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CSR Policy.

Corporate Social Responsibility

01 December 2018

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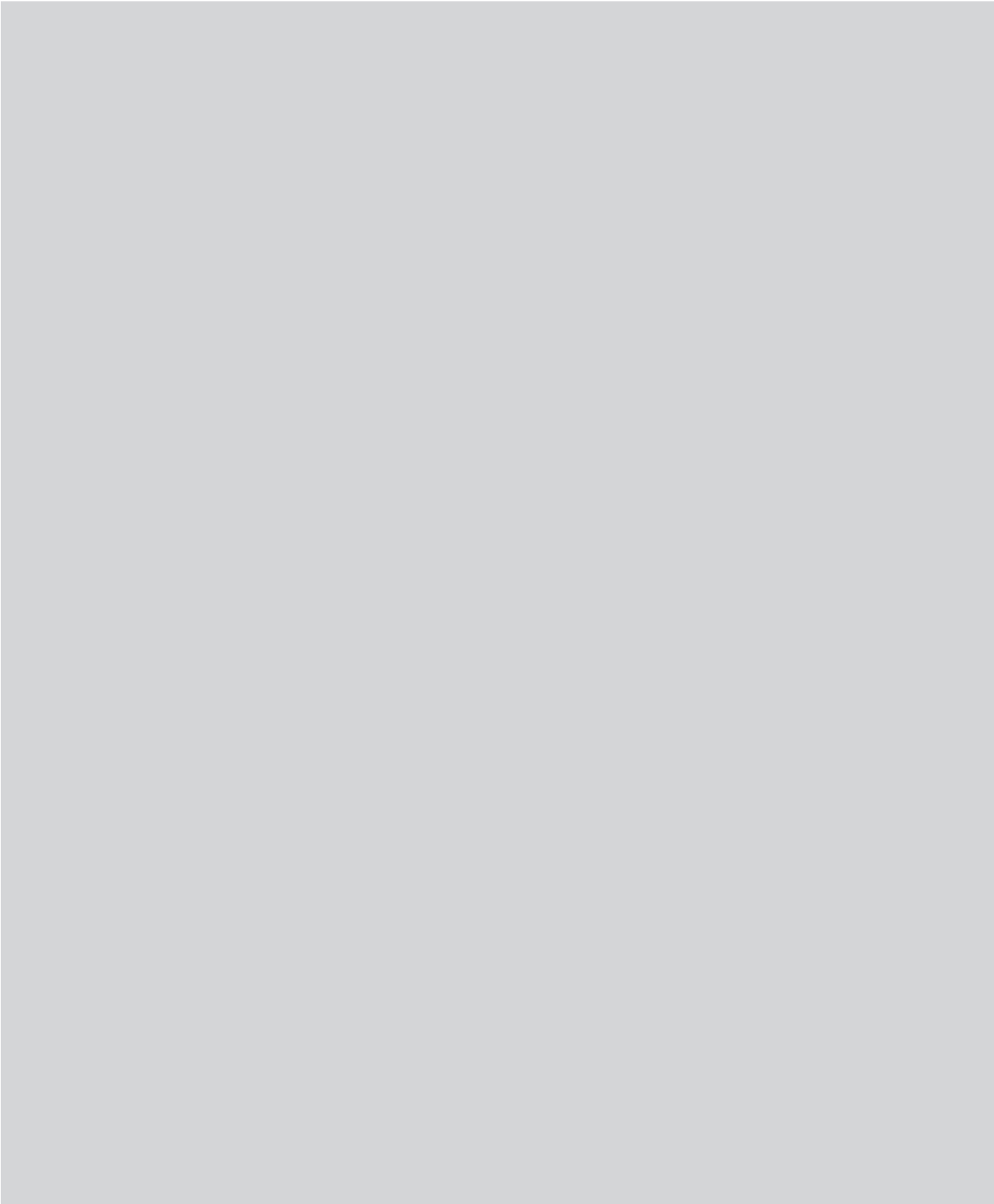
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Corporate Social Responsibility (CSR) Policy

Title	Belgotex Floorcoverings (PTY) Ltd Corporate Social Responsibility Policy Document Number: Revision Status: Draft Effective Date:
Purpose	To articulate the manner in which Belgotex Floorcoverings (Pty) Ltd will maximise its contribution to sustainable development, the principles to which we are committed and our leadership approach to transformative corporate sustainability and responsibility.
Applicability	This policy applies internally to all company directors, managers and employees of Belgotex Floorcoverings (Pty) Ltd. It applies externally to stakeholders identified through our materiality analysis and discourse.
Context	<p>Belgotex designs, manufactures and delivers quality floors that endure the speed of life. Our vision is to be a world-class African brand showcase through the deep connection we share with our people, product and planet.</p> <p>Driven by our vision, we focus our efforts on innovation, quality and sustainable product manufacture. As an African company we have set out to lead by example, providing certified greener alternatives without compromising on product performance and trend-right design.</p> <p>Our purpose, founded upon quality, communication and collaboration positions us to nurture meaningful connections with our customers and value partners. In this way, we strive to be better every day both as a source of inspiration and the knowledge we hold as experienced manufacturers.</p> <p>Our values are alive in all that we do as a business, and are foundational to our corporate sustainability and responsibility approach.</p> <ul style="list-style-type: none">• Better Together: we believe that our people inspire greatness. It takes a team to achieve our world-class standards and we can't do any of this alone.• We Tread Softly: we are a recognised world-leader for sustainability practices, asking less of the planet in all that we do.• Curiosity: true innovation starts with a desire to explore and achieve the unimaginable. We constantly challenge "what we know today" to impact the future with lasting value.• Courage: We are not afraid to ask big questions, even if it means asking more of ourselves. Founded on a culture of grit and persistence, we experiment without fear of failure.• Deep Focus: we are on a journey of vertical growth to deliver specialised flooring solutions to Africa and the world. <p>We recognise that our local and global social and environmental context requires strong leadership and ambitious transformational goals.</p> <p>Our Corporate Sustainability and Responsibility approach is values-driven and integrated across our business, ie. it's our DNA. Using materiality analysis, we integrate our response to our stakeholders; through our management systems we ensure best governance practices; through our value chain linkages we apply life-cycle thinking.</p>

Responsibility	<ul style="list-style-type: none"> ● The leadership and responsibility for the strategic direction of the organisation, hence the implementation of the principles and goals outlined in this policy framework, rest with the Directors of Belgotex Floorcoverings (Pty) Ltd. ● The Directors are responsible for the establishment and resourcing of relevant structures within the organisation to ensure that our goals are ambitious, relevant and fully integrated into our DNA. ● The Directors are responsible for the monitoring, evaluation and oversight of the principles and goals outlined in this policy framework. ● The Directors are responsible for the communication of our business sustainability performance to internal and external stakeholders. ● Our managers are responsible for implementing the policy through relevant procedures and processes, monitoring its implementation in the everyday activities of their operations and reporting to their Directors at agreed frequencies.
Principles	<ul style="list-style-type: none"> ● Accountability for the impact of our decisions and activities on society, the environment and the economy, as well as for our actions to prevent the occurrence or repetition of negative consequences. ● Transparency with regards to our decisions and activities which impact on society and the environment through clear, accurate and complete disclosure of relevant information to our stakeholders. ● Ethical behaviour in all aspects of our business which is driven by our values, clearly communicated to all our staff and stakeholders, and monitored through our oversight and control mechanisms. ● Respect for, consideration of and response to our stakeholder interests. ● Respect for the rule of law as mandatory – we understand legal requirements applicable to our organisation, we keep ourselves informed of our legal obligations and periodically review our compliance. ● Respect for international norms of behaviour, while adhering to the principle for respect of the rule of law. ● Respect for human rights, recognising their importance and universality.
Goals	<ul style="list-style-type: none"> ● Economic development and value creation through: <ul style="list-style-type: none"> - invest in financial, manufacturing, social, human and natural capital. - beneficial products. - inclusive business. ● Institutional effectiveness and good governance through: <ul style="list-style-type: none"> - leadership (strategic commitment to sustainability and responsibility) - transparency. - ethical practices. ● Stakeholder orientation and societal contribution through: <ul style="list-style-type: none"> - social investment. - good and fair labour practices and safe working environment. - supply chain integrity, including SME empowerment and improved environmental performance. ● Sustainable ecosystems and environmental integrity through: <ul style="list-style-type: none"> - ecosystem protection. - renewable resources. - zero waste.
Policy Authority	E. Colle (Chief Executive Officer)
Related Policies	BFQM Quality Policy Environmental Policy Health and Safety Policy Procurement Policy



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