



THE GLOBAL COMPACT COMMUNICATION OF PROGRESS

FROM: OCTOBER 2013

TO: OCTOBER 2014

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (CEO):

C AND G AIR is please to reconfirm its support of the Ten Principles of the United Nations Global Compact.

We will continue to make every effort to implement and integrate the Ten Principles into our business and daily operations.

Where possible within our sphere of influence we commit to share this information with individuals and stakeholders within our industry.

During 2013 we focused our intention on the Principles of Labour and Anti-Corruption, we have reported on these initiatives.

Yours Faithfully

Graeme Clarke
CEO

C AND G AIR CC



Tel: +2711 482 2197
Fax: +2711 726 5851
P.O. Box 29044
Melville, Johannesburg
South Africa
2109

Email: kingair@global.co.za
Website: www.kingair.co.za

Aircraft Operating Certificates
Part 121, 135 & 127

REGISTRATION NO: CK96/00177/23

HUMAN RIGHTS:

Principle 1

Business should support and respect the protection of internationally proclaimed human rights and

Principle 2

Make sure that they are not complicit in human rights abuses

These principles are firmly entrenched within our Company. C AND G Air continues to embrace these principles through our Code of Ethics Policies and Procedures. This policy forms an essential condition of employment for C AND G AIR staff.

Human Rights violations within the workplace will not be tolerated by Senior Management of C AND G AIR.

LABOUR PRINCIPLES:

Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

The elimination of all forms of forced and compulsory labour

Principle 5

The effective abolition of child labour; and

Principle 6

The elimination of discrimination in respect of employment and occupation

When reporting our COP in October 2012 we highlighted the importance of education of the youth within our country and the continued upliftment of staff within the working environment.

For the period from October 2012 until end August 2013 we embarked on education and staff training within the work place. This included safety training within the work place for all staff to enhance awareness and the importance of a safe working environment, not only to avoid accidents within the work place but ultimately it will reduce unnecessary costs to the company.

The promotion of women within our business is important. The aviation industry around the world is dominated by males and wherever possible we look for opportunities to promote women employees within the workplace.



The promotions are based on merit and should not be considered as “window dressing”. An example is Ms. Pauline Nomvula Ntuli who started working as a general office cleaner; she worked her way up the ranks to receptionist in our charter division and after eight years in this position she was identified as a strong candidate for further promotion within the division. She was sent for training in administration which enabled her to receive a promotion during the year to a Charter Coordinator. Through the Companies financial support and her hard work and dedication she has achieved.

ENVIROMENTAL PRINCIPLES:

Principle 7

Business should support a precautionary approach to environmental challengers;

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies

No further initiatives undertaken in 2013

ANTI-CORRUPTION PRINCIPLES:

Principle 10

Business should work against corruption in all its forms, including extortion and bribery

C AND G AIR fully supports the efforts of the United Nations and the Convention Against Corruption.

C AND G AIR will continue to fight against all forms of corruption within our sphere of influence and industry. Internally we have Corporate Governance Policies, which also include external annual financial audits being conducted on the Company.

Within the work environment, employment of a Hangar Facility and Security Manager in 2013 has assisted in the process to work against corruption, theft and bribery. Having Corporate Governance Policies coupled with the ability on the ground to investigate potential cases of fraud, theft and bribery enhances our efforts to deal with this scourge within our sphere of influence and within the work place.

We will continue to focus on this area during 2014.

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PHOTO GALLERY



Directors: Mr. Graeme Clarke, Mr. Carlo Talevi, Ms. Marina Willis