

AGRI FINANCE FACILITY (PTY) LTD

EMPLOYMENT EQUITY POLICY

Version 1.0 | 1 October 2025

1. Purpose

This policy demonstrates AFF's commitment to addressing any inequalities within the Company due to the historical, economic and political situation in South Africa. It undertakes to create an environment free of discrimination, to eliminate practices which may be perceived as being discriminatory, to remove barriers and actively appoint and develop individuals with potential, at all levels, from previously designated groups.

Although the Employment Equity Act only applies to companies with more than 50 staff or turnover (in financial services) of more than R50 million per annum, the Company is nevertheless going to voluntarily comply.

2. Statement of Commitment

As a responsible employer, the strategic objective of the Company is to have competent and experienced individuals from previously designated groups represented in all positions of skill and responsibility within the next five years. The Company accepts that this will only be achieved with proactive interventions to create a situation whereby all employees would equally be able to compete for job opportunities on the basis of merit only.

Our statement of commitment is as follows:

- 2.1 Affirmative Action is intended to maximise individual potential and to improve productivity by improving opportunities of training and development to those employees who were designated in the past;
- 2.2 It is our intention to meet manpower needs through the recruitment and selection of previously designated groups, as far as reasonably possible, in accordance with natural attrition;
- 2.3 The Company strives to create a working environment which is free of discrimination, victimisation and harassment;
- 2.4 The employment positions and rights of employees will not be jeopardised by the implementation of this policy. The service of an employee will not be terminated simply as a consequence of the Affirmative Action Programme.
- 2.5 The ultimate goal is to create an environment in which all employees are able to compete equally for job opportunities on the sole criterion of merit.

3. Definitions

3.1 Unfair Discrimination

Means any form of treatment, restriction of opportunity, prejudice or differentiation of treatment which is based upon factors relating to race, gender, sex, ethnic or racial origin, colour, sexual orientation, age, disability, religion, conscience, belief, political opinion, culture, language,

marital status, pregnancy or family responsibility. It is not unfair discrimination to a) take affirmative action measures consistent with the purpose of this Act; or b) distinguish, exclude or prefer any person on the basis of an inherent requirement of a job.

3.2 Designated Groups

Means black people, women and people with disabilities.

3.3 Harassment

Means a range of unwanted physical or verbal behaviours that are gender-based, sexual or ethnic in nature and include compromising behaviour towards disabled persons.

3.4 Previously/historically designated groups

Those groups which have been afforded disparate and unequal opportunities in the past, due to social and labour market factors based on race, gender and disability.

4. OBJECTIVES

In an attempt to redress inequalities, management is committed to an Affirmative Action Programme which will be devoid of all tokenism and which will encompass:

- 4.1 Training, education and mentoring of existing employees, which will ensure that current functions are performed more effectively and which will prepare them for advancement.
- 4.2 Recruitment, whenever practical, of suitable designated persons to fill new positions or vacancies as and when they arise and in anticipation of such positions occurring.
- 4.3 While the Company cannot guarantee developed employees managerial positions, they would stand a better chance if and when those positions arise.

5. Implementation

Guiding principles for Affirmative Action strategies to achieve the above-stated objectives include the following:

- 5.1 The success of the strategy requires commitment from the Management team. A member of the management team will be identified as the responsible person.
- 5.2 It should, as far as reasonably possible, be integrated into all human resource strategies and business strategies.
- 5.3 Employees will be involved in the consultation and implementation of this policy.

Conditions conducive to the implementation of this policy will be created in the form of:

- 5.4 Eliminating all practices which might be perceived as being discriminatory.
- 5.5 Addressing employee's needs and concerns without preference.

6. Recruitment and Selection

Vacant positions will first be sourced internally.

Applicants will be selected on level of competence in line with the inherent requirements of the position. The criteria for selection of employees should not be discriminatory and where reasonably possible, qualifications and language should not be considered as barriers to employment unless it is a job requirement.

In the event that the position cannot be filled internally, applicants from historically designated groups will be actively recruited as far as reasonably possible. External sourcing will be on the basis of fair and non-discriminatory procedures, once the internal sourcing process has been exhausted.

7. Training and Development

The identification of employees with potential and the establishment of development plans for identified employees will pro-actively be determined as part of the strategy.

Individuals with abilities and potential will be identified against non-discriminatory criteria. Each individual's development plan will be aligned to the organisation's requirements and the individual's personnel career objectives. This process will comprise of an analysis of the position currently held, existing competence and aspirations and expectations. Training programmes, mentors and monitoring processes will be agreed upon.

8. Communication

The principles of the policy will be communicated, in writing, to all employees in the Company. New employees will be exposed to the policy during their induction process.

An employment equity team will be established to participate with the analysis and implementation of the process.

Should an employee believe that he or she has been subject to discrimination, harassment or victimisation in areas identified by the policy, an internal dispute procedure will be established.

9. NON-COMPLIANCE

Non-conformance refers to an individual displaying either covert or overt behaviour, which contravenes any aspect of this policy. These individuals will be counselled and disciplined in terms of the Company's disciplinary code and procedure where appropriate.

Approved by:

Board of Directors

Agri Finance Facility (Pty) Ltd

Date of Approval: 31 October 2025

Next Review Date: 21 September 2026