

2026

**PACTOR**

*Seal it the Mechanical Way*

## **HUMAN RIGHTS POLICY**

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**Company Registration No.: 2016/447326/07**

**VAT No.: 4020198273**

**LEVEL 2 BBBEE CONTRIBUTOR**



## Respect for human rights

Respect for human rights is a core value of Pactor.

We strive to respect and promote human rights in accordance with the <sup>\*(1)</sup> **UN Guiding Principles on Business and Human Rights** in our relationships with our employees, suppliers and vendors.

Our goal is to help ensure that human rights are better respected in the communities in which we operate.

This policy applies to **Pactor (Pty) Ltd**, the facilities we manage, our employees, reseller agents and respective suppliers.

The company also expects resellers and suppliers to comply with these principles and encourages them to implement similar policies in their own businesses.

We use due diligence as a means to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts arising from or caused by our business operations, we commit to provide or participate in fair and equitable rectification. We seek to promote access to remedy where we are associated with or involved in such adverse impacts through our relationships with third parties.

The Human Rights Policy is overseen by Pactor's Chief Executive Officer and respective management role-players.

## Diversity and Inclusion

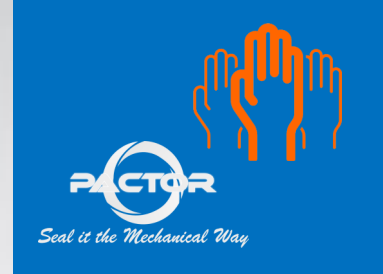
We value and promote diversity and inclusion among the people with whom we work. We are committed to equal opportunity and do not tolerate discrimination or harassment.

We are committed to workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity or expression, political opinion, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and promotion in the Company is qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment will not be tolerated in the workplace or in any work-related situation outside the workplace.

## Freedom of Association and Collective Bargaining

We respect the right of our employees to join, form or not join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to engaging in constructive dialogue with their freely elected representatives. The company is committed to negotiating in good faith with these representatives.



## Forced Labour, Human Trafficking and Child Labour Exploitation

We prohibit and strictly condemn any and all forms of forced labour, including modern forms of slavery, child labour and all forms of human trafficking.

We prohibit the hiring of anyone under the age of 18 for positions requiring hazardous work.

## Working hours, wages and benefits

We compensate our employees competitively and relative to the industry and local labour market and in accordance with the terms of applicable collective bargaining agreements. We strive to fully comply with applicable laws on wages, hours and overtime.

## Guidance and Reporting for Employees

We are committed to creating a workplace where open and honest communication among all employees is valued and respected. Pactor is committed to complying with applicable labour and employment laws wherever we operate. Through training and annual certification (where required), Pactor also ensures that employees are aware of the Human Rights Policy.

Any employee who believes that there is a conflict between the wording of this policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or wishes to report a possible violation of this policy, should discuss these questions and concerns with their local management, Human Resources, the Legal Department or the respectively relevant governmental department

## Consequences of Violations | Breaches

We are all held accountable for our conduct while working on behalf of the company, and action will be taken if the Code or this specific policy has not been followed. Consequences will depend on how and under what circumstances an individual has violated the Code's policies, and may range from a warning to dismissal. If a breach of the legislation is proven in this context, Pactor (Pty) Ltd reserves the right to refer the matter to the appropriate authorities for further action.

## References

- **\*(1) UN Guiding Principles on Business and Human Rights** - [https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)
- **\*(2) Basic Conditions of Employment Act 75 of 1997** - <https://www.gov.za/documents/basic-conditions-employment-act>