

ETHICS & GOVERNANCE

People are at the heart of Tiger Brands. As we continue to grow, we rely on healthy relations between all our stakeholders; employees, customers, community, shareholders and vendors alike. For this reason, all Tiger Brands employees subscribe to a code of ethics which prohibits any form of discrimination and contains guidelines on making ethical decisions.

Human Rights

We are committed to an environment of mutual trust and respect which is free from discrimination based on gender, race, nationality, ethnicity, age, religion, marital status, sexual orientation or disability and should respect human rights and provide equal opportunities. Such an environment also forbids any forms of sexual harassment.

Our Human Rights policy aligns with the bill of rights in South Africa's constitution, the United Nations (UN) guiding principles on business and human rights, the international bill of human rights, and the International Labour Organization's declaration on fundamental principles and rights at work.

This ethical framework gives our people the tools for dealing with moral complexity within the business. Our commitment extends to:

- Non-discrimination and respecting diversity
- Freedom of association and the right to collective bargaining
- The right to a safe and healthy working environment
- The prohibition of forced and child labour
- Establishing fair and competitive wages and benefits
- Respecting the rights of our local communities
- Security arrangements
- Protecting the environment
- Ethical sourcing in our supply chain

Anti-corruption

We believe reputation is just as important as profit. To maintain our reputation as a Good Corporate citizen we have introduced anti-corruption and anti-bribery policies that govern how we operate. Any acts of bribery and corruption are strictly prohibited and we have a zero-tolerance approach to any action that goes against the code. The social, ethics and transformation committee (SET) monitors processes and policies to ensure compliance.

In 2018, our CEO Lawrence Mac Dougall publicly committed the company to maintaining the highest standards of integrity by endorsing the Business Leadership South Africa (BLSA) Integrity Pledge. By signing the Integrity Pledge, the company has committed to:

- actively combat corruption practice wherever it may appear;

- refrain from engaging in anti-competitive business practices;
- have zero-tolerance for corruption; and
- protect whistleblowers and provide information.

As a company, we believe that businesses – individually and collectively – should take the lead in facilitating socio-economic change to bring about a more equal, stable and prosperous society.

“We support this initiative without reservation and we expect our staff, our business partners and associates to hold themselves to the same levels of ethics and integrity to which we have committed ourselves. As South Africans, we need to ensure that we have a solid foundation, supported by a strong ethical disposition to create jobs and uplift our communities.” Lawrence Mac Dougall, CEO Tiger Brands

We have employed the services of Tip-Offs Anonymous (a division of Deloitte), to give all our employees, suppliers, customers, consumers and members of the public the opportunity to do the right thing and anonymously report any dishonesty or fraud.

We’ve further ensured that this information is accessible to all. Our policies, code of ethics, anti-bribery and gifts and entertainment policies, are published on our intranet. We also publish and display relevant articles and posters around our sites to further educate employees on corruption.

Cyber-Security

Trust is a crucial feature in any relationship whether personal or professional. It is important to us that our customers trust us with the safety of their information.

In a bid to manage customer information with integrity we initiated a programme to assess and adapt our processes, policies and systems to comply with the requirements of the Protection of Personal Information Act 2013 (POPI) and the EU General Data Protection Regulation. The programme includes training and awareness campaigns for the top 1 000 employees in the group (from executives to line managers). Our cybersecurity strategy includes rolling out controls to protect personal information. These initiatives are evaluated and adapted as the dynamic context of cybersecurity evolves to ensure that related risks are appropriately managed.

Good corporate governance begins with a company's own internal practices and policies. We approach this task with the utmost seriousness to ensure the continued growth and prosperity of the giant that is Tiger Brands.

Reporting Breaches of the Code of Ethics:

Tiger Brands has zero tolerance for any form of bribery, fraud, corruption or theft. People are encouraged to report any suspected or potential breach in the Tiger Brands Code of Ethics anonymously through the Tiger Brands Ethics Line on 0800 808 080 or via email to tiger-brands@ethics-line.com. The Ethics Line is independently managed to protect the anonymity and confidentiality of whistleblowers and is open to all employees and the general public.