



# FirstRand

## GENDER-BASED VIOLENCE AND HARASSMENT POLICY STATEMENT

### INTRODUCTION

Gender-based violence and harassment (GBVH) is a term used to cover sexual exploitation, abuse and harassment, as well as violence and harassment not explicitly sexual. GBVH is directed at individuals because of their gender. It can constitute a single incident or be a part of a pattern of behaviour. GBVH can involve physical, sexual or psychological harm or suffering, and includes threats, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life.

FirstRand Limited (FirstRand or the group) believes that people are its single most important resource and is deeply invested in the safety, security and well-being of its employees. The group recognises that GBVH is a profound human rights violation that poses a barrier to equal opportunity. It has far-reaching consequences and implications for impacted employees, their families and their colleagues. Therefore every effort will be made to support employees who are survivors of GBVH.

### PURPOSE

This policy statement summarises the group's approach to GBVH and is supported by a detailed internal policy as described below.

### APPROACH

FirstRand has a formal gender-based violence and harassment policy (the policy). The objective of the policy is to:

- raise awareness of the severity of GBVH and its impact;
- provide the necessary tools and resources that may be accessed by employees who are experiencing GBVH; and
- ensure that all employees are aware of the consequences if found guilty of a GBVH-related crime.

### Scope

The policy applies to all permanent employees of the group.

### Trauma counselling

The group will provide trauma counselling to any affected employee or financial dependant.

## Reporting

The current process for the reporting of GBVH-related incidents is via several mechanisms, namely via:

- a line manager;
- a human capital business partner;
- Independent Counselling and Advisory Services (ICAS); or
- by emailing [empowered@firstrand.co.za](mailto:empowered@firstrand.co.za).

## Employees accused of GBVH

Any employee found guilty of having committed GBVH, regardless of whether the victim is an employee or not, will be summarily dismissed from the group.

False accusations of GBVH, which includes sexual harassment, can have serious effects on innocent persons. If, after investigation, it is found that the complainant has maliciously or recklessly made a false accusation, the complainant will be subject to appropriate sanctions. In such a case, the group will also take appropriate action to restore the reputation of the accused.

## Confidentiality

Any GBVH-related information reported should be regarded as confidential information. The group will put the necessary precautions in place or take the necessary measures to prevent others from obtaining such confidential information, unless this is required in terms of the legislation or a court order.

## ENGAGEMENT AND FEEDBACK

Contact FirstRand Investor Relations on [investor.relations@firstrand.co.za](mailto:investor.relations@firstrand.co.za).