

REPORT OF THE SOCIAL AND ETHICS COMMITTEE

Committee Members: John Copelyn (chairperson), Rachel Watson and Loganathan Govender

Hein Carse has a permanent invite to these meetings and is an independent director of eMedia Investments.

The eMedia Holdings social and ethics committee was constituted on 15 November 2017. John Copelyn was appointed Chairperson and Rachel Watson and Loganathan Govender were appointed as members. Prior to 15 November 2017 the social and ethics committee was at the eMedia Investments level.

The composition of the committee includes a number of personnel within the company who are the drivers of the underlying functions of the committee. These personnel have been invited to join the meetings and in line with the Act, the invitees do not have voting powers.

FUNCTIONS OF THE SOCIAL AND ETHICS COMMITTEE

The committee reports back to the board of eMedia Holdings and all decisions taken are decided by the board of directors. The social and ethics committee's mandate as set out in its Terms of Reference is aligned to its statutory responsibilities. The social and ethics committee monitors and guides the company with regards to;

- social and economic development, including the company's standing in terms of the goals and purposes of:
 - the ten principles set out in the United Nations Global Compact Principles;
 - the Organisation of Economic Co-operation and Development recommendations regarding corruption;
 - the Employment Equity Act;
 - the Broad-Based Black Economic Empowerment Act.
- Good corporate citizenship including:
 - promotion of equality, prevention of unfair discrimination, and reduction of corruption;
 - contribution to development of the communities in which its activities are conducted or within which its products or services are marketed; and
 - record of donations, sponsorships and charitable giving.

- environment, health and public safety, including the promotion of environmental policies that relate to the activities where the Group has its most significant environmental impacts;
- consumer relationships, including the company's advertising, public relations and compliance with consumer protection laws;
- labour and employment, including the company's standing in terms of its support of the four strategic objectives in respect of the International Labour Organization Protocol on decent work and working conditions;
- The company's employment relationships and its contribution toward the educational development of its employees; and
- reporting to the board on matters discussed at the committee, and making the necessary recommendations to assist the board in making the required decisions.

The sustainability report on pages 29 to 38 incorporates the various aspects overseen by the committee.

JA Copelyn

Chairperson: Social and ethics committee

25 July 2018

Cape Town