Sustainable development policy

OVERVIEW

MultiChoice recognises that sustainable development is a global imperative that results in both opportunities and risks for business. MultiChoice as a leading multimedia group aims to position itself to meet such challenges.

As MultiChoice expands its business it aims to contribute to the communities in which it operates; develop its own people; contribute to general economic prosperity; and minimise its impact on the environment.

In formulating this policy, areas in which the group can make a meaningful contribution to sustainable development in the markets in which it operates, were analysed, facilitating the integration of these aspects into day-to-day operations and the formulation of strategy.

SCOPE

This policy will be implemented by the group's businesses.

OBJECTIVES

MultiChoice comprises businesses that operate pay-television subscriber platforms, pay-television channels, internet and mobile platforms, commercial airtime sales and on-air sponsorship in South Africa. Through its various operations, the group wants to be useful to the communities it serves.

Economic

What we do:

- We package and create content and develop communities.
- We build brand names around them.
- We run platforms that distribute media products, support e-commerce and sell advertising.
- We invest in our people, equipping them with the tools, technology and training they need to do their jobs while providing opportunities for personal growth and development.

- We contribute to increase the long-term viability of our communities.
- We aim to comply with laws and regulations, including paying taxes and levies due to government.
- We aim to provide value for shareholders.

Environment

Through improvement and sustainable technological innovation, the group strives to create solutions that maximise its environmental performance. We are committed to limiting our direct impact on the environment.

How we do this:

- We perform regular risk assessments.
- We try to utilise advanced technologies in our operations to reduce the impact on the environment.
- We measure and report on our carbon footprint to understand and manage our direct impact on the environment.
- We use environmentally responsible and sustainable resources to meet our operational needs, and conserve nonrenewable natural resources.
- Where possible we use environmentally responsible and sustainable energy sources, invest in improving energy efficiency in our operations on an ongoing basis and design energy-efficient facilities.
- We aim to influence our suppliers to adopt a similar approach in supplying materials and services to us.
- We reduce waste where possible.

Social

MultiChoice takes its responsibility towards the communities in which it operates seriously. We promote the well-being of society, our customers and our employees by contributing to programmes and initiatives that improve quality of life in these communities.

How we do this:

Community

- We respect human rights.
- We support previously disadvantaged businesses by actively seeking such suppliers.
- We contribute to the communities in which we live and work. We support them through community involvement and, in some communities in which we operate, we contribute to educational programmes.
- We conduct business fairly, ethically and with integrity. Our code of business ethics and conduct defines our culture.

Our people

- We invest in the continuous development of our people.
- We reward employees fairly.
- We encourage our employees to contribute to the sustainability and innovation initiatives in the group.
- We respect the rights of our employees and their diversity.
- We encourage employees to report areas where the group might be failing in its business conduct and values through secure channels.
- We endeavour to comply with employment laws.

Health and Safety

- We perform regular risk assessments on health and safety matters at our facilities.
- We aim to have an injury free workplace.
- We train people at our facilities in matters of health and safety pertinent to that facility or operation.

- We monitor management's mitigating actions through regular operational, internal and external auditing and reporting processes.

- A healthy workforce contributes to business success. We provide medical aid and wellness programmes for their staff.

- We aim to comply with the relevant laws.

We regularly review our progress in achieving a balanced sustainable organisation and identify areas for improvement. The group recognises that it is a process requiring ongoing measurement and improvement.

RESPONSIBILITY

The board is ultimately responsible for ensuring that sustainable development is integrated into business strategy.

The board delegates to management the implementation of this policy. Sustainable development is incorporated under our risk management processes.

MONITORING AND REPORTING

MultiChoice will annually prepare an integrated report containing information that records how the group has affected the social, environmental and economic/financial aspects of the communities in which it operates during the year under review. In addition, information will be provided on how the group intends to improve the positive aspects and reduce the negative aspects identified.

The board is responsible for the integrity of integrated reporting. The audit committee has been tasked to oversee sustainability issues in the integrated report and will assist the board in its review by ensuring that the information is reliable and that no conflicts or differences arise when compared to the financial results.

The group will use a combined assurance model to support the integrity of integrated reporting.