

MODERN SLAVERY STATEMENT

WORKNET CAPE TOWN (PTY) LTD (2023/096863/07)

Financial Year Ending 2024/2025

Introduction

At Worknet we are committed to the ethical treatment of people and take zero-tolerance approach to modern slavery and human trafficking. We are truly a family within the organization looking after our employee's wellbeing by constant interaction daily. This statement outlines the steps we have taken to ensure that slavery and human trafficking do not occur in our operations.

Our Structure

We operate in the Recruitment sector. We provide permanent and temporary recruitment solutions for our South African as well as our international clients. Worknet recruit candidates in South Africa of the highest calibre meeting international standards and, in many cases, exceeding international requirements.

Policies and Procedures

Legally Compliant – fully managed solutions covering all staffing and labour levels.

Staff Administration and legislative processes, improving employers' productivity and bottom-line benefits.

Customised staff outsourcing solutions.

Staffing: Retainer, Contingency and projects

Minimize labour disputes by fostering harmonious relationships with trade unions and local communities.

Increase productivity by conducting and assisting clients with training if requested.

Successfully manage workforce on projects

Provide employees with fair and equitable remuneration/higher industry salary average.

Employee support.

Modern Slavery Commitment

With regards to human rights and modern slavery we have zero risk tolerance for activities:

- That are in contravention of any international and/or local laws and conventions of the countries where Worknet or the counter party operate.
- That do not respect human rights, and do not respect the rights of local communities and Indigenous people.
- That are in noncompliance with minimum standards for occupational health and safety and the relevant local legislation.
- That use child labour, forced labour, modern slavery or human trafficking as defined by international standards.
- That involve pornography.
- That involve prostitution.

South Africa has several laws that address slavery, forced labour, and trafficking in persons, including.

- Prevention and Combating of Trafficking in Persons Act (2013)
- Basic Conditions of Employment Act (2014)
- Criminal Law (Sexual Offences and related matters (2007)
- Children's Act (2005)
- Constitution (Article 13)

Suppliers

We are committed to ensuring that our supply chain is free of any slavery or human trafficking. We will not knowingly support any/or do business with any suppliers who are involved in slavery. We require that our supply chain respects the UN Universal declaration of Human Rights and ILO Conventions and comply with relevant human rights and employment legislation. Where we are aware of human rights violations within our supply chain, we have the right to exit from these relationships.

We aim to only engage with suppliers who:

- Operate in compliance with all applicable environmental, labour, and anti-corruption laws and regulations of the countries in which they operate, manufacture or conduct business.
- Do not use any form of forced or involuntary labour.
- Do not employ children.
- Provide equal opportunity for all employees regardless of race, ethnicity, gender, nationality, age, disability, sexual orientation, or religion.
- Compensate their employees and pay at least the higher wage of the following to meet the basic living wage standards, official minimum wage or real minimum living wage.

Risk Assessment and Due Diligence

We have a strict ethical policy; we adhere to ethical labour practices by adhering to the following:

- Worknet is Registered with the Department of Labour South Africa
- Recruitment companies in South Africa must be registered with the Department of Labour.
- Ray Cockrell (Managing Director) was registered with APSO in 2008 (Federation of African Professional Staffing Organizations)
- Worknet and employees are in Good Standing with SARS (South African Revenue Service), certificates available daily.
- All our employees sign contracts under the Basic Conditions of Employment Act Of 1997 (BCEA). The Basic Conditions of Employment Act criminalises forced labour under article 6. Provisions related to trafficking in persons are found in the 2013 Prevention and combating of Trafficking under article 4.

Employees are registered with:

- Pay as You Earn
- Unemployment Fund Insurance
- Skills Development Levy
- Income Tax
- Provisional Tax

Effectiveness And Monitoring

We conduct regular compliance through sessions by our Labour Attorneys as well as Accounting firm.



If we find any supplier/partner/client engaging in modern slavery, we will take immediate corrective actions, including terminating the relationship.

Publication and Reporting

Statement available on request, also included in company profile and website ensuring transparency to the public, customers and stakeholders.

Ray Cockrell

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Managing Director

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