

The BUSA Board, hereby commits BUSA and its officers to the following principles and will encourage its members to subscribe to these principles: -

BUSA CONTRACT WITH SOUTH AFRICA

We will do all we can to:

Create jobs by growing the economy: South African businesses have created the overwhelming majority of jobs in the country. Our aim is to have a vibrant, diverse and globally competitive economy that creates even more jobs, particularly among the youth, as part of our Approach to Black Economic Transformation for Inclusive Growth.

Encourage and empower participation of black people in the economy: Ultimately, the best way to secure inclusive growth and close the opportunity gap is to invest in more businesses owned, run by and employing black South Africans. We pledge to support the growth of a new generation of black businesses and entrepreneurs.

Invest in South Africans: South Africa can only meet the challenges of the future with a demanded, highly skilled workforce. We will actively advocate for measures to ensure that South Africans have the requisite training and development to participate in the future world of work.

Invest in communities: We will do more to understand the challenges facing communities and support interventions that enable the communities where businesses operate to thrive and prosper.

Support small and start-up businesses: Small and start-up businesses should be the foundation of our economy, but too often they struggle to survive and be sustainable. We will deepen our efforts to support small and start-up businesses to succeed by providing access to capital, skills and markets.

Combat corruption: We have adopted guiding principles for business to combat corruption. We will do all we can to bring an end to corruption that has blighted this economy and society in both the public and private sector.

We pledge to work with all South African constituencies, be they government, labour, faith-based organisations, civil society in pursuit of these values.



BUSA INTEGRITY PLEDGE

We:

- **Reaffirm the values of honesty, integrity, ethical conduct, respect for the rule of law, accountability, transparency and to putting South Africa first.**
- **Stand against corruption and anti-competitive conduct. We will make every effort to address such conduct by taking an accountable, zero tolerance and visible approach.**

Preamble

Corruption is eroding our Constitution, threatening our sovereignty, and undermining our inclusive growth and economic development prospects. The perpetrators, whether public officials or private parties, almost always require business counterparts. Business complicity in corruption, whether witting or unwitting, betrays public trust in us, and undermines our democratic values. As business, we are determined to play our part in preventing and combatting corruption. To achieve this, we shall act ethically and accountably, in the best interests of South Africa.

We shall actively combat corrupt practices wherever we encounter them. Where we have relevant information, we shall actively and timeously report to all relevant authorities all individuals and entities on whose part there is reasonable suspicion of corruption. We shall similarly report all attempts and invitations to engage in corruption. We will take every step possible to avoid business interests that seek to profit from corrupt activities, be this directly or with associated parties, including facilitators, introducers, sub-contractors or other closely connected persons who are engaged in corrupt activities.

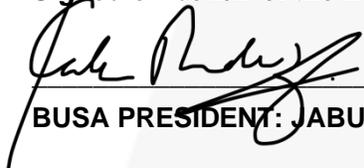
We shall not act anti-competitively. We will take every step possible so as not to engage in collusion, market division or customer allocation with our competitors. We stand against collusive or fraudulent tendering or contracting of any kind. Where evident, we commit to cooperate fully with the authorities in any such investigation.

We shall have zero tolerance for corruption in our own midst. We stand against the offering, or accepting of bribes, inducements or facilitations of any kind. We will make every effort to abide by the letter and spirit of the law and regulations in all jurisdictions in which we operate. Where corruption becomes evident, we will support the speedy and thorough investigation thereof, together with the implementation of appropriate remedial action and sanctions.

We shall protect whistleblowers and provide information to investigators. Whistleblowers, including those from within our midst, should be protected. We shall on a voluntary and timely basis provide all information within our knowledge as required by the authorities to combat corruption. Where there is evidence of corruption in our midst, we should engage credible, independent investigators, be transparent about their findings, and act on their recommendations. We aim to be honest and transparent in our dealings with stakeholders, the media and the public in this regard.

We shall take all steps necessary to give effect to the objectives and spirit of this pledge.

Signed on behalf of the BUSA Board:


BUSA PRESIDENT: JABU MABUZA


BUSA VICE PRESIDENT: MARTIN KINGSTON.