



Human Rights Statement



Objectives and Rationale

In line with our Purpose of “bringing your possibility to life” and aspiration of being a financial services group that is globally respected and that Africa can be proud of, Absa Group is committed to respecting and upholding human rights in all its operations and all jurisdictions where it conducts its business. We recognise that responsible business relies on stability, sound institutions, a functioning justice system, sustainable development and public confidence. These elements can only be achieved in a society that upholds and protects human rights. In addition, we are also committed to respecting the right of freedom of association in all of our businesses activities.

We seek to operate in accordance with and align the Group’s statement on human rights to the Universal Declaration of Human Rights and the associated International Bill of Human Rights, and take account of other internationally accepted human rights standards, including the United Nations (UN) Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the Convention on the Elimination of all Forms of Discrimination Against Women, the International Labour Organisation Core Conventions and Treaties and the African Charter on Human and Peoples’ Rights [also known as the African Union (AU) Banjul Charter].



Human Rights Principles

We will protect and respect the rights of our employees.

Wherever we operate, we seek to promote, protect and respect human rights as reflected in our People (Human Resources) and Health and Safety policies and practices and in our compliance with local Health and Safety and Labour legislation.

We will not condone or participate in human rights violations.

In defining those countries or organisations with whom commercial transactions could contribute to human rights violations, we will be informed by the United Nations Security Council Resolutions. We will comply with legitimate local and international authority as it relates to financial sanctions and to local legislation and Group Policies and Standards relating to anti-money laundering, anti-bribery and corruption, including those arising from alleged breaches of human rights. We will take steps to immediately prevent and / or mitigate any potential human rights impacts that arise from our business relationships and transactions.

We will be a positive corporate role model.

We will be a positive role model through the conduct of our business. In particular we will promote and respect human rights by contributing to the development and maintenance of social and economic infrastructure.

Where we discover, or are made aware, that we have been associated with human rights’ violations we shall take immediate steps to rectify the situation, taking into account the interests of those whose rights have been violated. This may require constructive engagement with relevant stakeholders to promote good practice and / or remediate such impact or failing which exiting business relationships or specific jurisdictions if required.



Our commitments

Commitment as an employer

Absa values and behaviours are set out in The Absa Way Code of Ethics and every colleague is expected to behave in accordance with the Code of Ethics. The Absa Way Code of Ethics requires colleagues to act with the highest standard of ethics and integrity and to respect the inherent dignity of all people. Absa fosters a working environment in which there is a zero-tolerance approach to bullying and harassment and diversity is welcomed.

Commitment as a financial services company

Absa will consider material human rights impacts in the development and provision of products and services, assessment of customers’ financial positions and provision of financial advice and relationship management. We will do everything we can to prevent our systems and operations being used in connection with financial crime e.g. fraud, bribery and corruption or money laundering. Bribery and corruption have an adverse effect on communities wherever they occur. We will also seek to avoid relationship practices that undermine the rule of law, democratic processes, infringe on basic human freedoms, impoverish countries and distort free trade and competition.

Commitment for procurement

Absa supports human rights through our supply chain by encouraging behaviours and practices that are in line with its own values and behaviours; with specific consideration for health and safety, freely chosen employment, avoidance of child labour, working hours, wages and benefits, freedom of association and diversity and inclusion. This is enabled by rigorous due diligence of all suppliers and their practices before entering relationships and ensuring that any environmental, social and ethical impacts including establishing potential association with adverse human rights impacts are identified.

Commitment to communities

Absa has a stated strategic intent of being a ‘force for good’ by playing a shaping role in society, championing the right social outcomes that promote intergenerational sustainability and growth. We will seek to understand and manage appropriately the impacts that our business may have on the communities with which we interact, including human rights impacts; promoting civilised, stable and open societies by upholding high standards of business conduct, including refraining from giving or receiving bribes or any unauthorised payments.

We aim to support sustainable development and minimise any potential harm that may be caused to the environment as part of our corporate social responsibilities to the greater community. Our support of communities and organisations will consider material human rights aspects and we will integrate a rights-based approach in our development initiatives.

For more information on the statement or to report any human rights concerns, please contact the Ethics Office on ethicshelpdesk@absa.africa.

To report any ethical breaches, contact the Priority Investigations and Whistleblowing team directly on protected@absa.co.za or via the Tip-offs Anonymous Hotline (protect@tip-offs.com) or website (www.tip-offs.com). Alternatively, you can call the toll-free number 0800 205 055 (South Africa only). Employees in all other countries can request a call back on +27 11 929 3332. [Click here](#) for a complete list of tip-off numbers in all countries in which we operate. will be treated

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