


## ENVIRONMENTAL PROTECTION AND SUSTAINABILITY POLICY

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**Policy** : Environmental protection and sustainability policy  
**Manual** : Human Resources Policies and Procedures Manual  
**Applicability** : All Employees within the Digicall Group.

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## 1. INTRODUCTION AND PURPOSE

- 1.1. Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet but also setting the stage for long-term success. <https://www.unglobalcompact.org/what-is-gc/mission/principles>
- 1.2. The Company's objective with this policy is to embrace, support and enact, within our sphere of influence, a set of core values in the areas covered by the 10 principles which relate to our Human Resources management which are:
- Principle 7: Businesses should support a precautionary approach to environmental challenges;
  - Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;
  - Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

## 2. DEFINITIONS

The definitions listed in Table 1-1 apply to this document.

A capitalised item within the text indicates the availability of a definition.

Item	Definition
Company / Employer	Digicall Group
Managers / Supervisors / Management	The person responsible for planning and directing the work of individuals, monitoring their work, and taking corrective action when necessary
Employees	Salaried staff on the Company payroll
Contractors	Contractors working for the Company in an individual capacity who are not considered to be Employees of the Company
Environment (According to the White Paper on Environmental Policy (July 1997))	<p>The conditions and influences regarding which any individual or thing exists lives and develops.</p> <p>These conditions and influences include:</p> <ul style="list-style-type: none"> <li>• The natural environment, including renewable and non-renewable natural resources such as air, water, land and all forms of life;</li> <li>• The social, political, cultural, economic, working and other factors that determine people's place in and influence on the environment; and</li> </ul>

	<ul style="list-style-type: none"> <li>Natural and constructed spatial surroundings, including urban and rural landscapes and places of cultural significance, ecosystems and the qualities that contribute to their value.</li> </ul>
UNGCP	United Nations Global Compact Principles

### 3. THE UNGCP AND SOUTH AFRICAN'S ENVIRONMENTAL POLICY

- 3.1. According to the UNGCP, corporate sustainability starts with a company's value system. This means that the Company should function in such a way to influence all areas of human rights, labour, environment and anti-corruption. The aim of the UNGCP is that a company should implement the ten principles through means of tactic, policies and procedures while upholding their rudimentary accountability to the people and the planet.
- 3.2. These principles enjoy world-wide agreement and derive from:
- The Universal Declaration of Human Rights;
  - The International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
  - The Rio Declaration on Environment and Development; and
  - The United Nations Convention against Corruption.
- 3.3. According to the UNGCP, the Rio Declaration explained that each business has the responsibility to ensure that activities within their operations do not cause harm to the environment. By meeting the needs of the society and increasing the society will permit for more environmentally sustainable practices. Environmentally sound technologies as per the UNGCP should aim to protect the environment using less polluting, recycling and the handle of residual wastes in a manner that is more acceptable.
- 3.4. Companies in South Africa have made some efforts to assimilate the communities which led to South Africa's extensive environmental legislation of which the essential provision is that of the Bill of Rights, Chapter 2 of the Constitution of South Africa. This Chapter ensures reasonable and sustainable management of South Africa's natural resources by endorsing the empowerment of the people.
- 3.5. Furthermore, Section 24 state that everyone has a right:
- to an environment that is not harmful to their health or well-being; and
  - to have the environment protected for the benefit of present and future generations:
    - rough reasonable legislative and other measures that prevent pollution and ecological degradation;
    - promote conservation; and
    - Secure ecologically sustainable development and use of natural resources while promoting justifiable economic and social development.
- 3.6. South Africa's government created a public environmental policy aimed to halt the exploitation of available resources. This framework focused on the business's need to combine the different environmental requirements which will ensure equitable growth and progress without

destructing the environment around them. The South African Environmental policy stipulated the necessary strategies, action plans and implementation procedures to ensure compliance with this law.

- 3.7. The impact of corporate businesses on the environment can include corporate malpractice, exploitation of natural resources, degradation of the environment as well as compromising the developing of the local communities.

#### **4. SUSTAINABLE DEVELOPMENT**

- 4.1. The United Nations describes Global Sustainable Development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

The sustainable development contains two key principles:

- The Need, referring to the essential need which is prioritised; and
- The Limitation, which is imposed by technology and social organisations to ensure that the environmental need meets the present and the future needs.

- 4.2. In the business world, this refers to the survival and growth of the enterprises, leaving any organisation who wants to claim sustainability unsuccessful, as all areas of human endeavours need to be managed before sustainable development can ensure present and future safeguarding of the environment.

#### **5. SUSTAINABILITY INITIATIVES**

- 5.1. Green thinking should be an inherent part of the Company culture to ensure that the Company can utilise the principles mentioned above of the UNGCP by communicating the different risk areas to all Employees to ensure participation.
- 5.2. How we as a Company want to ensure the sustainability of the environment by implementing the following principles in the workplace:

##### **5.2.1. Adaption of new technologies and materials**

Each Company should undertake to adopt new technologies and materials in the workplace by improving the recycling in the office space as well as purchase more recycled materials for office use. Furthermore, we will encourage the Employees to reduce unnecessary printing.

##### **5.2.2. Energy savings**

Move away from normal light bulbs and use motion-activated lights to reduce the use of lights in the office and in areas where there is minimal activity. Fluorescent lights should be traded in for CFL (Compact fluorescent light) or LED lights. Employees should turn off monitors, screens, computers, printers when not at their desks and night.

### **5.2.3. Fleet management**

In light of reducing unnecessary travel expenses and resources, meetings should be conducted via video conferencing or skype where possible. This option also allows for Employees to car-pool instead of everyone driving separately to one location.

### **5.2.4. Eliminate plastic in the office**

Avoid purchasing any plastic products for the office or even for a social event. By using a water filtering system in the office, people are more tend to use glass rather than a plastic cup or bottle.

### **5.2.5. Purchase green cleaning products**

Spend a bit more money on green cleaning products which will, in the end, be more beneficial to your health, create a reduction in allergic reactions as well as an increase in the environmental awareness.

### **5.2.6. Plants in the office**

Ensure to have live plants in the office to provide better oxygen into the office and eliminate toxins from the air. Plants can even assist with eliminating noises in the offices as well as allowing employees to work more effectively and efficiently.

### **5.2.7. Be creative and encourage employees**

All the Employees should be part of this approach and should take responsibility for their part in the business. Ensure that the Ethics and Compliance committee takes accountability for the effective implementation of the environmental principles throughout the year.

## **6. THE # ENVISION 2030 AGENDA**

6.1. The General Assembly adopted the 2030 Agenda for Sustainable Development which includes 17 Sustainable Development Goals (SDGs). This campaign invites all parties and companies in sharing their vision of the world in 2030 to be inclusive of persons with disabilities.

The 17 sustainable development goals (SDGs) to transform our world are:

- GOAL 1: No Poverty;
- GOAL 2: Zero Hunger;
- GOAL 3: Good Health and Well-being;
- GOAL 4: Quality Education;
- GOAL 5: Gender Equality;
- GOAL 6: Clean Water and Sanitation;
- GOAL 7: Affordable and Clean Energy;
- GOAL 8: Decent Work and Economic Growth;
- GOAL 9: Industry, Innovation and Infrastructure;
- GOAL 10: Reduced Inequality;
- GOAL 11: Sustainable Cities and Communities;
- GOAL 12: Responsible Consumption and Production;
- GOAL 13: Climate Action;
- GOAL 14: Life Below Water;
- GOAL 15: Life on Land;

- GOAL 16: Peace and Justice Strong Institutions; and

- GOAL 17: Partnerships to achieve the Goal.

6.2. For further information, please feel free to visit the United Nations Global Compact website at <https://www.unglobalcompact.org/>

DIGICALL MANAGEMENT