

## Ditiropele Pty Ltd Gender-Based Violence and Harassment

### 1. Introduction

Ditiropele Development and Maintenance Services (Ditiropele) is committed to creating and maintaining a safe, inclusive, and respectful workplace for all employees. We recognize that gender-based violence and harassment have no place within our organization and are detrimental to the well-being and productivity of our employees. This policy statement outlines our commitment to preventing and addressing gender-based violence and harassment in the workplace.

### 2. Policy Statement

**2.1 Zero Tolerance:** Ditiropele Development and Maintenance Services (Ditiropele) has a zero-tolerance policy towards gender-based violence and harassment. We will not tolerate any form of such behavior within our organization, whether it occurs in the workplace, during work-related activities, or through digital communication.

**2.2 Definition:** Gender-based violence and harassment include but are not limited to unwelcome advances, comments, gestures, or physical contact based on an individual's gender, as well as any form of sexual harassment, verbal or physical abuse, or discrimination.

**2.3 Prevention:** We are committed to preventing gender-based violence and harassment by creating awareness, providing training, and promoting a culture of respect, equality, and dignity within the workplace.

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**2.4 Reporting Mechanism:** Employees who experience or witness gender-based violence or harassment are encouraged to report such incidents immediately to their supervisor, manager, or the HR department. All reports will be treated with discretion and confidentiality, to the extent allowed by law.

**2.5 Investigation:** Ditiropele Development and Maintenance Services (Ditiropele) will promptly and impartially investigate all reports of gender-based violence and harassment. Those found to have engaged in such behaviour will face appropriate disciplinary action, up to and including termination of employment.

**2.6 Support:** We will provide support to victims of gender-based violence and harassment, which may include counselling services, safety measures, and reasonable accommodations to ensure their well-being.

**2.7 Non-Retaliation:** Employees who report incidents of gender-based violence or harassment or participate in an investigation will not face any form of retaliation. Retaliation is strictly prohibited.

**2.8 Communication:** We will regularly communicate and educate our employees about this policy and the procedures for reporting incidents. We will also ensure that all employees have access to this policy.

**2.9 Legal Compliance:** Ditiropele Development and Maintenance Services (Ditiropele) is committed to complying with all applicable South African laws and

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regulations related to gender-based violence and harassment, including the Employment Equity Act and related legislation.

**2.10 Review and Update:** We will periodically review and update this policy to ensure its effectiveness and alignment with changing legal requirements and best practices.

### 3. Conclusion

Ditiropele Development and Maintenance Services (Ditiropele) is dedicated to fostering a workplace free from gender-based violence and harassment. We are committed to creating an environment where all employees are treated with dignity, respect, and equality. This policy statement is an integral part of our efforts to ensure a safe and inclusive work environment for everyone.