

REUNERT
REUNERT LIMITED

***STANDARDS AND
PRINCIPLES 2020***



This fact sheet sets out some of the key internal and external standards and principles that are applied throughout Reunert Limited (Reunert or the Group). It summarises the quality, environmental and other related standards applied within the Group. This is a supplementary report to Reunert’s 2020 Integrated Report, available at www.reunert.co.za/results-reports-and-presentations.php.

Internal and external standards and principles

Reunert subscribes to various external standards to improve the quality of its operations, and legislative compliance is a minimum requirement. A comprehensive set of internal standards, policies and principles support how the Group conducts business and builds on a foundation of ethics and a high-performance culture. The table below sets out key internal and external standards and principles that the business units apply, where relevant.

<p>Listings requirements and governance</p>	<ul style="list-style-type: none"> > Companies Act, 71 of 2008 (as amended) > JSE Listings Requirements > Lusaka Stock Exchange Listings Requirements (applicable to CBi-Electric: Zamefa) > Memoranda of Incorporation > King IV¹ > Board Charter, committee Terms of Reference and various Board policies²
<p>International treaties and agreements</p>	<ul style="list-style-type: none"> > Chemical Weapons Convention > Comprehensive Nuclear Test Ban Treaty > Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction > Hague Code of Conduct Against Ballistic Missile Proliferation > International Atomic Energy Agency > Missile Technology Control Regime > Nuclear Suppliers Group > The Australia Group (www.australiagroup.net) > Treaty on the Non-Proliferation of Nuclear Weapons > UN Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in all its aspects > United Nations Security Council > Zangger Committee
<p>Internal standards and principles</p>	<ul style="list-style-type: none"> > Reunert Delegation of Authority > Reunert Approvals Framework > Risk management methodologies, based on the International Organization for Standardization (ISO) 31000:2018 Framework > Various human resource policies (including occupational health and safety), information technology and environmental policies > Procurement policies and procedures > Credit, pricing and contract risk policies

¹ King Report on Corporate Governance™ for South Africa, 2016. Copyright and trademarks are owned by the Institute of Directors in South Africa NPC and all of its rights are reserved.

² Available at www.reunert.co.za/corporate-governance.php

Sustainability, management system and other standards

- > Transformation Committee Charter
- > Occupational Health and Safety Act, 85 of 1993
- > United Nations Global Compact 10 Principles
- > ISO 14001:2008 and ISO 14001:2015 environmental management accreditation
- > OHSAS¹ 18001:2007, ISO 45001 and other occupational health and safety policies
- > ISO 9001:2008 and ISO 9001:2015 quality management accreditation
- > Independent risk control and environmental management audits are conducted at selected operations
- > Conflict Minerals Policy
- > Various local and international standards authorities' certification and approvals such as the South African Bureau of Standards (SABS) and Restriction of Hazardous Substances (RoHS)² directives, where applicable
- > Reutech complies with various military and North Atlantic Treaty Organization (NATO) standards
- > European Union (EU) Directive 2014/34/EU, commonly called ATEX, covers electrical and non-electrical equipment used in potentially explosive atmospheres³
- > ICASA licence conditions
- > IPC class 3 standards, which address the acceptability of electronic assemblies

Business ethics and compliance

- > Group Values
- > Reunert Code of Ethics
- > Competition Law Compliance Policy
- > Anti-Corruption and Whistle-Blowing Policies⁴
- > Arms control compliance, including the Wassenaar Arrangement⁵, Directorate of Conventional Arms Control and National Conventional Arms Control Act, 41 of 2002, Explosives Act, 15 of 2003 and Armscor Act, 51 of 2003
- > National Road Traffic Act (Dangerous Goods Transport), 93 of 1996
- > The Regulation of Foreign Military Assistance Act, 15 of 1998
- > Anti-Personnel Mines Prohibition Act, 36 of 2003
- > Non-proliferation of Weapons of Mass Destruction Act, 87 of 1993
- > Further compliance-related policies prescribed from time to time, such as policies to prevent insider trading, and protecting the confidentiality of unpublished price-sensitive information

Other

- > Broad-Based Black Economic Empowerment Act, 53 of 2003
- > Financial Markets Act, 19 of 2012
- > Income Tax Act, 58 of 1962
- > Value-Added Tax Act, 89 of 1991

¹ Occupational Health and Safety Assessment Series.

² RoHS directives, as documented by the European Union Directives.

³ It relates to all equipment, protective systems, safety devices, controlling devices, regulating devices and components – defined as any item that is essential to ensuring that equipment functions safely. Compliance with the ATEX directive is mandatory. Proof of the compliance is the Ex-mark.

⁴ Available at www.reunert.co.za/sustainability.php

⁵ The Wassenaar Arrangement was established in order to contribute to regional and international security and stability, by promoting transparency and greater responsibility in transfers of conventional arms and dual-use goods and technologies, thus preventing destabilising accumulations. The aim is to prevent the acquisition of these items by terrorists.

Quality, environmental and other related standards

The table below details the various business units' compliance with certain key international quality, environmental and other related standards. All instances are ISO accredited unless otherwise indicated. Refer to page 65 of the Integrated Report for how Reunert manages its environmental impact.

Business unit	RoHS directive	ISO 9001 quality management accreditation	ISO 14001 environmental management accreditation	ISO OHSAS 18001 and Health and Safety 45001
Blue Nova	LiFePo4			
CBi-Electric: African Cables (including its division, Tank Industries) ¹		9001:2015	14001:2015	45001:2018
CBi-Electric: Zamefa		9001:2015	14001:2015	18001:2007
CBi-Electric: Low Voltage	Directive	9001:2015		
CBi-Electric: Telecom Cables		9001:2015	14001:2015	
Nashua		9001:2015	14001:2015	
Nashua Communications		9001:2015	14001:2015	
Quince Capital		9001:2015		
Reutech Radar Systems		9001:2015		
Reutech Communications		9001:2015		
Omnigo		9001:2015		
Reutech Solutions		9001:2015	14001:2015	18001:2007
Fuchs Electronics		9001:2015		

Electronic Communications Network (ECN), Nanoteq, SkyWire, +OneX and Terra Firma Solutions currently hold none of the listed verifications.

DoppTech has completed its second surveillance audit with Dekra.

CBi-Electric: Low Voltage

Low Voltage's products are mark-bearing, and approvals are audited periodically by local and international standards authorities, such as:

- > Australia
 - o Australian certification bodies
- > China
 - o China Railways Test and Certification Center (CRCC)
 - o China Quality Certification Center (CQC)
- > Canada
 - o Canadian Standards Association (CSA)
- > Germany
 - o Verband der Elektrotechnik, Elektronik und Informationstechnik (VDE) Testing and certification Institute
- > Japan
 - o Technical Inspection Association (TüV)
- > Russia
 - o Eurasian Conformity (EAC)
- > South Africa
 - o South African Bureau of Standards (SABS)
- > Ukraine
 - o Ukraine testing (UKR-testing)
- > USA
 - o USA Underwriters Laboratories (UL)

¹ Continuing to migrate to the 2015 ISO standards and preparing to implement OSHAS 45001:2018.

