

ASPASA HUMAN RIGHTS POLICY

2024

REV 008

ASPASA respects human rights and are committed to respecting all the rights, dignity and freedoms of all.

At **ASPASA** and the industry, we respect the personal dignity, privacy and personal rights of every employee and we are committed to maintaining a workplace free from all discrimination and harassment. Employees should not discriminate on the basis of origin, nationality, religion, race, gender, age or sexual orientation, or engage in any kind of verbal or physical harassment.

Following points to protect the right to:

- ☞ Human dignity
- ☞ Fair treatment (subject to consideration of affirming previously disadvantaged groups)
- ☞ Freedom and security of person
- ☞ Freedom of conscience, religion, thought, belief, and opinion
- ☞ Not to be subjected to harassment based on sex, sexual orientation, gender or gender orientation
- ☞ Freedom of expression (subject to considerations of confidentiality and the prohibition of hate speech and incitement to cause harm)
- ☞ Peacefully assemble and no tolerance for violence
- ☞ Freedom of movement
- ☞ Fair labour practices
- ☞ Not to employ a child younger than 18 years of age
- ☞ Not be arbitrarily deprived of property or possessions
- ☞ Freely participate in any cultural lifestyle of their choice
- ☞ Lawful, reasonable, and fair action
- ☞ Not be subjected to arbitrary arrest or detention

If you feel that your workplace does not comply with the above principles, you are encouraged to raise your concerns with the company.

If your employee believes that someone is violating the Human Rights Policy or the law, they are requested to report it immediately.

If your company does not deal with this, refer it to **ASPASA** at office@aspasa.co.za



Letisha van den Berg
ASPASA Director



ASPASA MANCOM:

Letisha van den Berg – ASPASA Director; Collin Ramukhubathi – Chairperson; Trevor McAdam – Vice Chairperson; Glenn Johnson; Jeremy Hunter-Smith; Arthur Ndindani; Marcel Fynn; Oscar Goudriaan; Victor Lupuwana; Herkie Sandenbergh