

# FREIGHT FORWARDING – HANDLING – IMPORT & EXPORT - TRADING



## PROJECTS

CK 96/43347/23  
5 DORMEHL ROAD  
ANDERBOLT  
BOKSBURG NORTH  
JOHANNESBURG  
R.S.A.

TEL: (+27) (11) 894-7591/2  
TEL: (+27) (11) 918-0846/894-5719  
TEL: (+27) (11) 894-1993/6473  
MORNE; (+27) 60 985 5224 / [projects@afnet.co.za](mailto:projects@afnet.co.za)  
JOHN ; (+27) 60 984 9811 / [john@afnet.co.za](mailto:john@afnet.co.za)

P.O.BOX 10109  
EDENGLLEN  
1613

# Human Rights Charter and Code of Conduct

## 1. Introduction

Afnet CC is committed to conducting its operations with integrity, respect, and accountability. As a local and cross-border transport company based in Boksburg, South Africa, and operating throughout Southern Africa, we recognize our responsibility to uphold and promote human rights across our business activities and supply chain.

This Charter and Code of Conduct is guided by:

- The **Constitution of the Republic of South Africa** (1996).
- The **Universal Declaration of Human Rights (UDHR)**.
- The **International Labour Organization (ILO) Conventions**.
- The **United Nations Guiding Principles on Business and Human Rights (UNGPs)**.
- Applicable **national labour laws** in all countries of operation.

## 2. Purpose

The purpose of this Charter is to:

- Establish clear commitments on human rights for Afnet CC.
- Set standards of behaviour for employees, management, contractors, and partners.
- Ensure compliance with labour and human rights obligations across local and cross-border operations.

# FREIGHT FORWARDING – HANDLING – IMPORT & EXPORT - TRADING



## PROJECTS

CK 96/43347/23  
5 DORMEHL ROAD  
ANDERBOLT  
BOKSBURG NORTH  
JOHANNESBURG  
R.S.A.

TEL: (+27) (11) 894-7591/2  
TEL: (+27) (11) 918-0846/894-5719  
TEL: (+27) (11) 894-1993/6473  
MORNE; (+27) 60 985 5224 / [projects@afnet.co.za](mailto:projects@afnet.co.za)  
JOHN ; (+27) 60 984 9811 / [john@afnet.co.za](mailto:john@afnet.co.za)

P.O.BOX 10109  
EDENGLLEN  
1613

## 3. Scope

This Charter applies to:

- All Afnet CC employees, management, and directors.
- Contractors, subcontractors, and business partners.
- Suppliers and third parties involved in our logistics and transport operations.

## 4. Human Rights Commitments

### 4.1 Freedom of Association and Collective Bargaining

- All employees have the right to **form, join, and participate in trade unions or workers' associations** of their choice, without intimidation or retaliation.
- Afnet CC recognizes and respects the right to **collective bargaining** in accordance with labour laws.
- Workers shall not be penalized, dismissed, or discriminated against for exercising their right to association.

### 4.2 Prevention of Forced and Compulsory Labour

- Afnet CC prohibits **any form of forced, bonded, or indentured labour**.
- Workers shall not be required to surrender identification papers, passports, or personal belongings.
- All employment is based on **free will**, with employees free to leave their job in accordance with legal notice periods.

### 4.3 Prohibition of Child Labour

- No person under the **minimum age of 18 years** shall be employed in hazardous work such as heavy transport, driving, cargo handling, or cross-border logistics.
- Employment of children below the **national minimum legal working age** is strictly prohibited.
- Afnet CC supports educational opportunities and refuses to exploit child labour in any form.

# FREIGHT FORWARDING – HANDLING – IMPORT & EXPORT - TRADING



## PROJECTS

CK 96/43347/23  
5 DORMEHL ROAD  
ANDERBOLT  
BOKSBURG NORTH  
JOHANNESBURG  
R.S.A.

TEL: (+27) (11) 894-7591/2  
TEL: (+27) (11) 918-0846/894-5719  
TEL: (+27) (11) 894-1993/6473  
MORNE; (+27) 60 985 5224 / [projects@afnet.co.za](mailto:projects@afnet.co.za)  
JOHN ; (+27) 60 984 9811 / [john@afnet.co.za](mailto:john@afnet.co.za)

P.O.BOX 10109  
EDENGLLEN  
1613

## 4.4 Non-Discrimination and Equal Opportunity

- Afnet CC is committed to a **workplace free from discrimination** based on race, gender, age, disability, religion, culture, political opinion, sexual orientation, nationality, or social origin.
- Employment, promotion, training, and remuneration are based solely on **qualifications, performance, and merit**.
- Harassment, bullying, intimidation, or degrading treatment will not be tolerated.

## 5. Working Conditions and Labour Rights

- Compliance with all applicable **labour, occupational health and safety, and social security laws**.
- Provision of **fair wages** that meet or exceed legal minimum standards.
- **Safe and healthy working conditions** in line with South African and international safety standards.
- Respect for **reasonable working hours, rest periods, and leave entitlements**.
- Provision of **appropriate personal protective equipment (PPE)** for all operational activities.

## 6. Implementation and Accountability

### 6.1 Responsibilities

- **Management:** Ensure enforcement of this Charter in all operations and across the supply chain.
- **Employees:** Uphold the principles of the Charter in daily conduct and report violations.
- **Suppliers/Partners:** Align their practices with Afnet CC's human rights commitments.

# FREIGHT FORWARDING – HANDLING – IMPORT & EXPORT - TRADING



## PROJECTS

CK 96/43347/23  
5 DORMEHL ROAD  
ANDERBOLT  
BOKSBURG NORTH  
JOHANNESBURG  
R.S.A.

TEL: (+27) (11) 894-7591/2  
TEL: (+27) (11) 918-0846/894-5719  
TEL: (+27) (11) 894-1993/6473  
MORNE; (+27) 60 985 5224 / [projects@afnet.co.za](mailto:projects@afnet.co.za)  
JOHN ; (+27) 60 984 9811 / [john@afnet.co.za](mailto:john@afnet.co.za)

P.O.BOX 10109  
EDENGLLEN  
1613

## 6.2 Grievance Mechanism

- Employees and partners shall have access to a **confidential reporting system** to raise concerns about violations.
- Complaints will be investigated promptly, fairly, and without retaliation.
- Corrective measures will be implemented for any breach of this Charter.

## 6.3 Monitoring and Compliance

- Regular **audits and assessments** of compliance with this Charter.
- Training and awareness programs for employees and contractors.
- Immediate disciplinary action, up to contract termination, for violations.

---

## 7. Community and Stakeholder Engagement

- Afnet CC commits to **engage respectfully with communities** in the regions where we operate.
- We will avoid negative human rights impacts on local populations and work towards **sustainable development goals (SDGs)**.

---

## 8. Continuous Improvement

Afnet CC will regularly **review and update** this Charter to align with evolving best practices, international standards, and stakeholder expectations.