

Reunert

Empower. Innovate. Thrive.

Standards
and principles 2025



STANDARDS AND PRINCIPLES 2025

This fact sheet sets out some of the key internal and external standards and principles applied throughout Reunert Limited (Reunert or the Group). It summarises the quality, environmental and other related standards used within the Group. This is a supplementary report to Reunert's 2025 Integrated Report, available at <https://reunert.co.za/supplementary-reports.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.

Listings requirements and governance	- Companies Act, 71 of 2008 (as amended) - JSE Listings Requirements - Lusaka Stock Exchange Listings Requirements (applicable to CBI-Electric: Zamefa) - Memoranda of Incorporation	- Articles of Association (Zambia) - Companies Act 10 of 2017 (Zambia) - Securities Act 41 of 2016 (Zambia) - Board Charter, Committee Terms of Reference (Zamefa)	- King IV Report on Corporate Governance™ for South Africa, 2016¹ - Board Charter, Committee Terms of Reference and various Board policies²
International treaties and agreements	- 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 - Convention on Prohibitions or Restrictions on the Use of Conventional Weapons which may be Deemed to be Excessively Injurious or to have Indiscriminate Effects (CCW) - Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on Their Destruction - European Union (EU) Directive 2014/34/EU, commonly called ATEX, covers electrical and non-electrical equipment used in potentially explosive atmosphere³	- EU Directive 2015/863 Restriction of Hazardous Substances - EU Regulation (EC) 1907/2006 Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) - Hague Code of Conduct Against Ballistic Missile Proliferation - International Atomic Energy Agency - Missile Technology Control Regime - North Atlantic Treaty Organization (NATO) standards - Nuclear Suppliers Group - Protocol on the Control of Firearms, Ammunition and Other Related Materials - The Australia Group (www.australiagroup.net)	- Treaty on the Non-Proliferation of Nuclear Weapons - US Export Administration Regulations (EAR) - US International Traffic in Arms Regulations (ITAR) - UN Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in all its aspects - UN Register of Conventional Arms - United Nations Security Council - Wassenaar Arrangement⁴ - Zangger Committee
Foreign Legislation and Regulation	- UK Bribery Act of 2010 - The United States Foreign Corrupt Practices Act of 1977 or other similar legislation in other jurisdictions Reunert does not trade with any company on a sanctions list designated by: - The United Nations - The European Union	- The government of the United States of America - The government of the United Kingdom and any of their governmental authorities, including, without limitation, the Office of: - Foreign Assets Control for the US Department of Treasury (OFAC) - The US Department of Commerce - The US State Department or the US Department of the Treasury - Her Majesty's Treasury (HMT)	

¹ 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.

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 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.

RSA Acts applicable on Defence-related business units

- Anti-Personnel Mines Prohibition Act, 36 of 2003
- Armscor Act, 51 of 2003
- Explosives Act, 15 of 2003
- Firearms Control Act, 60 of 2000
- Importation of Teargas Act, 16 of 1964
- National Conventional Arms Control Act, 73 of 2008
- National Road Traffic Act (Dangerous Goods Transport), 93 of 1996
- Non-proliferation of Weapons of Mass Destruction Act, 50 of 1996
- Non-proliferation of Weapons of Mass Destruction Act, 87 of 1993
- Prohibition of Mercenary Activities and Regulation of Certain Activities in Country of Armed Conflict Act, 27 of 2006
- The Regulation of Foreign Military Assistance Act, 15 of 1998
- ITAR (International Traffic in Arms Regulation)
- Policy for the Control of Trade in Conventional Arms

Internal standards and principles

- Reunert Delegation of Authority
- Reunert Approvals Framework
- Reunert Group Values
- Reunert Code of Ethics
- Competition Law Compliance Policy
- Anti-Corruption and Whistle-Blowing Policies⁵
- 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
- Credit, pricing and contract risk policies
- Procurement policies and procedures
- 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

Sustainability, management system and other standards

- Occupational Health and Safety Act, 85 of 1993
- United Nations Global Compact 10 Principles
- ISO 14001:2008 and ISO 14001:2015 environmental management accreditation
- ISO 45001: 2018 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
- Product specific standards (i.e. SANS, IEC, ASTM and BS)
- Conflict minerals and counterfeit items are addressed through internal policies and procurement procedures, including approved supplier lists, the regular review thereof, standard terms and conditions of purchase as well as work instructions on goods receiving
- Various local and international standards authorities' certification and approvals such as the South African Bureau of Standards (SABS) and Restriction of Hazardous Substances (RoHS) directives as documented by the European Union Directives, where applicable
- European Union (EU) Directive 2014/34/EU, commonly called ATEX, covers electrical and non-electrical equipment used in potentially explosive atmospheres⁶
- CASA licence conditions
- IPC class 3 standards, which address the acceptability of electronic assemblies
- Group I and II hazardous substances declarations

⁵ Available at www.reunert.co.za/sustainability.php

⁶ 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.

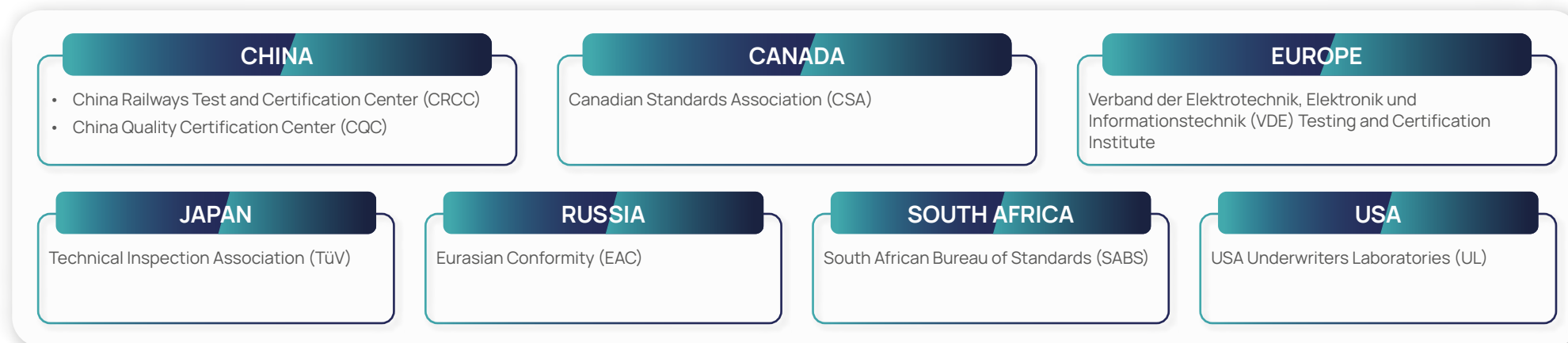
Quality, environment and other related standards

Business unit	ROHS Directive	ISO 9001 Quality Management Accreditation	ISO 14001 Environmental Management Accreditation	ISO OHSAS 18011 and Health and Safety 45001
BlueNova	LiFePo4			
CBi-Electric: African Cables (including its division, Tank Industries)		9001:2015	14001:2015	45001:2018
CBi-Electric: Low Voltage	Directive	9001:2015		
CBi-Electric: Zamefa		9001:2015	14001:2015	45001:2018
Dynateq International		9001:2015		45001:2018
Etion Create		9001:2015		
Fuchs Electronics		9001:2015		
Nashua		9001:2015	14001:2015	
+OneX Communications		9001:2015	14001:2015	
Omnigo		9001:2015		
Quince Capital		9001:2015		
Reutech Communications		9001:2015		
Reutech Radar Systems		9001:2015		
Dynamic Control		9001:2015	14001:2015	45001:2018
Reutech Solutions		9001:2015	14001:2015	45001: 2018

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

CBi-Electric: Low Voltage

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



Low Voltage's products also comply with the regulatory and statutory requirements of local and international regulatory authorities, such as:

