, Business Integrity Pledge, we also commit to doing business ethically and with zero tolerance to corruption in any form.

C.

Distell is committed to upholding The South African Constitution as well as The Universal Declaration of Human Rights as key to Distell's *People* Policies and how we as business behave. These National and International principles guide the manner in which we engage, promote and uphold human rights.