



VALUE STATEMENT FOR SUPPLIERS OF PARETO LIMITED (AND ITS SUBSIDIARIES) AND BUSINESS VENTURE INVESTMENT NO. 1360 (PTY) LTD

- 1) The Company's directors and management are committed to living up to high standards of ethical behaviour. The Company's Board of Directors oversees the Company's adherence to ethical and legal standards.
- 2) The Company has a formal Employment Equity Policy and complies fully with the provisions and spirit of the Employment Equity Act.
- 3) The Company believes in freedom of expression (as stated in the Constitution of South Africa) but this does not extend to advocacy of hatred that is based on race, ethnicity, gender or religion.
- 4) The Company's business depends on its reputation with its clients and business partners. Its clients and business partners are its lifeblood. Arm's length and healthy business relationships will be maintained.
- 5) The Company will only enter into a relationship with business partners who subscribe to and live by the values of the Company.
- 6) In meeting the Company's client and business partner needs, the Company is committed to doing business with integrity and in line with all applicable laws of any country in which it operates.
- 7) The business partner should strive to provide services that meet or exceed the Company's expectations for quality, safety, reliability and value, and to satisfy the Company's requirements with on-time deliveries.
 - Where inspection or testing is required to confirm conformance to specifications, there will be no misrepresentation of data or falsification of records.
 - The business partner's services will be designed to meet all applicable government standards and regulations.
- 8) The Company strictly prohibits bribes, kickbacks or any other form of improper payment, direct or indirect, to any representative of a government, trade union, customer, business partner or supplier in order to obtain a contract, some other commercial benefit or government action. The Company also strictly prohibits any employee from accepting such payments from anyone.

- It is the Company's policy to avoid any misstatement of fact or misleading impression in any of its advertising, literature, exhibits or other public statements. All statements made in support of the Company's services and investments should be true and supported by documentation.
 - The Company will communicate clearly and precisely, either orally or in writing, so that its clients understand the terms of its contracts, including performance criteria, costs and schedules.
 - The Company will seek all marketing data properly and legally, and it will not obtain or use any government classified or sensitive information from any source where there is reason to believe that the release of the information is unauthorized.
 - The Company will not embark on anti-competitive behaviour that does not comply with local or international antitrust and competition laws of all countries where it does business. These laws protect the free enterprise system and encourage vigorous, but fair, competition. Among other stipulations, these laws prohibit any formal or informal understanding, agreement, plan or scheme among competitors that involves prices, territories, market share or clients to be served and activities or agreements that unfairly restrict competition.
- 9) Likewise, the Company's routine business and licensing plans will be conducted so that it competes aggressively, but within the law.
- 10) The Company's suppliers are its partners in delivery. The high calibre of the materials, goods and services they provide is linked directly to the quality, reliability, value and prompt delivery of the Company's products to its clients and therefore to client satisfaction.
- 11) The Company is aware of the importance of building strong long-term relationships with suppliers.
- The Company treats its suppliers honestly and fairly.
 - The Company pays its suppliers fair and market value for their products and services.
 - The Company expects its suppliers to treat it similarly and will regularly review its supply chain to make sure its suppliers live up to its values.
 - The Company will award business based on its supplier's ability to meet its needs and commitments, their service, integrity and compliance, their high standards for quality and delivery and their prices.
 - The Company will provide the same information and instructions to each competing supplier for a proposed purchase.
 - The Company will not reproduce software that is licensed to it by a supplier, nor will it incorporate it into its own internally developed software unless it is expressly permitted to do so by licence.
- 12) The business partner will observe obligations of confidentiality and non-disclosure of confidential information and trade secrets of the Company.

- 13) Employees of the Company will not be influenced by gifts or favours of any kind from the Company's suppliers or potential suppliers.
- 14) The Company expects its employees to exercise reasonable judgement and discretion in accepting any gratuity or gift offered to them by a supplier or service provider. This does not apply to unsolicited promotional materials of a general advertising nature, such as branded pencils, memo pads and calendars as long as what is given is accepted without any express or implied understanding that the recipient is in any way obligated.
- 15) An occasional meal or entertainment in the normal course of business relations, paid for by a supplier or potential supplier, is permitted provided that a representative of the supplier is in attendance and such hospitality is not excessive or unusual in nature. When practical, hospitality should be reciprocated.
- 16) As a good corporate citizen within the community, the Company abides by the law, supports civic organisations, encourages employee involvement in worthwhile causes and conserves nature's valuable resources. The Company expects its business partners, service providers and suppliers to do the same.
- 17) The Company's first and most fundamental obligation in every country and community where it does business, is to obey the letter and spirit of the law.
 - Make sure that transactions are not being used for money laundering;
 - Prohibit dealings that could aid terrorists or organisations that support terrorists; and
 - Comply with income tax laws.
- 18) It is the policy of the Company that all directors, employees and officials cooperate fully with all lawful requests for information from government investigating authorities. Never mislead any investigator, and never alter or destroy documents or records in response to an investigation.

I, _____ hereby agree that I have read and understood the Company's Value Statement as set out above.

Signed at _____ on the _____ day of _____ 20__

Signed for and on behalf of the Company

Date