

## DIVERSITY

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Courage // Moed  
Integrity // Integriteit  
Accountability // Verantwoordbaarheid  
Respect // Respek

## 1. PURPOSE

At Media24 we believe transformation and diversity underpin everything we do. We are fully committed to the Constitution of South Africa, the Employment Equity Act and all laws and regulations governing freedom of expression, freedom of association, and the protection of the dignity and rights of our employees. The purpose of this policy is to acknowledge and promote diversity in the workplace and to ensure that we manage diversity effectively.

## 2. APPLICATION

This policy applies to all staff employed by Media24 and any subsidiary companies where Media24 holds management control.

## 3. PRINCIPLES

Our core company values – courage, integrity, accountability and respect – inform our culture.

Our employment equity policy confirms that we are committed to the fair treatment of all our employees. We strive to eliminate unfair discrimination and exclusionary behaviour.

We acknowledge, respect and celebrate our diversity in terms of race, gender, sexual orientation, religion, culture, multilingualism, disability and circumstance. We believe that diversity is a necessary ingredient to achieve excellence in everything we do.

In practice this means that we, amongst other things:

- Communicate in a language that everybody who is party to that discussion understands;
- Consider all participants' dietary requirements when arranging meetings where catering will be provided;
- Consider all participants' religious and family obligations when scheduling meetings and make reasonable accommodation when possible;
- Are sensitive to all participants' financial means when arranging meetings and events outside of office hours;
- Consider and make reasonable accommodation for colleagues with disabilities; and
- Challenge prejudices wherever they exist, particularly with regard to competence.

We have mechanisms that drive our employment equity and diversity policies and which:

- Remind us that we all have preconceived ideas and make assumptions about other cultures and designated groups;
- Expect staff to take ownership of workplace diversity;
- Assist staff to acknowledge and respect different worldviews and skills; and
- Accept that all people are equal and deserve fair treatment and respect.

#### 4. RESPONSIBILITIES AND ROLES

- Management is responsible for implementing this policy;
- All staff are responsible for living our core company values and taking ownership of workplace diversity;
- As Media24's Transformation Champion, the Head of Corporate Affairs monitors the promotion of diversity and guides Employee Engagement Forums in their work of identifying and addressing obstacles to diversity and transformation; and
- The HR department works with management, Employee Engagement Forums and the Transformation Champion to develop and implement plans and programmes aimed at promoting workplace equity and diversity.

#### 5. MONITORING AND REPORTING

Should you witness or feel you are being mistreated in any way please alert your Employee Engagement Forum.

We have a grievance policy in place but should you feel unable to make use of the grievance procedure and wish to report complaints anonymously, you may do so via an anonymous whistle blower line 0800 20 50 56 or email [openline@tip-offs.com](mailto:openline@tip-offs.com).