

# INTEGRITY CHARTER

## Our Commitment to Integrity in Business

Aurex Constructors has a commitment to high ethical standards and to conducting our business with fairness, integrity and in accordance with applicable laws and regulations.

Integrity not only underpins how we do business; but how we expect our suppliers, agents, partners, contractors, and consultants to do business whether it is locally or internationally.

Compliance with applicable laws and regulations of the countries in which we do business is a "must" for us.

Aurex Constructors is committed to preventing bribery and corruption and takes responsibility for maintaining a culture within the company in which bribery is never acceptable.

As a business we refuse to offer, give, or receive bribes or any other form of improper payments and we will never knowingly participate in any form of corrupt activity.

Appropriate consideration should always be given by our employees when offering or receiving gifts or hospitality.

Aurex Constructors has a policy whereby gifts and hospitality offered or received may only be of minimal value.

If faced with a situation of compromising our integrity or losing the associated business, we would forego the business.

## Code of Business Ethics

The Aurex Constructors Code of Business Ethics establishes the internal rules and framework under which employees should base their decision making. Employees are expected to not only follow the letter of the code, but the spirit.

## What is Expected of our Employees?

Ensuring that the reputation and good standing of the company continues to be maintained, requires our employees to act with the highest standards of behaviour and to be accountable for upholding the requirements of Aurex Constructors Code of Ethics.

Poor choices can have potentially damaging consequences, not only to Aurex Constructor's reputation, but financial penalties and imprisonment are also a reality for "getting it wrong."

Whilst it is often obvious what is right and wrong, our employees may on occasion face an ethical dilemma. If it feels wrong, it often is. By Encouraging our employees to apply good judgement and common sense within the framework of the Code of Ethics they can maintain our high ethical standards.

## Integrity Hotline

Aurex Constructors provides a confidential means for our employees to speak up with confidence. The hotline provides guidance on how to make a disclosure of information (in good faith) relating to some danger, fraud or other illegal or unethical conduct they may have witnessed or are concerned about.

## Who to Contact with Concerns or Questions?

Any third party who has any questions or concerns relating to any matters set out in this document may contact:

Neil Engelbrecht  
Ethics Officer

		FAIRNESS	TRANSPARENCY	RESPECT	RECIPROCITY	FREEDOM TO ACT	TRUST
<b>Path to Integrity</b>	<b>Colleagues</b>	Ban discrimination on the grounds Of sex, age, race, Sexual orientation, political opinion or Trade-union activity. Practise respect and care towards People always. Ban favouritism in recruitment, Promotion, and incentive policies.	Share your knowledge without Monopolising it to your own Advantage. Ensure transparency in career paths.	Clearly define roles and responsibilities For everybody employed in the Company. Listen and offer constant attention to People, respecting their values, Feelings, moral stance; never use Any form of undue pressure or offence.	It means to co-operate, sharing information And knowledge to generate value and Find legitimation of our professional identity Beyond organizational boundaries. We should care about an active listening Of our colleagues' needs, trying to have A positive influence in our working Environment.	Create the proper environment Freedom of dissent and the freedom To say what one thinks. Offer everybody the chance to practise The values of entrepreneurship and Develop her or his own professional Personality.	Keep your word, admitting the Possibility of mistakes made in good Faith.
	<b>CUSTOMERS AND SUPPLIERS</b>	Strive for customer satisfaction at all Times. Pay appropriate attention to all Kinds of customer. Show impartiality in the selection of Suppliers, so as to turn the relationship With them into a competitive advantage For the company	Ensure timely information on our Products and services at all times. Select suppliers with impartiality	Safeguard the confidentiality of any Information acquired, both in relation To customers and the Company, itself, Its assets and its decisions. Open a communication channel with Suppliers aimed at supporting The most innovative and responsible Processes implemented.	Offer a good return and a feeling of Certainty to customers, to receive the Equivalent in return. Listen to requirements and transform them Into products and services. Promote co-operation with suppliers, so that They and the company can create value And give their corporate identity legitimacy	Handle interpersonal relations in free And equal terms without being in awe Of those who are stronger and without Arrogance towards those who are Weaker.	Build up confidence through Behaviours that constantly confirm Our reputation.  CUSTOMERS AND SUPPLIERS  THE PATH TO INTEGRITY
	<b>LOCAL COMMUNITIES</b>	Establish suitable relations with Stakeholders to offer assistance, service and opportunities without Discrimination. Promote local growth by supporting those initiatives that pay greater attention to the actual needs of the Community.	Keep the community you work in informed of what we do and how we Do it.	Promote growth which is ecologically and socially sustainable.	Create spaces for discussion and dialogue, in which mutual exchange of information may increase our legitimacy and reputation.	Respect individual moral codes and local cultures when acting in your territory.	Establish social and cultural relations with local communities, whose distinctive feature should be reciprocity



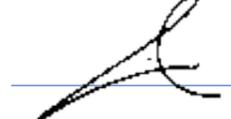
Stuart Kent  
CEO



Prabashni Naicker  
HR Director



Delvin Buhler  
Operations Director



Grant Villet  
Operations Director

