

In a world that's constantly reinventing itself, we need **new skills, talents** and **capabilities** to interact, connect and collaborate.

Adcorp Group

Just Transition Statement

adcorp

Connecting Human Potential



The Adcorp Group is committed to using its capabilities and market position to improve socio-economic conditions in our communities by increasing employability and connecting people with opportunities

Adcorp Group Just Transition Statement

Process Area	Human Resources – Corporate Citizenship	Statement Owner:	Chief People Officer
Statement Title:	Group Just Transition Statement	Revision No.:	0
Statement No.:	CC- STA-002	Approved by	Chief Executive Officer
Effective Date:	May 2024	Next Revision Date:	May 2025

Approved by

<p>Statement Owner:</p> <p>Vinolia Singh</p> <p>Chief People Officer</p>	<p>_____</p> <p>Date</p>
<p>Approved By:</p> <p>Dr John Wentzel</p> <p>Chief Executive Officer</p>	<p>_____</p> <p>Date</p>

ADCORP GROUP JUST TRANSITION STATEMENT

What is the Just Transition?

The Just Transition represents the pathway from an economy heavily reliant on fossil fuels and environmentally damaging practices to one that is sustainable and equitable. It seeks to mitigate the socioeconomic and environmental impacts of economic restructuring, particularly on workers, communities, and marginalised groups.

Adcorp's Role in the Just Transition

Adcorp, a leader in workforce solutions, is committed to facilitating a global transition to a sustainable and just economy. This encompasses not only a move towards renewable energy but a reevaluation of economic systems to emphasize justice, equity, and sustainability. Adcorp aims to ensure the wellbeing of its employees, communities, and the planet by promoting shared benefits from this transition and leaving no one behind.

Key Principles of Adcorp's Just Transition Approach

- **Job creation:** Support the development of rewarding jobs within the green economy.
- **Support for affected workers:** Contribute to the upskilling of workers and communities impacted by the economic shift.
- **Social Inclusion:** Foster inclusive growth and equity.
- **Workers' Rights:** Safeguard the rights and freedoms of workers.

Adcorp's Pledges

- **Diversity, Inclusion, and Belonging (DIB):** Commit to DIB in the workforce, ensuring equal access to opportunities for all individuals.
- **Upskilling and Reskilling:** Provide programmes for workers to gain skills relevant to the evolving job market and emerging industries.
- **Worker Welfare:** Prioritise employee wellbeing in a safe, respectful, and inclusive work environment.

- **Transparency and Accountability:** Maintain openness and adhere to the commitments made in the Just Transition statement.
- **Stakeholder Engagement:** Engage stakeholders for continuous improvement and incorporate their feedback.
- **Continuous Improvement:** Dedicate to ongoing learning and leadership in sustainable workforce solutions.

Vision and Invitation

Adcorp envisions being a catalyst for positive change in the labour market, facilitating smooth transitions for individuals, organisations, and society towards a sustainable, fair and thriving future. We invite our partners, customers and communities to join in realising the Just Transition, embodying a commitment to a world where economic and technological advancements benefit everyone.