



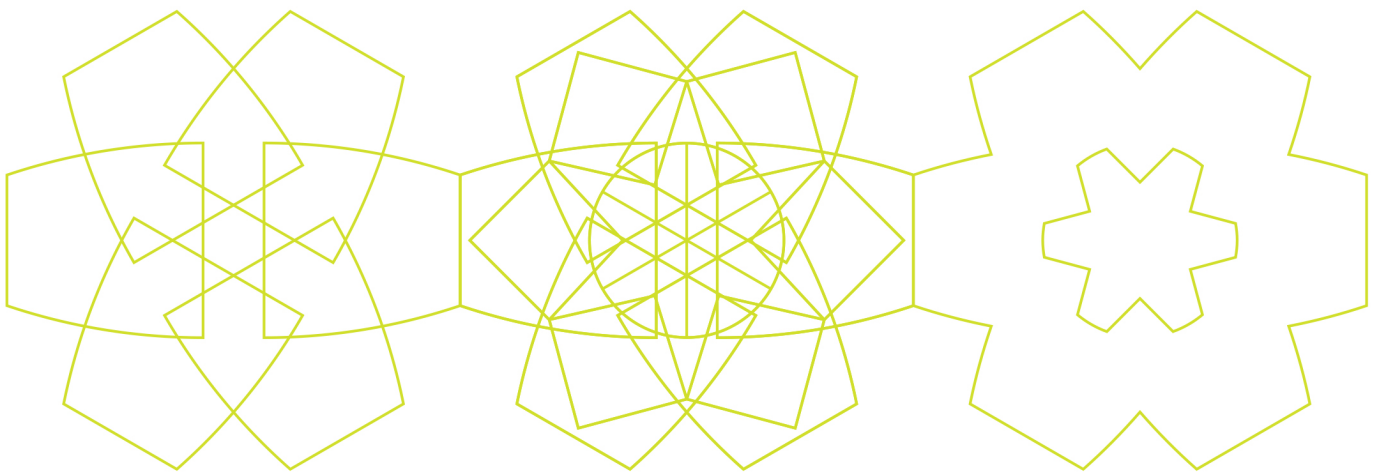
azoza.co.za

Corporate Citizen Policy

for AZOZA Pty (Ltd.) and AZOZA Training Academy (Pty) Ltd.
(Hereinafter collectively referred to as "AZOZA")

Version No.: 4

Date: September 2025



*** We're always
happy to help.**



POLICY STATEMENT

- Any reference to the “AZOZA” shall be interpreted to include the “policy owner”.
- The AZOZA’s governing body, its employees and/ external stakeholders, volunteers, contractors, suppliers and any other persons acting on behalf of the AZOZA are required to familiarise themselves with the policy’s requirements and undertake to comply with the stated processes and procedures.

POLICY ADOPTION

By signing this document, we authorise the AZOZA’s approval and adoption of the processes and procedures outlined herein.

Document Name	Version number	Date implemented
Corporate Citizen Policy	1	June 2024
	2	May 2025
	3	June 2025
	4	September 2025



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1. Definitions

Corporate Citizenship:	In terms of King IV, corporate citizenship is the recognition that the organisation is an integral part of the broader society in which it operates, affording the organisation standing as a juristic person in that society with rights but also responsibilities and obligations.
King IV:	The King IV Report on Corporate Governance for South Africa 2016 and Codes as amended from time to time.

2. Objectives

This policy aims to enforce AZOZA (Pty) Ltd. and AZOZA Training Academy (Pty) Ltd. ("AZOZA")'s commitment to integrate its business operations and values in such a way as for the interests of all stakeholders including investors, clients, employees, the community and the environment to be reflected in AZOZA's policies and actions.

3. AZOZA's Commitment

AZOZA strives to operate in a responsible and sustainable manner and is committed to:

- Continuous improvement in its Corporate Citizenship strategy by:
 - Continually improving performance and complying with all applicable legislation;
 - Advising staff to be mindful of the effect of their actions on non- renewable resources;
- Operating in a way that safeguards against unfair business practices. Being considerate for the environment, social and economic issues when carrying out its business.

4. Corporate Governance

AZOZA is committed to conducting its business according to rigorous ethical, professional and legal standards and in compliance with all applicable legislation. AZOZA will endeavour to ensure that stakeholders have confidence in the decision- making and management processes of the business by the conduct and professionalism of all staff. Continuous training and development of staff will be undertaken in this regard.

Groups and individuals with whom AZOZA holds business relationships will be treated fairly, openly and respectfully. Performance feedback will actively be sought – AZOZA will encourage clients to give feedback on its performance and ensure that customer comments are analysed, responded to and actioned (where appropriate).

5. Environment

AZOZA will endeavour to reduce the impact of its business on the environment through commitment to continuous improvement and training. In addition, AZOZA will encourage its service providers to reduce their impact on the environment and use this as a factor during the procurement phase.

6. Human Rights

AZOZA aims to support and respect the protection of both local human rights as contained in the Bill of Rights and internationally proclaimed human rights. AZOZA aims to eliminate unfair discrimination based on any grounds and promote equality of opportunity as part of its business practices. As part of this commitment, AZOZA aims to ensure that the welfare of its staff and labour conditions within the company meet recognised standards.



7. Ethics

AZOZA is committed to maintaining the highest standards of integrity in order to maintain excellence in its daily operations. AZOZA will conduct its business in an open, honest and ethical manner.