Deneys

Deneys Supplier Charter

1 Our standards and expectations

1.1 Our business is agile, future-focused and excellent. These principles shape how we work, what we stand for and how we engage with our clients, colleagues and partners across the world.

1.2 We focus on delivering consistently high-quality legal services. Our work meets the highest professional, ethical and business standards. We expect the same commitment from our suppliers.

1.3 We work with suppliers whose principles align with our own. This Supplier Charter sets out the standards and principles that apply across all areas of your business. Compliance with these standards is a material factor in how we select, assess and maintain our supplier relationships.

1.4 You must comply with all applicable laws at all times and meet the requirements set out below.

2 Anti-bribery and corruption

2.1 You must comply with all applicable laws relating to the prevention of bribery, corruption, fraud, tax evasion, terrorist financing and activities and similar or related activities. This includes, where relevant, the:

(1) *Prevention and Combating of Corrupt Activities Act, 2004* (PRECCA). The cornerstone anti-bribery and anti-corruption law. It criminalises corruption in both the public and private sectors, imposes reporting duties on persons in positions of authority, and applies extraterritorially in certain circumstances.

(2) *Prevention of Organised Crime Act, 1998* (POCA). Addresses organised crime, money laundering and the proceeds of unlawful activities, including fraud-related offences.

(3) *Protection of Constitutional Democracy Against Terrorist and Related Activities Act, 2004*. (POCDATARA). Criminalises terrorist and related activities, supports South Africa's counter-terrorism and AML framework.

(4) *Financial Intelligence Centre Act, 2001* (FICA). Targets money laundering and the financing of unlawful activities, and supports detection of fraud and tax evasion, through reporting and customer due-diligence obligations.

(5) *Tax Administration Act, 2011*. Criminalises intentional tax evasion, false statements, and the obtaining of undue tax refunds, and provides for both administrative penalties and criminal prosecution.

3 Diversity and inclusion

You must comply with all applicable anti-discrimination laws. You are also expected to actively promote diversity and inclusion within your workplace, including through fair recruitment, retention and promotion practices.

4 Health and safety

You must comply with all applicable health and safety laws and take appropriate steps to provide a safe working environment for your employees and for anyone affected by your business activities.

5 Human rights

You must comply with all applicable human rights laws, both directly and throughout your supply chain. You must conduct your business in a way that respects human rights, as reflected in the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization.

6 Sustainability

You must comply with all applicable environmental laws. and work to continuously improve your sustainability performance. This includes, where appropriate, reducing waste, carbon emissions, and the consumption of water and natural resources.

7 Monitoring and compliance

7.1 You must comply with this Supplier Charter at all times. You are responsible for monitoring compliance, notifying us of any breaches, and taking reasonable steps to address, remedy and prevent any recurrence.

7.2 We may carry out due diligence reviews or risk assessments to verify compliance with this Supplier Charter. You are expected to cooperate fully and provide supporting information or evidence where reasonably requested.