



# DISCOVERY GROUP

## HUMAN RIGHTS STATEMENT

Discovery's (this includes Discovery Limited and all its subsidiaries, both local and international) core purpose of making people healthier and enhancing and protecting their lives is the driving force behind our innovation and our commitment to being a force for good and conducting our business with integrity, honesty and fairness. Discovery's operations are multijurisdictional, and we believe that organisations flourish in societies where human rights are protected and respected.

As an organisation that continuously seeks to uphold good corporate citizenship, we acknowledge our responsibilities enshrined in national laws and regulations, as well as universal standards for human rights.

### OUR COMMITMENT

Discovery's commitment to respecting international standards for human rights is informed by the United Nations (UN) Guiding Principles on Business and Human Rights, International Bill of Human Rights (including the Universal Declaration of Human Rights), International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact Principles, of which Discovery is a signatory. Discovery also follows the recommendations of the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

Discovery strives to ensure that high levels of awareness of and adherence to adopted ethical standards are maintained across our organisation. Furthermore, we aim to ensure that this statement and our activities are informed by our values, align with our purpose, and contribute to our strategy. We endeavour to require the same across our value chain, including our suppliers and other persons with whom we establish a commercial relationship. We are committed to ensuring that internal procedures, policies, systems and controls are in place to ensure the promotion and protection of human rights throughout our sphere of influence and follow local people policies and employment legislation.

Discovery recognises its potential impact as an organisation on the human rights of a range of stakeholders, including as an employer, a provider of financial services to clients, a buyer of goods and services, and an investor. We are committed to respecting the human rights of people involved in and impacted by our business, our employees, partners, supply chain, clients, shareholders and society. We strive to meet and surpass, where possible, the progressive realisation of the laws that govern the human rights in the countries in which we operate and to comply with laws regulating minimum wage, maximum working hours, the rights of our employees to elect to join labour unions, and healthy and safe working environments. We strongly oppose forced labour, child labour, human



trafficking or any form of slavery in any part of our organisation and supply chain. We seek to enter into commercial business relationships, including within our supply chain, with organisations that demonstrate similar commitments. Discovery's procurement process requires that goods and services be procured from socially and environmentally responsible suppliers who subscribe to values aligned to upholding human rights, anti-corruption measures, labour standards, the protection of the environment, and sustainability.

Discovery values diversity and protects the rights of all, including minority groups and women, and prohibits all forms of bullying, harassment and unlawful discrimination on any grounds, including age, race, ethnic or national origin, religion or beliefs, caste, colour, mental or physical health conditions (inclusive of HIV, disability and pregnancy), gender, gender expression, gender identity, sexual orientation, marital status or other domestic circumstances, and employment status. Discovery has processes in place to act immediately in instances where violations may occur and continues to educate and create awareness among all our stakeholders.

## STAKEHOLDERS

- **Discovery shareholders** are integral to our business, and we strive to protect the interests of Discovery's shareholder investments by ensuring that Discovery is and is seen as being an ethical company with a commitment to international best practices relating to the rights of individuals. We also strive to protect the equitable treatment of all shareholders, including minority and foreign shareholders.
- **Discovery employees** are core to our growth and success. We uphold the rights of employees' freedom of association and collective bargaining. Our value of 'integrity, honesty and fairness' is demonstrated through a culture of inclusiveness and tolerance. We are committed to ensuring equitable remuneration for all employees and we aim for compliance with applicable laws governing wages, work hours, overtime and benefits. We are also committed to the just, equitable and considerate treatment of all employees and to not engaging in child, forced and/or compulsory labour.
- **Discovery clients'** rights are at the forefront of our business decisions, processes and procedures. This is underpinned by a set of principles that ensures our commitment to treating our clients fairly through our transparent and trustworthy business practices.

The nature of our business requires the collection of personal information from our clients, and we acknowledge our responsibility of ensuring that we protect our clients' right to privacy and, in turn, their inherent dignity flowing from it. Further details of our commitment to protecting our clients' personal data is available on the [Privacy page](#) on the Discovery website.

**Discovery business partners** are required to be familiar with our Statement of Ethics and share our commitment to high ethical standards and business integrity. As a responsible business, Discovery expects that our business partners conduct business with transparency and integrity, placing human rights at the forefront of all decisions made. All Discovery business partners must share our commitment to treating employees with dignity, employing them on the basis of their ability to perform the job providing a safe, secure and healthy work environment, and treating them fairly and in compliance with applicable laws and regulations regarding labour and employment.

- **Society:** Our core purpose of making people healthier and enhancing and protecting their lives, combined with our shared-value insurance model, places sustainable planetary health practices, collective social responsibility and transparent governance reporting at the core of our businesses. We are deeply committed to nation-building and protecting our planet, through initiatives that maintain an environment that enables and sustains good health, such as our goal to achieve carbon neutrality by 2025, achieve net zero by 2050 or earlier and manage



water as a shared resource. We recognise that responsible investment requires the recognition, evaluation and incorporation of material environmental, sustainability and governance issues into investment analysis and decision-making processes. It is with this recognition that we are able to enhance the rights of society at large to be a force for good.

## DELIVERING ON OUR COMMITMENT TO BE A FORCE FOR GOOD

Discovery's Compliance and Legal functions give expert support to the businesses in applying high global standards for responsible business conduct wherever we operate. Discovery is committed to consistently applying both the letter and spirit of the law, and focus in this area goes beyond adherence to legislation. It includes building and maintaining a strong culture of compliance and ethical behaviour across the Group.

Discovery, through Discovery People, Corporate Sustainability, Group Ethics, the Group Executive Committee and the Social and Ethics Committee will, on an annual basis, review, update and approve this statement. Discovery will continue to report on its progress in meeting the commitments outlined in this statement.

We will continue to encourage our stakeholders to report any suspected human rights violations or concerns through our various reporting mechanisms. Stakeholders can anonymously report potential or actual human rights violations and/or concerns to the Ethics Hotline via the [EthicsDefender app](#) or via the link below:

<https://www.discovery.co.za/corporate/integrity-honesty-and-fairness>