

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

Adcorp Group

Supplier Code of Conduct

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 SUPPLIER CODE OF CONDUCT

Process Area:	Procurement	Policy Owner:	Head: Treasury, Procurement and Facilities
Policy Title:	Supplier Code of Conduct	Revision No.:	3
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This Supplier Code of Conduct (the "Code") is applicable to Adcorp Holdings Limited and its subsidiaries in all geographies in which it operates hereinafter referred to as "Adcorp".

Summary

The Code articulates Adcorp's commitment to ethical and sustainable business practices throughout our supply chain. The Code establishes the values, standards, principles, and guidelines that govern Adcorp's relationships with all suppliers, including contractors, advisors, consultants, agents, and other providers of goods and services (collectively, "Suppliers"). Adcorp expects all Suppliers to adhere to this Code as a minimum standard for engagement, demonstrating their commitment to responsible and ethical business conduct, respect for human rights, and the prevention of modern slavery.

Approval

Owned by  26 February 2026 Sthabile Msiza Head: Treasury, Procurement and Facilities	Endorsed by  27/02/2026 Brandon Urdang Group Head: Sustainability
Approved on behalf of SESCom  Ronel Van Dijk Chairperson SESCom	Approved on behalf of the executive committee  5/03/2026 Noel Prendergast Adcorp Group CFO

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1. Introduction

1.1 Introduction

Adcorp is a workforce solutions provider with a significant footprint across South Africa and Australia. Our **purpose** is to enable agile, focused, and skilled workforces for the future. Our **Corporate Citizenship vision** is to foster fair and efficient labour markets by delivering decent and dignified work, creating value for our customers and employees, and ultimately contributing to a sustainable future. To realise this vision, we require a resilient, transparent, and accountable supply chain that aligns with our purpose and values. Adcorp has five core values: Agility, Customer Centricity, Diversity and Inclusion, Respect, and Teamwork.

Adcorp is committed to fostering sustainable and ethical business practices. We recognise our responsibility to improve socio-economic conditions in our communities by connecting people with opportunities and to conduct our business in a manner that respects human rights, promotes integrity, and ensures fairness.

This Code forms part of Adcorp's third-party risk management documents and is integrated into supplier onboarding, contracting, performance management, and exit processes. As such, Adcorp expects all Suppliers to adhere to this Code as a minimum standard for engagement including mandatory requirements (which suppliers must implement), recommended practices and progressive improvement expectations (which suppliers are encouraged to implement) as Adcorp embarks on this journey with its suppliers. This Code applies to all suppliers, subcontractors, labour brokers, recruitment agencies, joint venture partners, and any other third parties engaged in the delivery of goods or services to Adcorp.

1.2 Purpose of the Code

This Code outlines Adcorp's expectations for all Suppliers. The purpose of this Code is to define the principles that Suppliers must adhere to regarding ethical conduct, human rights, labour practices, environmental responsibility, and compliance with all applicable laws. This Code also articulates Adcorp's zero-tolerance approach to modern slavery, human trafficking, and child labour. Compliance with this Code constitutes a material condition of doing business with Adcorp and forms part of all supplier contractual agreements.

Adcorp applies a risk-based approach to supplier oversight, considering supplier risk profile, spend category, geographic exposure, and ESG risk.

2. Core Principles and Expectations

2.1 Management Systems Expectations

Adcorp expects Suppliers to implement and maintain appropriate management systems to ensure compliance with this Code and all applicable laws and regulations. The design and complexity of these systems should be proportionate to the supplier's size, the nature and scope of its operations, and the level of risk associated with its activities. Such systems should include:

- 2.1.1 Processes for identifying, assessing, and mitigating risks related to ethical conduct, human rights, labour practices, and modern slavery.
- 2.1.2 Regular monitoring and auditing of compliance.
- 2.1.3 Training and awareness programmes for employees.
- 2.1.4 Effective communication and reporting mechanisms.

Mandatory requirements

Suppliers are required to conduct their business ethically with Adcorp's mandatory requirements detailed in section 2.2.1 to 2.3.12 and shall be required to declare their adherence to these requirements in a declaration survey conducted jointly by Adcorp's Procurement and Corporate Citizenship departments and by providing compliance documentation where applicable.

2.2 Ethical Business Conduct

2.2.1 Compliance and Integrity

Suppliers must conduct all business activities ethically, honestly, and with integrity. Suppliers must comply with all applicable laws, rules, and regulations in the jurisdictions where they provide services or goods to Adcorp and in all jurisdictions where they operate.

2.2.2 Anti-Bribery, Corruption, and Money Laundering

Adcorp has a zero-tolerance approach to all forms of bribery, corruption, extortion, embezzlement, and money laundering, and Suppliers must uphold the same standards. Suppliers must comply with all applicable anti-bribery and anti-corruption laws and regulations, in the jurisdictions where they provide services or goods to Adcorp and in all jurisdictions where they operate.

Suppliers must not, directly or indirectly, offer, promise, give, solicit, or accept any undue financial or other advantage, including kickbacks or facilitation payments, to influence

decision-making or obtain an improper business advantage. Suppliers must also implement appropriate controls to prevent money laundering, which includes but is not limited to:

- Concealing the origins of illegally obtained funds.
- Structuring transactions to evade reporting requirements.
- Engaging in transactions designed to disguise the true nature, source, location, ownership, or control of the proceeds of crime.

2.2.3 Anti-Terrorism Financing

Suppliers must comply with all applicable laws and regulations related to anti-terrorism financing. Suppliers must not engage in any transactions that could directly or indirectly support terrorist activities. Suppliers should implement appropriate due diligence measures to ensure that funds and other assets are not being used for illegal purposes.

2.2.4 Competition Law

Suppliers must comply with all applicable antitrust and competition laws. Suppliers must not engage in any anti-competitive practices, such as price-fixing, bid-rigging, market allocation, or collusion.

2.2.5 Conflicts of Interest

Suppliers must avoid any conflicts of interest or situations that may create the appearance of a conflict of interest. Suppliers must disclose to Adcorp any actual or potential conflicts of interest, including personal relationships, gifts and hospitality and financial interests in the prescribed Conflict of Interest Disclosure Form (Annexure C).

2.2.6 Gifts and Entertainment

The offering or accepting of gifts, hospitality, or entertainment should be limited to reasonable and bona fide expenditures. Gifts or entertainment must not be used to influence business decisions or gain an unfair advantage. Adcorp has the following guidelines and limits when it comes to gifts and entertainment:

All gifts, entertainment, or hospitality with an estimated value exceeding R3,000 or \$300 in Australia, (or the equivalent of R3,000 in any other currency), as well as any gifts or benefits received frequently or on a recurring basis from the same giver, must be reported to the Head: Group Risk and Compliance at compliance@adcorpgroup.com. The email should contain the following information:

- i. Nature of gift i.e. gift/entertainment/hospitality
- ii. Description of gift
- iii. Name of recipient
- iv. Name of giver (donor)
- v. Relationship between recipient and giver
- vi. Estimated retail value
- vii. Motivation for giving or acceptance of the gift

The following gifts are strictly prohibited:

- Giving and receiving of cash or cash equivalent including vouchers.
- The giving and receiving of any gifts, entertainment and/or hospitality in exchange for a contract, tender or any other benefit.
- The giving or receiving of any gifts, entertainment and/or hospitality that creates an obligation to reciprocate or might influence business judgement or an outcome of a business decision.
- Gifts, entertainment and/or hospitality offered for something in return.
- Gifts, entertainment and/or hospitality that is in breach of laws in the operating jurisdiction.
- Gifts given to family members of employees or representatives by suppliers.
- Gifts, entertainment and/or hospitality or incurring any expenses that has been requested by the client.

2.2.7 Confidentiality and Data Protection

Suppliers must protect the confidentiality of Adcorp's information and must not use it for any unauthorised purpose. Suppliers must also comply with all applicable data privacy laws and regulations and protect the personal data of their employees, workers, and any other individuals.

2.2.8 Disclosure of Information

Suppliers must provide accurate and timely information regarding their business activities, structure, and financial situation, in accordance with applicable laws and regulations.

2.3 Human Rights and Labour Practices

2.3.1 Human Rights

Adcorp is committed to respecting human rights, and we expect our Suppliers to do the same. Suppliers must uphold the fundamental principles of human rights, as outlined in the United Nations Universal Declaration of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises. Suppliers must respect and protect the rights of all individuals, and under no circumstances, should Suppliers partake in discrimination, harassment, or any form of human rights abuse.

2.3.2 Non-Discrimination

Suppliers must not engage in discrimination in any employment practice, including hiring, compensation, promotion, discipline, termination, or retirement, based on race, age, gender, sexual orientation, ethnicity, disability, religion, pregnancy, political affiliation, union membership, national origin, language, or any other legally protected characteristic.

2.3.3 Modern Slavery

Adcorp has a zero-tolerance approach to modern slavery, which includes forced labour, debt bondage, human trafficking, slavery, servitude, deceptive recruiting for labour or services, and child labour. **Suppliers must:**

- Prohibit the use of any form of modern slavery in their operations and supply chains.
- Identify and assess the risks of modern slavery.
- Implement due diligence to prevent and mitigate those risks.
- Ensure that workers are not subjected to coercion, threats, or any form of exploitation.
- Comply with the Australian Modern Slavery Act 2018 (Cth), the UK Modern Slavery Act 2015, South African labour laws, and all other applicable laws related to modern slavery within their jurisdiction.

2.3.4 Child Labour

Suppliers must not employ children in violation of applicable laws. The minimum age for employment must not be below the age of 15, or the local legal minimum age, whichever is higher.

2.3.5 Forced Labour and Harassment

Suppliers must not use forced, bonded, or indentured labour, or any other form of compulsory labour. Suppliers must provide a workplace free from harassment, intimidation, bullying, and any form of abuse.

2.3.6 Freedom of Association

Suppliers must respect the rights of employees to associate freely, join or form trade unions, and bargain collectively, in accordance with applicable laws.

2.3.7 Fair Labour Practices

Suppliers must comply with all applicable wage and working hour laws and regulations, including those pertaining to minimum wage, overtime pay, working hours, and rest periods. Suppliers must provide safe and healthy working conditions, including adequate sanitation, ventilation, and emergency procedures.

2.3.8 Recruitment fees

Suppliers shall not charge workers any fees or costs associated with recruitment or placement for employment, including but not limited to application fees, placement fees, or any other related charges. The responsibility for all such fees and costs shall lie solely with the supplier.

2.3.9 Retention of Identity Documents

Suppliers shall not retain original identity documents of workers, such as passports, identity cards, or work permits, as a condition of employment.

2.3.10 Fair, Equitable and Responsible Remuneration

Suppliers shall ensure that remuneration practices are fair, equitable, and responsible. Wages and benefits shall comply with all applicable laws and regulations, including those related to minimum wage, overtime pay, and legally mandated benefits. Suppliers should strive to provide remuneration that is competitive within the local industry and sufficient to meet workers' basic needs. Remuneration should be equitable, without any unjustified disparities based on gender or any other protected characteristic.

2.3.11 Health and Safety

Suppliers must provide a safe and healthy working environment for all employees. Suppliers shall comply with all applicable occupational health and safety laws and regulations. Suppliers must implement appropriate measures to prevent workplace hazards, accidents, and injuries.

This includes providing necessary safety equipment, training, and procedures, as well as establishing systems for reporting and addressing health and safety concerns.

2.3.12 Wellbeing

Suppliers are encouraged to promote the wellbeing of their employees. This may include providing access to health and wellness programmes, promoting work-life balance, and creating a supportive work environment.

Recommended supplier practices

Sections 2.4 and 2.5 of this code detail Adcorp's recommended practices with starting points being defined and benchmarked for progressive improvement initiatives.

2.4 Environmental Responsibility

2.4.1 Environmental Management

Suppliers are expected to conduct their operations in an environmentally responsible manner. Suppliers should strive to minimise their environmental footprint and promote sustainable practices.

2.4.2 Environmental Compliance

Suppliers must comply with all applicable environmental laws, regulations, and standards in as applicable to their business in the jurisdictions where they provide services or goods to Adcorp and in all jurisdictions where they operate. Suppliers must obtain and maintain all necessary environmental permits and licenses.

2.4.3 Sustainable Practices

Suppliers are encouraged to implement practices such as:

- Efficient use of energy and water.
- Reduction of waste and emissions.
- Responsible use of resources.
- Promotion of recycling.

2.4.4 Just Transition

Suppliers are encouraged to support a just transition to a sustainable, low-carbon economy. This includes considering the social and economic impacts of the transition on workers and communities, promoting skills development and reskilling, and supporting efforts to create decent work opportunities in sustainable industries.

2.5 Corporate Citizenship

Suppliers are encouraged to contribute to the social and economic development of the communities in which they operate.

3. Monitoring and Compliance

3.1 Compliance and Documentation

Suppliers must maintain accurate records necessary to demonstrate compliance with this Code and all applicable laws and regulations. Adcorp reserves the right to request information and documentation from Suppliers to verify compliance. Adcorp may conduct audits and inspections of supplier facilities, with reasonable written notice, to assess compliance with this Code.

3.2 Reporting Violations

Adcorp encourages Suppliers and their employees to report known or suspected violations of this code to Adcorp in good faith, and without fear of retaliation. Adcorp provides an independent whistleblower hotline, managed by Deloitte, where reports can be made anonymously.

Independent, Anonymous, Deloitte Managed: Whistleblowers Hotline

Adcorp Group Ethics Line

Free call: 0800 22 32 11

Website: <http://tip-offs.com>

Email: advalue@tip-offs.com

To protect those speaking up, every report is treated confidentially and thoroughly investigated.

For guidance, please contact us on CorporateCitizenship@adcorpgroup.com

3.3 Consequences of Non-Compliance

Failure to comply with this Code may result in actions, up to and including termination of the business relationship. Adcorp will work with Suppliers to address non-compliance and implement corrective actions. However, Adcorp reserves the right to terminate its relationship with any supplier that fails to meet the requirements of this Code or refuses to cooperate with efforts to address non-compliance.

4. Governance

Adcorp reserves the right to amend this Code from time to time. Adcorp will communicate any changes to this Code to Suppliers in a timely manner.

Document History

Version	Date	Author	Change
1.0	16 April 2020	L Tlale, N May	Original Document
2.0	17 January 2023	N Hlophe	Further Updates and Refinements
3.0	28 February 2026	B Ngidi, B Urdang	Updated to include ESG criteria and requirements

5. Glossary of Terms

- **Anti-bribery:** Actions taken to prevent the offering, promising, giving, accepting, or soliciting of an advantage to influence a decision or action.
- **Anti-corruption:** Actions taken to prevent dishonest or fraudulent conduct, typically involving bribery.
- **B-BBEE:** Broad-Based Black Economic Empowerment. A South African initiative to redress the inequalities of Apartheid by promoting the participation of black people in the economy.
- **Child labour:** The employment of children below the legal minimum age or in hazardous work that harms their health, safety, or morals.
- **Conflict of interest:** A situation in which a person or entity has competing interests that could improperly influence their actions or decisions.
- **Corporate Citizenship:** The responsibilities of a business to society, including ethical, legal, and economic considerations. This term is often used interchangeably with ESG (Environmental, Social, and Governance) and Sustainability.
- **Data Protection:** Safeguarding information that relates to an identified or identifiable natural person.
- **Discrimination:** Unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex, disability or other protected characteristics.
- **Environmental Impact:** The effect that human activities have on the environment.
- **Forced labour:** Work or service performed involuntarily under the threat of penalty.
- **Freedom of Association:** The right of employees to join or form trade unions and to bargain collectively.

- **Human trafficking:** The recruitment, transportation, harbouring, or receipt of persons by means of coercion, abduction, fraud, or deception for exploitation.
- **Integrity:** The quality of being honest and having strong moral principles.
- **Just Transition:** A transition to a sustainable economy in a way that is fair and inclusive to all, creating decent work opportunities and leaving no one behind.
- **Modern slavery:** A range of exploitative practices, including forced labour, debt bondage, human trafficking, slavery, and servitude, which deprive a person of their freedom and basic human rights.
- **POPIA:** Protection of Personal Information Act. South African legislation that protects personal information.
- **Remuneration:** Payment for work or services.
- **Supply chain:** The network of organisations and activities involved in the production and distribution of goods or services.
- **Transparency:** Operating in such a way that it is easy for others to see what actions are performed.

Annexures

List of Annexures that are found on the subsequent pages:

- **Annexure A:** South Africa-Specific Information
 - Details on relevant legislation (e.g., B-BBEE, POPIA, Labour Relations Act).
 - Specific requirements for South African Suppliers.
- **Annexure B:** Australia-Specific Information
 - Details on relevant legislation (e.g., Modern Slavery Act , Fair Work Act).
 - Specific requirements for Australian Suppliers.
- **Annexure C:** Conflict-of-Interest Disclosure Form
 - Form for Suppliers to disclose any potential conflicts of interest.
- **Annexure D:** Supplier Pledge of Ethical and Sustainable Business Practices
 - Form for Suppliers to acknowledge and agree to the Code.
 - Supplier pledge

Annexure A: South Africa-Specific Information

This annexure provides information specific to Suppliers operating in South Africa.

- **Broad-Based Black Economic Empowerment (B-BBEE)**

Adcorp is committed to promoting Broad-Based Black Economic Empowerment (B-BBEE) and requires Suppliers to comply with relevant B-BBEE legislation and regulations. Suppliers must provide their valid B-BBEE certificate or affidavit. Compliant means an empowerment supplier with a B-BBEE score level of One, Two or Three.

- **Labour Legislation**

Suppliers must comply with all applicable South African labour laws, including, but not limited to:

- Constitution of the Republic of South Africa, Act
- Basic Conditions of Employment Act
- Broad-Based Black Economic Empowerment Act
- Employment Equity Act
- Labour Relations Act
- Occupational Health and Safety Act
- Compensation for Occupational Injuries and Diseases Act (COIDA)
- Prevention and Combating of Trafficking in Persons Act

- **Data Privacy**

Suppliers must comply with the Protection of Personal Information Act (POPIA) and any other applicable data privacy legislation when processing personal information.

- **Compliance with ECTA and Cybercrimes Legislation**

Suppliers must comply with the Electronic Communications and Transactions Act No. 25 of 2002 (ECTA), which governs the legal validity, formation, and execution of electronic communications and transactions, including obligations relating to data integrity and authentication. Suppliers must, as soon as reasonably practicable, comply with all applicable provisions of the Cybercrimes Act No. 19 of 2020, including the statutory duty to report specified cyber offences to the South African Police Service within 72 hours. Non-compliance with either statute may result in criminal prosecution, administrative penalties, or imprisonment.

- **Supplier Documentation Requirements**

The below are deemed compliance documents that are to be submitted by the supplier prior to engagement with Adcorp:

- Bank Confirmation Letter (not older than 3 months)
- B-BBEE Certificate or Sworn Affidavit, if applicable, for South African Suppliers exempt due to annual turnover below R 10,000,000 (not older than 12 months)
- COIDA Labour Insurance Documents
- Company Registration Documents
- Financial Statements (where necessary as Deemed by Adcorp)
- Letter of Good Standing from the Department of Labour
- Tax-Compliance Certificate (VAT registration)
- Other Compliance Documents as Deemed Necessary by Adcorp
- Vendor Application Form
- Workday Portal to Load Compliance Documents

Annexure B: Australia-Specific Information

This annexure provides information specific to Suppliers operating in Australia. The below indicates the latest version of the applicable laws and regulations.

1. Management Systems

- Corporations Act – director and officer duties to ensure proper governance and compliance systems.
- Australian Consumer Law (Competition and Consumer Act, Sch 2) – ensures fair trading and truthful representations in supply chain dealings.

2. Ethical Business Conduct

2.2.1 Compliance and Integrity

- Corporations Act – general duties and prohibitions on misleading conduct.
- Australian Consumer Law – prohibits misleading or deceptive conduct.

2.2.2 Anti-Bribery, Corruption, and Money Laundering

- Criminal Code Act – Division 70 (foreign bribery) and Division 141–142 (domestic bribery and corrupting benefits).
- Anti-Money Laundering and Counter-Terrorism Financing Act – obligations on preventing, detecting, and reporting money laundering.

2.2.3 Anti-Terrorism Financing

- Criminal Code Act – terrorism financing offences (Part 5.3).
- Charter of the United Nations Act – sanctions compliance.

2.2.4 Competition Law

- Competition and Consumer Act – prohibitions on cartel conduct, anti-competitive arrangements, and misuse of market power.

2.2.5 Conflicts of Interest

- Corporations Act – directors' and officers' duties to avoid conflicts.
- Public procurement context: Commonwealth Procurement Rules (if supplying to government).

2.2.6 Gifts and Entertainment

- Criminal Code Act – bribery provisions (as above).
- State/Territory public sector anti-corruption legislation – e.g., ICAC Acts if dealing with public officials.

2.2.7 Confidentiality and Data Protection

- Privacy Act – Australian Privacy Principles (APPs).
- Security of Critical Infrastructure Act – if applicable to critical sectors.

2.2.8 Disclosure of Information

- Corporations Act 2001 – continuous disclosure for listed companies, misleading conduct provisions.

3. Human Rights and Labour Practices

3.3.1 Human Rights

- While there is no single Australian Human Rights Act at federal level, relevant protections are in:
 - Racial Discrimination Act
 - Sex Discrimination Act
 - Disability Discrimination Act
 - Age Discrimination Act
 - State/Territory human rights and anti-discrimination laws (e.g., Victoria's Charter of Human Rights).

3.3.2 Non-Discrimination

- Same as above anti-discrimination legislation.

3.3.3 Modern Slavery

- Modern Slavery Act – mandatory reporting for large entities; obligations to address risks.

3.3.4 Child Labour

- Fair Work Act – national minimum employment age requirements in certain industries.
- State/Territory child employment laws (e.g., Child Employment Act 2003 (Vic)).

3.3.5 Forced Labour and Harassment

- Fair Work Act – protections against coercion, undue influence, and workplace bullying.
- Work Health and Safety Acts – duty to eliminate or minimise harassment risks.

3.3.6 Freedom of Association

- Fair Work Act– right to join a union, protection from adverse action.

3.3.7 Fair Labour Practices

- Fair Work Act – National Employment Standards (NES), modern awards, enterprise agreements.

3.3.8 Health and Safety

- Work Health and Safety Act 2011– for Commonwealth and harmonised jurisdictions; or State equivalents.

3.3.9 Wellbeing

- No direct statute, but part of WHS duty of care to ensure workers' health and wellbeing (including psychological health).

4. Environmental Responsibility

- Environment Protection and Biodiversity Conservation Act– main federal environmental law.
- State/Territory environmental protection laws (e.g., NSW Protection of the Environment Operations Act).
- National Greenhouse and Energy Reporting Act– emissions reporting.
- Waste Reduction and Recycling Acts (State/Territory level).

5. Corporate Citizenship

- No single federal law; draws from the above environmental, labour, and anti-discrimination legislation.
- Corporations Act – directors' duties to act in good faith in the best interests of the company, considering broader stakeholder interests.
- **Supplier Documentation Requirements**
 - Worker Compensation Policies
 - Public Indemnity/Public Liability Policy
 - Professional Indemnity Policy

Annexure C: Conflict-of-Interest Disclosure Form

CONFLICT-OF-INTEREST DISCLOSURE FORM			
Supplier Company Name:		Company Registration No:	
Adcorp is committed to fairness and integrity in its procurement processes. To ensure this, all Suppliers (including affiliates, partners in joint ventures, and subcontractors) must disclose any actual or potential conflicts of interest. Please complete this form accurately and provide detailed explanations for any "Yes" responses.			
Please answer the following questions by checking "Yes" or "No"	Response		Comments /Information provided
	Yes	No	
Do you acknowledge and understand Adcorp's requirements for ethical conduct and the disclosure of conflicts of interest, as outlined in Adcorp's policies?			
Are you, employees or directors of your company or the owner or shareholder of your company related to any Adcorp employee involved in the procurement process (e.g. family, close personal relationship or business associate)?			
Have you or your company provided consulting services for this specific procurement process or project?			
To the best of your knowledge, has Adcorp offered employment to any of your company's employees in the last 12 months?			
Is your company submitting more than one bid in this procurement process?			
In the last 12 months, has your company hired any Adcorp employee who was directly involved in the preparation or implementation of this procurement process?			

In the last 3 years, has any owner, director, or partner of your company held a position in government (e.g., a ministerial position) that could influence this procurement process?			
Declaration I/We hereby certify that: - I/We have read and understood the contents of this Conflict-of-Interest Disclosure Form. - I/We have disclosed all actual or potential conflicts of interest to the best of my/our knowledge. I/We understand that Adcorp shall determine, in its sole discretion, whether any conflict-of-interest disclosure shall result in the rejection of our bid or disqualification from the procurement process.			
Supplier Representative Name: Supplier Representative Title: Supplier Representative Signature: Date: Duly Authorised to Sign on Behalf of Supplier Company			

Annexure D: Supplier Pledge of Ethical and Sustainable Business Practices

Supplier Pledge

We, as a supplier to Adcorp Group, acknowledge that we have read and understood the requirements of the Adcorp Group Supplier Code of Conduct. We commit to upholding the highest ethical and sustainable business practices and pledge to:

- Conduct our business with integrity
- Respect human rights
- Prevent modern slavery
- Promote fair labour practices
- Comply with all applicable laws and regulations.
- Protect the environment.

We undertake to reasonably notify Adcorp Group in writing upon becoming aware of any actual or suspected contravention of the pledges and shall fully cooperate in any investigation and implement all necessary remedial measures. We acknowledge that any breach of this pledge shall constitute a material breach of our agreement with Adcorp Group, entitling Adcorp Group to terminate such agreement with immediate effect and without liability.

Supplier Company Name: _____

Supplier Representative Name: _____

Supplier Representative Title: _____

Supplier Signature: _____

Date: _____

Duly Authorised to Sign on Behalf of Supplier Company

Supplier Code of Conduct - approved

Final Audit Report

2026-03-11

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