



ANTI-CORRUPTION POLICY



1. INTRODUCTION

The Foschini Group Limited and all of its subsidiaries wherever they operate (hereinafter collectively referred to as “TFG”) are committed to conducting business both ethically and lawfully. TFG recognises that corruption can negatively impact economic stability and has the potential to irreparably harm a country and a company’s reputation. In the business environment, corruption can also have a negative impact on employee morale and lead to serious financial consequences in the form of fines and imprisonment.

TFG encourages transparency, ethical behaviour and accountability amongst all its employees. TFG strongly condemns corruption in all forms and will not tolerate it within its business, nor in its relationships with external parties. TFG has a zero-tolerance approach to corruption.

TFG is committed to being honest, ethical and always acting with integrity, this in turn protects and strengthens brand reputation and leads to greater and more sustainable commercial success over the long-term and minimise the risk of prosecution.

This policy sets-out TFG’s approach to compliance with all applicable anti-corruption and bribery laws, international conventions, documents, standards and corporate governance codes (such as King IV) in the countries in which TFG operates.

2. DEFINITIONS

In this policy, the following definitions apply:

“Business Contacts” includes all business partners, consultants, suppliers, service providers and agents, with whom TFG contracts or does business, whether currently or in the future (including all employees of the Business Contacts acting for and on behalf of TFG)*.

“Employees” includes all individuals employed by TFG whether on a full-time, part-time or casual basis and for the purposes of this policy, also includes independent contractors.

“Foreign public official” includes a person who, outside of South Africa (and/or any other country in which TFG trades) holds a position within government or within the legal system, which exercises a public function.

3. SCOPE

This policy applies to TFG and all its Employees. All Employees must read, understand and comply with this policy. Line managers must ensure that their Employees are aware of, understand and comply with this policy.

TFG Business Contacts must abide by the contents of this policy, in so far as it relates to any business dealings which they have with TFG.

* For the purposes of this policy, “Business Contacts” equates to “Associated Persons” as defined under Section 34A of Prevention and Combating of Corrupt Activities Act 12 of 2004; and includes contractors, subsidiaries, joint venture partners in terms of the Crimes Legislation Amendment (Combatting Foreign Bribery) Act.

4. PURPOSE

The purpose of this policy is to help Employees and Business Contacts to identify and avoid situations which could result in a breach of anti-corruption and bribery laws and must be read along with TFG's Code of Ethical Conduct and Conflict of Interest Policy.

This policy provides guidance on the identification, avoidance and management of corruption risks by -

- explaining what corruption, bribery and facilitation payments are;
- explaining TFG's position on corruption;
- setting out indicators to identify corruption;
- providing guidance on how to avoid corruption;
- disclosing the ways to report corrupt activities;
- highlighting the consequences of non-compliance with the policy.

5. WHAT IS CORRUPTION, BRIBERY AND A FACILITATION PAYMENT?



Corruption is the offering, giving or acceptance of an inducement, reward or payment which may improperly influence the decision or actions of any person, including government officials or political parties (local and foreign). Corruption includes bribery and facilitation payments.



Bribery involves offering something, usually money (but can include gifts, favors, entertainment and accommodation), to gain an unfair advantage. Bribery undermines fairness, transparency, and hampers the functioning of institutions and systems.



Foreign Bribery involves offering, giving, receiving or soliciting something of value, such as money, gifts, or favors, to **influence** the actions or decisions of foreign public officials to gain an unfair advantage in business transactions or obtain improper benefits.



Facilitation payments are improper payments (usually in smaller amounts than a bribe) made to expedite governmental processes.

Refer to Annexure "A" for examples of corrupt activities.

6. PROHIBITED CONDUCT

TFG will not pay, promise or offer to give something to any person (local or foreign) to improperly influence a decision in TFG's favour.

In line with this policy, all Employees and Business Contacts are prohibited from:

- giving, agreeing or offering to give any gratification or promises to another person (local and foreign),
- making or receiving any payment, gifts, whether directly or indirectly to or from any government official (local or foreign), political party or any other person to obtain or keep any business or other advantage, or to expedite any process for or on behalf of TFG.

TFG does not condone any corrupt activities by its Business Contacts.

Gifts that fall within TFG's gift policy are excluded from the scope of this policy. TFG's gift policy, requires the reporting of gifts of any value and it encourages Business Contacts to make charitable contributions instead of giving gifts to Employees.

7. MECHANISMS TO IDENTIFY CORRUPTION

A number of measures will be used by TFG to identify corruption, which include (but are not limited to) -

- regular monitoring of the Deloitte Tip-Off Line reports;
- anti-corruption disclosure (contained in the conflict-of-interest disclosure);
- employee lifestyle audits (as and when required);
- ad hoc Business Contact audits and/or disclosures;
- TFG line management monitoring of gifts received by Employees, either via a gift register or ad hoc when gifts are received by Employees;
- new vendor take-on process which includes background checks and exposure to TFG's policies and Deloitte Tip-Off Line.

8. MEASURES TO AVOID CORRUPTION

These measures shall be deemed as adequate procedures which include (but are not limited to) -

- adhering to TFG's culture and values;
- oversight and top-level commitment;
- avoiding situations where the opportunity for bribery or corruption could take place;
- a gift policy which encourages charitable donations by Business Contacts instead of gifts to Employees;
- training for Employees on how to identify, prevent, avoid and report corrupt activities.

9. HOW TO DISCLOSE CORRUPT ACTIVITIES:

Disclosure mechanisms –

- anonymously via the Deloitte Tip-Off Line (refer to Annexure “B” for the contact details);
- conflict of interest disclosure;
- employees can report any corrupt activities directly to their line manager (either via email or in person). The line manager must then report the corrupt activity (via email) to the Head of Group Legal Compliance (annam@tfg.co.za);
- if the Employee or line manager is uncertain about whether a particular situation is a transgression of this policy or is a corrupt activity, he/she must approach the Head of Group Legal Compliance for guidance;
- where a Business Contact becomes aware of corruption by an Employee, he/she must report the matter to TFG’s Head of Group Assurance (tfg@tip-offs.com).

10. WHAT HAPPENS WHEN A CORRUPT ACTIVITY IS REPORTED?

TFG will investigate the corrupt activity claim/s and where appropriate, report the criminal conduct to the police. As previously mentioned in this policy, TFG takes a zero-tolerance approach to corruption.

Any investigation into corrupt activities will involve the following parties: TFG Forensics, TFG Internal Audit, TFG Legal Compliance, TFG Group Assurance and TFG Human Resources.

11. CONSEQUENCES OF NON-COMPLIANCE WITH THIS POLICY

Failure to comply with this policy will result in disciplinary proceedings in terms of the relevant TFG disciplinary policy, which could result in the termination of employment with TFG. TFG’s disciplinary process will be followed where it is found that an Employee has been involved in or is suspected of being involved in corrupt behaviour.

For Business Contacts, non-compliance will be a material contractual breach, which will result in the termination of the business relationship with TFG.

Employees and Business Contacts have a specific duty to report any corrupt activities which they become aware of. Failure to do so could result in criminal charges being laid against these Employees and Business Contacts.

12. PUBLICATION

For a copy of this policy, please go to TFG's website www.tfglimited.co.za

13. TFG CODE OF ETHICAL CONDUCT:

TFG's Code of Ethical Conduct and the Conflict of Interest Policy is available on request. For a copy, please email annam@tfg.co.za

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15. APPROVAL OF THIS POLICY

ACTION	NAME AND TITLE	CONTACT DETAILS
Approved by:	Social and Ethics Board Committee	company_secretary@tfg.co.za
Owned by:	TFG Company Secretary	company_secretary@tfg.co.za
Administered by:	Head of Group Legal Compliance	annam@tfg.co.za

16. REVIEW OF THIS POLICY

This policy will be reviewed every two years. The next revision date is 31 July 2026.

ANNEXURE A

These are examples of various corrupt practices.
These are not meant to be an exhaustive list.



Cash or gifts given to government officials local or foreign, their family members or friends **to secure or expedite a licence for TFG**



Cash or offers of employment to government officials local or foreign, their family members or friends **in exchange for avoiding a fine for non-compliance**



Paying for travel or accommodation of a government official local or foreign, their family members or friends **so that he/she does not conduct an inspection**



Where a Business Contact of TFG **gives cash** to a government official local or foreign, their family members or friends **to release goods which are being delayed at customs**



Where a Business Contact of TFG **gives cash or gifts** to an Employee **to secure a contract**



Examples of government officials

- Tax authorities
- Customs officials
- Police officers
- Regulatory officials
- Labour inspectors
- Employees of local, foreign, provincial or national government.

ANNEXURE B

Deloitte TIP-OFF LINE DETAILS



SOUTH AFRICA

Toll Free: 0800 118 444
Email: tfg@tip-offs.com
Website: www.tip-offs.com

NAMIBIA

Toll Free: 0800 003 313 (Namibia Telecoms),
08191847 (MTC)
Email: tfg@tip-offs.com
Website: www.tip-offs.com

BOTSWANA

Toll Free: 0800 600 644 (BTC),
1144 (Orange), 71119602 (Mascom),
Email: tfg@tip-offs.com
Website: www.tip-offs.com

LESOTHO

Toll Free: 80022055 (Econet)
Email: tfg@tip-offs.com
Website: www.tip-offs.com

ESWATINI

Toll Free: 8007006 (SPTC)
Email: tfg@tip-offs.com
Website: www.tip-offs.com

ZAMBIA

Toll Free: 260-971 231 250 (Airtel Network
only) normal call rates apply for all other
Zambian networks.
Email: tfg@tip-offs.com
Website: www.tip-offs.com

AUSTRALIA

Toll Free: 1 800 633 293
Email: tfg@tip-offs.com
Website: www.tip-offs.com

UK

Toll Free: 0800 189 1196 (Toll-free access from
fixed line)
Email: tfg@tip-offs.com
Website: www.tip-offs.com

