SACAA ETHICS POLICY STATEMENT

Leadership Commitment

In conducting its business, the SACAA Board, Management and employees remain committed to operate and perform its functions in an ethical manner. To demonstrate our ethical commitment, the SACAA Board of Directors adopted an Ethics Policy and the Code of Conduct which contain the ethical principles that are envisaged for SACAA's Directors, Executives, Employees and Contractors alike. It also seeks to govern the relationships among different role players with a view to fostering and maintaining an ethical culture at SACAA and in all its business relationships at all times.

SACAA's Values

The King IV™ Code of Good Practice read with SACAA's organisational values requires SACAA to reflect on the acceptable ethical practices and commitments on an ongoing basis. Accordingly, the following values were adopted by the SACAA Board to ensure we maintain an ethical culture at all times:

Integrity

Maintain high ethical standards and engage others professionally, without any bias and in transparent manner that engenders trust amongst all our stakeholders.

Teamwork

Working together and taking joint responsibility and accountability for the results.

Service Excellence

Service delivery ahead of customer expectations, striving to always exceed customer expectations.

Collaboration

Working with our stakeholders to achieve mutually beneficial goals.

Ethics Framework

In keeping with the ethical tone set at the top, SACAA has in place an Ethics Framework which is guided by four principles and it encompasses the following:

Integration

Ethics interventions and initiatives should be integrated in order to maximise the impact, rather than being diminished as an after the fact activity that lacks coordination.

Proactiveness

Ethics interventions and initiatives should follow a proactive and not a reactive approach.

Pervasiveness

Ethics interventions and initiatives need to be evident throughout the organisation, as opposed to being viewed as a limited function.

Regularity

Continuous focus should be given to the ethics function, rather than intermittent or ad-hoc attention.

Ethics Policy and Code of Conduct:

The SACAA Ethics Policy and Code of conduct provides:

- Guidelines to employees on acceptable business conduct, when dealing with third parties, stakeholders and/or discharging their legislative mandate in terms of the CA Act;
- The ethical principles and goals that will govern ethical behavior;
- The responsibilities of employees and managers;
- The duty to report unethical behavior;
- The link to the Code of Conduct; and
- Reporting mechanisms.

The SACAA has adopted an ethics programme which is espoused in an ethics implementation plan, which is two pronged, namely:

Proactive — advancing and promoting an ethical culture; and

Reactive — ensuring that all reports of potential transgressions are appropriately received, investigated and resolved.

The success and longevity of the SACAA's ethics programme is dependent on the correct tone at the top of the organisation and is supported by a visible demonstration of leadership's belief in and commitment to an ethical organisation.