

GLOBAL LINK CAFFOLDING

BEE Policy

Objectives of this policy

Within the framework of Global Links BEE policy, the objectives are:

- To redress the imbalances of the past by developing specific principles to achieve social and economic equity;
- To make Global Link the leader in our field that sets the trend in BEE policy and implementation; and
- To bring about a policy that is broad based, simple and flexible and complies with legislation.

Black economic empowerment policy

Global Link acknowledges the importance of Broad-based black economic empowerment in both the transformation of South-Africa and the long term shareholder benefits.

Global Link is a 100% Black Female owned company and holds a level 3 BEE rating.

We are proud of our achievements to date which started a short time ago with the introduction of affordable services, ensuring a safer workplace and our code of practice embodies our desire to remain in the forefront of change in South-Africa.

Our BBBEE code of good practice aims to communicate our targets and maps out our path over the next 30 years.

Policy control measures

Appropriate control measures are a pre-requisite for the successful implementation of Global Links BEE policy, and include, inter alia, the following:

- A transaction trail (full transparency) of procurement behaviors will be kept for Internal Audit to appraise and report on the extent of compliance with the BEE policy.
- Each of Global Links business units will be responsible for implementing and driving the process by monitoring and reporting performance in terms of existing measuring systems, such as the balanced scorecard approach.

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- The Internal Audit shall monitor the performance of BEE in business units and also report on the extent of adherence to policies and procedures on all transactions.
- The CEO will ultimately be responsible to monitor the progress made by business units in this regard.
- The CEO will also set specific targets for subordinates against which they will be measured.

DATE:	
RESPONSIBLE PERSON:	
SIGNATURE:	

THIS POLICY IS ENDORSED AND WILL BE IMPLEMENTED BY GLOBAL LINKS MEMBERS AND SENIOR MANAGEMENT.

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