



# **POLICY ON THE PROMOTION OF GENDER AND RACE EQUALITY IN THE BLUE LABEL TELECOMS GROUP**

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## **1. INTRODUCTION**

- 1.1. The board of directors (“Board”) of Blue Label Telecoms Limited (“Blue Label”) has resolved to document a policy framework which shall govern the manner in which Blue Label and its subsidiaries (“Group”) promote gender and race equality within the Group. That policy is set out hereunder.

## **2. PRINCIPLES DRIVING GENDER EQUALITY**

- 2.1. It is a fundamental tenet of the Bill of Rights of The Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) that all persons, irrespective of race or gender, are entitled to equal and inalienable rights.
- 2.2. As at the date upon which this policy is adopted statistical data provides evidence that women account for a minority of members of parliament, a minority of political decision makers, a minority of managers in the work environment and the minority own the country’s private wealth.
- 2.3. In South Africa gender and race inequality has been systemic and is entrenched in the structures, norms, values and perspectives of the state and civil society. It is pervasive but it is also often hidden and complex. Blue Label recognises this and shall actively address the issue of gender and race inequality in the manner

set out below in order to integrate gender considerations and concerns into words, action and assessment.

- 2.4. This policy must be read in conjunction with the Affirmative Action Policy 2016 as amended.

### **3. POLICY TENETS**

#### **3.1. EQUALITY OF OPPORTUNITY**

Equal Opportunity is a fundamental human right embedded in the Constitution of South Africa. The Blue Label Group shall promote the achievement of *equality of opportunity*, in access to and share of employment opportunities, services and resources as well as in equality of treatment of service providers in relation to gender and race.

#### **3.2. EQUALITY OF TREATMENT**

Blue Label shall however progressively seek to address the needs of different categories of women and men as well as different race groups and afford both equal treatment and equal access to opportunities.

### **4. IMPLEMENTATION**

- 4.1. The Executive of the Group shall be required to consider gender and race inequality on each occasion a member is appointed to a board, on each occasion a staff member is employed and on each occasion an opportunity is afforded a person or entity and on each occasion resources are allocated to persons or entities. The provisions of this policy document shall then be applied.
- 4.2. On an on-going basis the Board shall consider its structure, its gender, race and size composition, as well as the relationship between executive and non-executive directors, with a view to making sustainable progress towards ensuring that the Board is sufficiently gender and race diverse and has the necessary skills to competently discharge its duties having regard to the strategic direction of the Group.

## **5. APPROVAL**

5.1. This policy was approved by the Board in 2018.