

JSE LIMITED (“JSE”) HUMAN RESOURCES: COMPLIANCE DECLARATION

1. DECLARATION

- 1.1 The JSE is devoted to employing South African and local citizens, and it is equally committed to lawful and fair human resources practices that are not only non-discriminatory in their application, but also promote equal employment opportunities for all. The JSE has a culture of diversity aimed at developing youth employment and the employment and promotion of previously disadvantaged individuals based on recognized categories of discrimination such as race, gender, sex, religion, disability, sexual orientation, ethnic origin and the like.
- 1.2 The JSE is committed to providing a workplace that is that is compliant to all labour legislation. Although it does not operate in a collective bargaining environment, the JSE recognizes the rights of collective bargaining agents to recruit members in the workplace and the rights of all employees to associate or disassociate for collective bargaining purposes.
- 1.3 The JSE remunerates all its employees far above the proposed minimum wage and always ensures that remuneration practices are fair and non-discriminatory.
- 1.4 The JSE exercises care and concern over staff work-life balance, and will, where appropriate, discourage excessive overtime work. In this regard, the current statutory maximum of 40 hours per month will apply, with any hours in excess of this being permitted only for those employees whose hours of work are not regulated by the Basic Conditions of Employment Act (BCEA) and in this event, only in exceptional circumstances and where authorized.
- 1.5 The JSE has developed and implemented policies and procedures that forbid any form of harassment in the workplace and that discourages workplace bullying and constantly monitors the application of these policies. In addition, the JSE has implemented a whistle blowing process which enables employees to confidentially raise issues (from fraud, abuse, to corruption etc). Further, a grievances procedure has been developed to enable employees to raise any grievances they may have in the workplace.
- 1.6 The JSE places tremendous emphasis on employee development and it promotes the training of all employees to improve their knowledge, skills (professional and life skills) and improve their qualifications. Training is provided both internally and externally

through sponsored education or defined development paths in line with the personal development plans for each employee.

- 1.7 The JSE has targets to promote previously disadvantaged individuals in employment and is measured annually in terms of these targets. The targets set are reasonable and equitable for the industry standards in line with the Financial Sector Charter.
- 1.8 The JSE takes care to comply with all applicable labour legislation including requirement not to conduct selves in manner which would amount to unfair labour practices.
- 1.9 The JSE actively promotes the empowerment of women in the workplace.
- 1.10 The JSE seeks to promote equality between genders in remuneration and responsibilities.
- 1.11 The JSE adopted a comprehensive sexual harassment policy that is consistently implemented to eliminate any sexual harassment in its workplace.
- 1.12 The JSE communicates all relevant policies and practices, and associated updates to employees in English, which is the JSE's official language of business, and in addition, makes these available at any time on-line to all employees via the JSE's intranet site.

More specifically, the JSE is committed to fair and equitable employment practices as detailed hereunder.

2. RACISM

- 2.1 The JSE works tirelessly to eradicate any form of racism in its work environment.
- 2.2 The JSE has in place policies that prohibit racism in the workplace, and additionally, that promotes and enhances the appointment of employees from previously disadvantaged groups.
- 2.3 The JSE is actively committed to the employment equity targets and reports on the progress each year to achieve these targets. These targets are aimed specifically at promoting employees who were previously disadvantaged groups in employment due to previously oppressive laws.

3. SEXUAL HARASSMENT AND OTHER FORMS OF HARASSMENT

- 3.1 The JSE has a detailed and comprehensive sexual harassment policy that seeks to eliminate sexual harassment, in all forms, in the workplace.
- 3.2 The "whistle blowing" platform encourages reporting on harassment at the JSE.

- 3.3 The JSE deals with sexual harassment in the workplace decisively and has, in addition to other remedies, dismissed offenders in the past for transgressions of the sexual harassment policy.
- 3.4 The JSE seeks to empower and protect its employees against both direct and indirect discrimination and harassment.
- 3.5 The sexual harassment policy of the JSE is framed broadly enough to include within its comprehensive ambit all forms of harassment and bullying.

Professional counselling services are also available for victims of harassment within the JSE.

4. CHILD LABOUR AND CHILDREN'S RIGHTS

- 4.1 The JSE supports the rights of children and seeks to enforce the protection of children against exploitation in general, including as outlined in Section 28 of the Constitution of the Republic South Africa.
- 4.2 Although the JSE operates in a professional environment where the risk of child labour is not relevant, the Company actively seeks to ensure the protection of children against exploitation and the procurement of goods and services where child labour is known to be involved in the production supply chain of such goods and services is avoided.
- 4.3 Acknowledging the global challenge of child pornography, the JSE actively deploys computer filters and monitoring programmes that identify any access or downloading of child pornographic material in the workplace. In the event of detection, the JSE acts decisively in terminating any offender's employment and reporting the matter to the relevant authorities for criminal prosecution.
- 4.4 As the JSE considers empowerment and education to be instrumental in helping eliminate exploitation, the JSE has adopted a Job Shadowing programme to enable scholars to visit the JSE and interact with professionals as part of the scholars academic requirements to shadow a professional and in addition, assists in career development and selection process.

5. ANTI CORRUPTION AND JSE DEALING POLICY

- 5.1 There are certain aspects of the JSE business that pose a higher risk in terms of the potential for corruption, bribery or unethical behavior namely, trading, dealing and procurement. These are dealt with via clear guidelines as set out in the JSE's Dealing

Policy as well as the JSE's Anti-corruption and Anti-Bribery Policy. Further, employees are also required to act at all times in line with the JSE Code of Conduct and Code of Ethics.

5.2 The JSE has a clear Dealing Policy which sets out the conditions under which JSE Directors, Executive Committee members and staff members (including fixed term contractors) ("JSE Representatives") may deal in JSE shares and any other shares that are traded at the JSE desk. It is the intention of the policy to ensure that the public perception of the integrity of the JSE and JSE Representatives is not compromised at any time.

5.3 The following key principles underpin the JSE Dealing Policy:

- material non-public price sensitive information in relation to JSE shares must always be treated with the utmost confidentiality;
- no-one is permitted to deal in JSE shares, if that person is in possession of material non-public price sensitive information relating to that security; and
- in the event that non-public price sensitive information is disclosed to an external party by a JSE Representative, the JSE Representative must inform the JSE Company Secretary, or failing him/her the Director: Surveillance, of this as a matter of urgency.

PREPARED ON THIS THE 28th DAY OF FEBRUARY 2018



NICKY NEWTON-KING
CEO