



Cape St Francis Resort

Summary of Sustainability Policies of the Cape St Francis Resort

We at Cape St Francis Resort are proud to be a sustainable accommodation, taking responsibility for our impacts on the environment and local community including:

Environment

- Complying with the legal requirements of environmental legislation and regulation
- Setting objectives and targets, measuring progress and reporting on achievements. Our objective for 2021 is to reduce our carbon footprint by 5%
- Preventing pollution and minimising it by reducing the use of harmful substances by using environmentally friendly cleaning chemicals and laundry soaps, not using herbicides are a few examples
- Protecting and enhancing all our neighbouring eco- systems by planting only indigenous trees and shrubs is one example
- Raising awareness of our environmental commitments with our employees, customers, suppliers and the local community and encouraging them to support our activities by training our employees, informing our guests and suppliers by way of information folders and by interacting with the local community through it's schools namely Talhado Childrens Haven and Sea Vista primary school.
- Working with our suppliers to embed sustainable practices into our supply chain by buying in bulk thus reducing the packaging, recycling plastic by means of returns and using where possible local suppliers are a few examples.

Employees

- Complying with the Basic Conditions of Employment Act as well as human rights legislation and regulation
- Respecting our employees and their culture, tradition and intellectual property rights
- Treating our employees equally, regardless of their age, disability, nationality, sex, race, religion, sexual orientation or gender reassignment
- Ongoing training and professional development for all employees
- Training our employees on our sustainability policies so they understand and are actively involved in the achievement of our objectives and targets
- Allowing our employees to join a trade union and to meet up in working hours to discuss employment -related issues. Most of the employees have resigned from the trade union and now prefer to have their own departmental association and have elected a spokesperson to discuss employment issues.

Local community

- Employing people from our local area namely Sea Vista and Humansdorp.
- Maintaining a close relationship with our local community ,ensuring that issues of their concern are discussed and resolved
- Purchasing goods and services from suppliers based locally and in the Eastern Cape where possible
- Encouraging our employees to volunteer for activities organised by Sea Vista
- Making regular donations to local environmental and humanitarian charities and encouraging our guests to support them through Betty's Tour a community based project, sponsoring Sea Vista sports clubs, annual fun runs with proceeds going to two local community schools
- Protecting children from all form of abuse and exploitation and ensuring that our staff are trained to know what to do if they suspect that a child is at risk, in or near the property.

Signed at Cape St Francis by the Cape St Francis Resort's representative Anita Lennox on this the 16th December 2020

Anita Lennox
.....