

AGRICULTURAL BUSINESS CHAMBER

("AGBIZ")

CODE OF CONDUCT

Introduction

The Constitution of Agbiz ("the Constitution") makes reference to the Agbiz Code of Conduct ("the Code") and commits the organisation to applying the principles of good corporate governance in all its operations and activities to the extent applicable and to upholding its values as set out in the Code. In terms of the Constitution, members of Agbiz are also expected to subscribe to both the Constitution as well as the Code. Wilful actions that are contrary to the provisions of the Code can, among other things, result in potential suspension or even termination of membership based on the outcome of the process as set out in the Constitution.

Considering the foregoing, it is important to not only have a Code as envisaged but also to ensure that the necessary clarity and guidance is provided to all those who engage with Agbiz in different capacities on the values of the organisation as well as how these translate into expected behaviour.

It is important to note that the guidance provided in the Code is not exhaustive as it is impossible to provide for all possible scenarios. Those engaging with Agbiz, including but not limited to the members of Agbiz, need to first and foremost consider the spirit of the Code in evaluating the appropriateness or otherwise of its intended activities and/or approach to matters that are directly or indirectly related to Agbiz. An approach of substance over form should therefore form the basis of the application of the Code.

Application of the Code

This Code is applicable to Agbiz, all of its governance structures and individuals involved in such structures, employees, agents, authorised representatives and all members of the organisation.

The Code should be read together with the Constitution as well as all related policies and procedures formally adopted and communicated by Agbiz from time to time.

Strategic Intent

The strategic intent of Agbiz is to advocate for and facilitate a favourable agribusiness environment for its members to perform competitively and sustainably.

Agbiz Culture and Reputation

Agbiz is an inclusive, voluntary association of agribusinesses that co-operates positively and acts dynamically, creatively and with integrity.



The culture of Agbiz is to subscribe to the values as set out in this Code. As per the Constitution, one of the key objectives of Agbiz is to create a spirit of co-operation and goodwill in the furtherance of its strategic intent.

Similar to individuals, the reputation of Agbiz is its most valuable asset and the organisation and all its stakeholders should do whatever is necessary to not only protect but also enhance its reputation, being guided in this by the Agbiz values as set out herein. Any activities that do or have the potential to bring Agbiz into disrepute will be dealt with in an objective, fair and transparent manner.

Agbiz Values

The values of Agbiz and examples of the application thereof as elaborated on below should guide Agbiz and all its stakeholders in the manner in which they conduct themselves at all times and in particular when engaging in Agbiz affairs or matters that could directly or indirectly impact Agbiz¹:

- Ethical business
 - Agbiz maintains the highest ethical standards in carrying out its activities and pursuing its strategic intent.
 - Agbiz is a law-abiding citizen of this country and complies with all applicable laws and regulations.
- Accountability and responsibility
 - Agbiz continuously evaluates its actions and/or omissions against the need for accountability and accepts that it must deal with the consequences of its activities in a responsible, objective and transparent manner.
 - Agbiz appreciates its role as a responsible corporate citizen in the workplace, economy, society and in respect of the environment.
- Leadership
 - Agbiz is an independent and autonomous leader in the agribusiness environment that recognises its responsibility to set the appropriate example in contributing in a constructive and open manner to address matters of importance to the South African society, including among other the furtherance of transformation and the prevention of corruption.
 - Agbiz recognises and supports the principle of ethical and effective leadership in the organisation that results in the outcomes of an ethical culture, value creation for the organisation and its stakeholders, legitimacy and effective control over the business and affairs of Agbiz.
- Trust
 - Agbiz recognises that the foundation of accountability is trust and that trust cannot be demanded, but only earned through consistent application of stated values and principles.

¹ References to Agbiz include Agbiz stakeholders where appropriate and should be interpreted accordingly.



- Agbiz will pursue the necessary actions and/or omissions to maintain and enhance the trust held by others in the organisation by, among other, focusing on the pursuit of its strategic intent without getting involved in politics or unnecessary controversy.
- Competence
 - Agbiz protects its trustworthiness by among other things competent performance in the pursuit of its strategic intent.
 - Agbiz displays and enhances the characteristics and skills that enable and improve the efficient fulfilment of its mandate.
- Quality service
 - Agbiz provides dynamic, efficient and professional services while continuously seeking opportunities to grow in influence in the interest of the agribusiness and cultivating positive interaction and co-operation with all relevant stakeholders in this industry.
 - Agbiz values and empowers its employees and agents as a responsible employer to assist the organisation in fulfilling its mandate in a manner that is aligned with the aspirations as set out in the Code while also taking constructive action to address any failure in this regard.
- Excellent communication
 - Agbiz supports the principle of transparency and communicates in an effective, open and honest manner.
 - Agbiz has implemented and will maintain the required assurance framework and internal controls to ensure the integrity of information used both for internal decision-making purposes as well as external engagement and reporting purposes.

Enforcement of the Code

Agbiz stakeholders as referred to in the Code are encouraged to not only continuously assess their own conduct against the Agbiz values and guidance provided by the Code, but to also immediately report any incidences that they know or have reason to believe may be contrary to these values.

Genuine concerns raised in good faith will be investigated by Agbiz. The organisation and its leadership will take appropriate action which may, depending on the identity of the transgressor, include, but not be limited to, disciplinary action and possible dismissal, blacklisting, suspension or termination of membership.

Need for guidance

Should you require any guidance as to the application of the Code and/or the interpretation of the content, do not hesitate to contact the Agbiz Executive Director.

THE AGBIZ CODE OF CONDUCT HAS BEEN FORMALLY ADOPTED BY THE AGBIZ COUNCIL ON 26 AUGUST 2021.

