

Growthpoint Properties - Human Rights Position Statement

A. Preamble

Growthpoint acknowledges its responsibility to respect human rights in all its business dealings. We further acknowledge that this responsibility extends to Growthpoint Properties Ltd, all its subsidiaries or affiliated companies (hereafter referred to as “Growthpoint”), employees, associates, and contractors (in both their personal and professional capacity) and all the directors, managers, independent contractors, assistants and employees of such entities.

B. Position statement

Respecting human rights is a fundamental aspect of our mission of creating value for all our stakeholders through innovative and sustainable property solutions. Our commitment to respecting human rights is also embedded in our values.

Our human rights position statement elaborates on the requirement within our Business Code of Conduct and Ethics to treat everyone whom we encounter with fairness, respect, and dignity.

This position statement sets out Growthpoint’s approach to human rights, based on:

- the International Bill on Human Rights / UN guiding Principles on Business and Human Rights
- the South African Constitution
- the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

We commit to the following:

- Conducting our business in a manner that respects the rights and dignity of all people and complying with all legal requirements.
- Treating everyone who works for Growthpoint fairly and without discrimination. Our employees, agents, contractors and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- Respecting freedom of association. Where our employees wish to be represented by trade unions or works councils, we will cooperate with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.
- Respecting the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them.
- We will seek to make contractual commitments with suppliers that encourage them to adhere to the same principles.

Growthpoint’s position statement is dynamic and will be reviewed and supplemented from time to time to address any aspects which may require revision in order to keep pace with advancements to our responsibility as it relates to respecting human rights.

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This position statement has been approved by Growthpoint's Group Chief Executive Officer, Chief Executive Officer - South Africa, the Growthpoint Executive Committee, Growthpoint's Social, Ethics and Transformation Committee and recommended to the Board for approval.