



Human Rights Policy

The Mandala Consulting Group (Pty) Ltd conduct's our business in a manner that respects the rights and dignity of all people. This commitment is based on the belief that business should be conducted honestly, fairly and legally.

Human Rights Commitment:

- Our employees, contractors and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We expect all employees, contractors and suppliers to share our commitment to high moral, ethical and legal standards.
- We consider the safety and wellbeing of all employees, contractors and stakeholders as our top priority. We are committed to protecting and safeguarding the safety of those who work at or visit our operations.
- Our employees are treated fairly and without discrimination of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, disability or the receipt of public assistance
- We respect the rights of people in communities impacted upon by our activities. We will seek to engage with people in such communities to identify potential adverse human rights impacts and take appropriate steps to avoid, minimise and/or mitigate them.

We seek to ensure that stakeholders who are or could be affected by our activities have access to feedback mechanisms that are legitimate, accessible, timely, equitable and transparent. The approach to resolving disputes and grievances is based on respect, engagement and dialogue with the stakeholders and communities that are affected by us or affect what we do.



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