



DE ANGELUS ESTATES COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: To:

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

April 15th 2021

To our stakeholders, associates and UN Global,

I am pleased to confirm that De Angelus Estates (Pty) Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Francesca Fondse
CEO

2. DESCRIPTION OF ACTIONS

Human Rights

- DAE ensures workers are provided safe, suitable, and sanitary work facilities by assuring that all consultants are compliant to the standard we set in its' vision. This includes construction and agro processes, and temporary sanitation provisions during construction and implementation phases.
- DAE only engage professional consultants and management, to ensure all aspects of employee safety and compliances are met.
- We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats by ensuring dialogue, conflict management, security and mediation practices are in place.
- Our CEO, Ms Francesca Fondse serves as the National Champion for Women to the DOJ&CD South Africa and serves on several entities advancing the role of Gender in the workplace and society at large. As a Gender Activist, it is thus essential to advance the roles and empowerment of women. We aim to compliance with regards to gender, inclusivity, and empowerment of the previously disadvantaged.
- DAE and all its divisions, LLC's and managers take measures to eliminate any negative impacts to people and environment. We are conscious of ingredients, designs, defects, or side-effects that could harm or threaten human life and health during manufacturing, usage, or disposal of products. We are a bio-organic principled entity, and our philosophy is geared to optimal environmental awareness, restoration, and management.

Labour

- De Angelus Estates, its operations, subsidiaries, and Angelus Africa, ensure that the company and greater organization do not participate in any form of forced or bonded labour.
- We comply with minimum wage standards.
- DAE ensures that employment-related decisions are based on relevant and objective criteria.
- We subscribe to Gender Equity and Gender Empowerment.

Environment

De Angelus Estates conscribes to four major values: Education, Conservation, Tourism and Agriculture. These form the four basic Pillars at the core of our philosophy, and any endeavours attempted within these perimeters, including biomedicine and renewables.

- DAE avoids environmental damage via regular maintenance of production processes and environmental protection systems. We apply solar, geothermal, and vertical axis wind. We do not contribute to any air pollution, and we engage all controls to waste, water treatment systems, water harvesting, atmospheric generation, and water recapitalization systems.
- Our endeavours ensure all procedures to firstly prevent and secondly address anything affecting the environment and human health!
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

DAE Company actions include choosing best practice consultants to lead our actions to fight corruption. The company's Mission Statement includes reference to ethical subscription of all engaged in, and by it.

- DAE Project Managers are astute in their focus and environment, and assess the risk of corruption when doing business, or engaging on behalf of the company.
- DAE engagement documents, Appointee Contracts, as well as Employee Contracts all contain very definitive clauses to "anti-corruption" and "ethical behavior". We further include terms with regards to personal ethical behaviour and practices away from the workplace. It is the desire of the CEO not to have any undesirable elements benefit from the vision and the employ of the company structures.
- De Angelus Estates ensures that internal procedures support the company's anti-corruption commitment through its monthly overview and progress reporting management meetings.

3. MEASUREMENT OF OUTCOMES

De Angelus Estates incorporates statistics to include the most relevant indicators to measure various actions and outcomes in terms of the greater vision.

- Demographics of management and employees are broken down by diversity factors, e.g. gender, ethnicity, age, education levels etc. Demographic statistics are applied, and where not available, created via census. It serves to ascertain and uphold our various value systems, but also identify educational needs and progress achieved!

- Our measures are aimed to reduce the rates of occupational diseases, injuries, and absenteeism. It is often fear and lack of education, which would lead to absenteeism. We aim to inspire, and engage our peoples with regards to career, personal and general wellness. Our CEO has trained 53,748 trainees within the organization, its sister organization WIIN, and with the DOJ&CD during the last 3 years. Personal wellness, personal aspiration, reduction of mental, emotional, and physical violence, reduction in GBV, and especially Intimate Femicide, is essential in approach employed, in every facet of the vision, and varying applications of life and business endeavours.
- De Angelus Estates follow 100% Recycling and Osmotic principles. All Agro waste transforms to compost, all paper and other materials are recycled through the DAE Art Emporium; or recycled to applicable recyclers. All water is recycled through digesters and water security and availability is one of our most important priorities!

This Report is compiled by the De Angelus Estates
April 2021

Project objectives and milestones

Conservation drives implemented, 2009

Agro divisions implemented, 2017

Education components engaged and initiated, 2018

Greater Construction delayed re Covid 19, and implementation set for January 2022

Pilot projects initiated, 2018 and ongoing