



Nampak
packaging excellence

Nampak Limited

Code of Conduct and Business Ethics Policy





Message from Erik Smuts, Nampak CEO

Nampak prides itself on being an ethically responsible corporate citizen. We want to make sure that “we do the right thing, even when nobody is watching”.

This means that Nampak conducts its business with integrity and honesty, in full compliance with applicable laws and ethical standards. This Code of Conduct and Business Ethics reflects Nampak’s core values and provides guidance to employees and other stakeholders on important ethical issues in a business environment.

We have a zero-tolerance policy on any dishonest or unethical behaviour. All directors, employees, suppliers, contractors and other stakeholders are expected to observe this Code when conducting business for or with Nampak, irrespective of the country in which you may be located.

If you have information about behaviour contrary to this Code by Nampak employees or other stakeholders, please report it promptly. The relevant contact details are set out in paragraph 16 of this Code.

Erik Smuts



1. Introduction

The Nampak Code of Conduct and Business Ethics (the “Code”) is a document in which Nampak publicly declares what it regards as morally or ethically acceptable behaviour for its employees, suppliers and other stakeholders in a business environment.

Nampak is committed to high ethical standards of business practices and undertakes to conduct its business honestly and with integrity.

The Code is binding on all directors, and employees in the Nampak group of Companies worldwide, as well as suppliers and their staff as agreed.

If employees are uncertain about the application or interpretation of the Code, they should raise the issue(s) with their manager, who, if uncertain, should seek advice from the Group Legal Department.

2. Compliance with Laws, Regulations and Standards

Nampak complies with all laws, regulations and applicable standards (“laws”) in all jurisdictions in which it operates, and to the extent that this Code may conflict with any laws in any jurisdiction, the laws of such jurisdiction will take precedence.

Nampak will not tolerate any violation of applicable laws, by any employee. If anyone becomes aware of a breach of any laws it must be reported to his / her manager, to the Group Legal Department or to Tip-offs Anonymous.

3. Illegal, unethical and otherwise unacceptable behaviour

Nampak promotes a zero-tolerance approach to fraud, corruption, theft and other similar illegal or unethical behaviour and employees are prohibited from participating in or condoning such behaviour. All employees must ensure that their conduct cannot be interpreted as being illegal or unethical and if anyone becomes aware of such behaviour it must be reported to his / her manager, the Group Legal Department or Tip-offs Anonymous.

Employees must not carry out any undesirable or unethical form of business activity on Nampak premises, such as gambling, money lending and loan sharking.

4. Conflict of Interest

A conflict of interest occurs when an individual’s personal interest or the personal interest of the individual’s family or friends may possibly interfere in any way with the performance of his / her duties, or the best interests of Nampak. Employees must not use their positions or knowledge gained through their employment with Nampak for private or personal advantage (actual or potential) in a manner such that a conflict or a perception of a conflict arises between Nampak’s interests and their personal interests.

All employees are required to complete and sign a Declaration of Interest form promptly after acquiring in any manner an interest of any nature in any external business, trust or other profit-making activity,



and an updated declaration annually thereafter. Any disclosure of interest form must be referred to the divisional Managing Director.

The Declaration of Interest form is available on iNsight, other than in Malawi, where it is available from the Financial Manager and is attached hereto as Annexure "A".

A Declaration of Interest, even if approved, does not authorise any employee to engage in behaviour that conflicts with the interests of Nampak.

4.1 Relationships with Customers and Suppliers

Employees must ensure that they maintain their independence and are seen to be independent from any person, or business that has or may have a contractual relationship with Nampak.

Where an employee deals directly with a customer or supplier, they must not engage in any private financial relationship or otherwise privately beneficial relationship or activity with that customer or supplier or any of its owners, shareholders, directors, partners or members.

Employees shall not invest or acquire any financial interest for their own account in any business, or with any of the owners, shareholders, directors, partners or members of any such business, which has or may have a commercial relationship of any value with Nampak, other than normal share dealings through a recognised stock exchange.

4.2 Gifts & Hospitality

The giving and/or receiving of gifts and hospitality by employee's is only acceptable where it is reasonable and complies with the Nampak Policy on Gifts and Hospitality, which is available on iNsight other than in Malawi, where it is available from the Financial Manager.

4.3 Remuneration

Employees may not receive any commissions, money or item of value other than regular remuneration and incentives as provided in their terms of employment, either directly or indirectly, for negotiating, procuring, recommending or aiding in any transaction entered into on behalf of Nampak, nor shall they have any direct or indirect financial interest in such transactions.

Nampak specifically prohibits the acceptance of kickbacks, secret commissions or personal favours from any supplier or other party.

4.4 Outside Employment, Directorships and Related Activities

Employees may not:

- a) take up employment in any outside company, close corporation or other entity;
- b) take up any interest in a close corporation or shares in a private company;
- c) accept a directorship of any outside company; or



d) take up shares in a public company where such holding exceeds more than 1% of the market capitalisation;

without first making full disclosure of all facts and obtaining prior written permission from the relevant Divisional Managing Director, Group Executive Committee member or CEO, as the case may be, who shall forward a copy of such written permission to the Group Human Capital Executive and the Group Legal Advisor.

Approval will generally only be granted for external directorships where there is a Company business requirement. Fees received for any outside directorships must be paid to Nampak.

Employees may not participate as presenters in any external business seminars or conferences without the written permission of the Divisional Managing Director or Group Executive Committee member or CEO. Clarity in this area can be obtained from the Human Capital Department.

Employees may not carry on part time businesses such as the selling of personal items and foodstuffs on Nampak premises other than during lunch time and then only in so far as same does not compromise any Employee's work performance or Nampak's position vis-à-vis any of its stakeholders.

5. Company Funds & Property

Nampak does not approve of the giving of any gifts (including entertainment) or the making of any payment in any kind to influence acts or decisions relating to Nampak's business. No employee of Nampak may offer, promise or authorise any unlawful or improper payment of any kind, whilst knowing that such payment is intended as a bribe or unethical inducement in an attempt to coerce or persuade any entity or individual into awarding a business opportunity to Nampak.

Employees must at all times, ensure that Nampak's funds and property are used for legitimate Company business purposes and must at all times follow prescribed procedures for recording, handling and protecting such.

Where an employee's position requires Company funds to be spent, it is the individual's responsibility to exercise good judgment on Nampak's behalf and to ensure that appropriate value is received by Nampak for such expenditure. If employees become aware of any evidence that Nampak's funds or property may have been used fraudulently or improperly, they shall immediately advise the relevant manager, the Group Legal Department or Tip-offs Anonymous as the case may be. Failure by an employee to report abuse of funds or property will result in disciplinary action being taken against him / her.

Employees may not purchase goods and/or services for personal use with Nampak funds.

Any inventions, copyrights, patents or other intellectual property, which may arise out of the employment with Nampak and/or use of Nampak facilities, will automatically become the property of Nampak without exception.

Any use of company funds, property, equipment or benefits which result in a private benefit, which has not already been subject to fringe benefit taxation must be declared to the divisional financial manager for determination as to whether fringe benefit tax should be levied upon the use of such funds, property



and/or equipment. Examples of such benefits would be company provided accommodation, entertainment and clothing, other than personal protective clothing and equipment.

6. Confidentiality

Employees may not divulge confidential information which is provided to them or to which they are exposed as a result of their employment within Nampak to any external person or body unless authorised to do so. Confidential information includes, but is not limited to, product specifications, methods, processes, computer software, documents, information on employees and customers including customer lists or leads, programmes, trade secrets and technical information. These restrictions shall apply during and after the employee's employment with Nampak.

All employees that have access to Nampak's IT services must abide by Nampak's IT Acceptable Usage Policy. That Policy prescribes employee behaviour with regard to Nampak equipment, information and records as well as behaviour on social media. All company records designated as "Restricted, Confidential or Secret" as catalogued in that policy may not be published, disseminated or in any way be made available to outside parties.

No employee, unless otherwise authorised, may:

- a) record meetings or discussions;
- b) disclose details of their remuneration packages to other employees;
- c) photostat or otherwise copy any records and/or property other than in the ordinary course and scope of their employment;
- d) e-mail company data to a personal e-mail account i.e. Gmail; or
- e) remove or take with them any company information, documents or records whether in hard or soft copies on or in contemplation of termination of their services with the Group.

Employees who have access to Nampak records containing personal employment identification, medical and psychological information about Nampak employees and co-workers must ensure that these records and the information contained therein are adequately safeguarded and are not misused nor improperly disclosed.

7. Company Records

Accurate and reliable records are required to manage Nampak's business effectively and to meet its corporate governance requirements. The integrity of Nampak's records depends on the validity, accuracy and completeness of information entered into Nampak's books of account and other records. Records must therefore be developed and maintained with accuracy, truthfulness and diligence and in accordance with group, divisional and operational policies and guidelines.

Employees may not make nor complete any false or misleading business records or issue misleading information of any nature.



8. Company Information

Company information will be disclosed to the public, investors, analysts and the media only by executive management and strictly in accordance with the Group Media Communication Protocol in order to avoid inappropriate publicity and to ensure that every person with an interest in Nampak or its affairs will have equal access to information.

Electronic media and other communication and information services provided by Nampak (such as computers, tablets, mobile phones, smart phones, e-mail, telephones, voice mail, fax machines and the Internet) are Nampak property, and their purpose is to facilitate Nampak business. This area is governed by the Nampak IT Acceptable Use Policy. Specifically, electronic media and services are not to be used for knowingly transmitting, retrieving or storage of any communications which are:

- a) of a discriminatory or harassing nature;
- b) derogatory to any individual or group;
- c) obscene or pornographic;
- d) defamatory or threatening in nature;
- e) "Chain Letters";
- f) intended for any illegal purpose;
- g) in contravention of a Nampak policy and/or standard;
- h) contrary to Nampak's interest; or
- i) used in the furtherance of any personal or business activity or interest of any person, entity or enterprise other than the company such as soliciting funds, collecting signatures, conducting membership drives, distributing literature or gifts, and selling merchandise or services.

Limited, occasional or incidental use of electronic media for personal, non-business purposes is acceptable. However, employees must demonstrate that such use:

- a) does not affect performance or disrupt others;
- b) is truly occasional in nature;
- c) is not used in the furtherance of the business activities of any entity or enterprise other than Nampak;
- d) does not put Nampak IT facilities, software or information at risk; and
- e) does not result in any excessive cost to Nampak.

Nampak reserves the right to access, monitor, review and disclose any information transmitted, received or stored, using Nampak's electronic equipment or other communication and information services, to the extent necessary to ensure that electronic media and services are not excessively used for personal



purposes and that their use is in compliance with the law and this Code. Any actions taken by Nampak in this regard shall comply with relevant legislation.

9. Donations, Sponsorships, Charities, Political and Religious Groups

a) Donations to charities, educational institutions, sports clubs / teams under R 3 000.00 (Three Thousand Rand) (or the equivalent in local currency for operations outside South Africa) must be approved by Divisional Managing Directors, Group Executive member or CEO, as the case may. All other donations must be referred to the Group Corporate Social and Investment Committee for approval.

b) Donations of any nature to political parties are prohibited.

c) Any invitations to serve in a charitable, political and/or religious group where there is a view that such invitation was extended because of the person's employment with Nampak, must be disclosed and the taking of such office approved by the relevant Divisional Managing Director, Group Executive Committee member or CEO, as the case may be, for all middle managers and below and for all others by the Group Legal Advisor.

10. Sustainability

Nampak is committed to the principle of sustainable development, by which is meant striking an optimal balance between economic, environmental and social development and will strive to innovate and adopt best practice, working in consultation with stakeholders.

Nampak accordingly recognises the need to:

a) minimise consumption of natural resources and waste generation;

b) minimise the impact of operations on the environment; and

c) maximise recycling where possible.

10.1 The Workplace

Nampak is committed to the adoption of fair labour practices in the workplace and promotes workplace equality:

a) prohibits all forms of unfair discrimination, and does not tolerate inhumane treatment of employees nor behaviour which is tantamount to any form of harassment in the workplace;

b) prohibits the use of child labour;

c) recognises the right of employees to freedom of association;

d) respects the privacy of all employees and will safeguard the confidentiality of employee information;



e) will provide employees with equal opportunities to enhance their skills and capabilities, enabling them to develop fulfilling careers and to maximise their contribution to business and will reward employees fairly based on qualifications and performance without discrimination on the basis of age, colour, creed, disability, ethnic origin, gender, marital or family status, religion or sexual orientation. In addition, all promotions and recognition will be based purely on merit; and

f) discourages the employment of family members and / or relatives and prohibits same where the family member and / or relatives would report directly into another family member and / or relatives, or where family members and / or relatives would be working within the same department.

10.2 Recycling

Nampak is committed to recycling and is not only involved in it as part of its varied operations but encourages a mind-set of recycling. All employees are expected to embrace recycling opportunities in the workplace.

10.3 Safety and Health

Senior executives and line management are accountable for safety, health and environmental issues and for the allocation of adequate financial and human resources within their operations to address these matters.

Nampak shall:

a) create and maintain a safe and healthy workplace through the design of the work environment, the planning and performance of work, the provision and use of necessary equipment, tools and procedures, the appropriate training and the ongoing identification and mitigation of risk present in the workplace; and

b) take appropriate measures to ensure that employees refrain from using any illegal drugs or alcohol or other intoxicating substance in the work environment which could affect their work performance and pose a risk to the health and safety of themselves and others.

10.4 The Environment

Nampak is committed to operating with due regard to the environment. As such it is committed to complying with all reporting requirements laid down in all Environmental laws and relevant standards and guidelines. It has adopted ISO 14001 framework as a guideline.

Nampak acknowledges that its activities have an effect on the environment. To manage its obligations, Nampak undertakes to:

a) understand the environmental impact of its activities and treat it as an integral factor in all decisions;

b) make the principles of sustainable development a fundamental part of Nampak's business strategies and day-to-day operations;



- c) implement and maintain environmental policies to ensure that its actions are carried out in an environmentally responsible way;
- d) be transparent about and accountable for its environmental performance; and
- e) avoid doing business with third parties who conduct their business in an environmentally irresponsible manner.

10.5 Social Responsibility

Nampak's conducts its business in a socially responsible manner and shall make every effort to:

- a) support health, education and environmental initiatives;
- b) support and work with voluntary and charitable organisations that respond to community needs in order to solve community problems;
- c) encourage, support and seek partnerships with organisations which benefit from Nampak's assistance whether they be schools or social service organisations; and
- d) give preference to business partners who conduct their business in accordance with Nampak's ethics.

10.6 Human Rights

Nampak supports the protection and furtherance of human rights and confirms its commitment thereto by designing, implementing and managing policies and procedures in support thereof.

10.7 Cultural Diversity

As representatives of Nampak, all employees should be aware, when dealing with business partners in South Africa and other countries and/or when visiting other countries with family members that their behaviour is a reflection of Nampak and are therefore expected to familiarise themselves with the norms, laws and customs of the respective countries and abide thereby.

11. Competition

The purpose of Competition legislation is to preserve and promote competition in a free market system. It is Nampak's policy to:

- a) comply with these laws; and
- b) succeed based on its products, services and effects and not as a result of any illegal or unethical practice taken at the expense of its customers, suppliers or competitors.

Employees and/or directors of Nampak:



a) are prohibited from entering into prohibited agreements or practices, formal or informal, with competitors, suppliers or customers such as price fixing, market sharing (e.g. the allocation of customers, territories or contractors), bid rigging, collusion and “kickbacks”. In addition, Nampak does not employ illegal or otherwise improper means to obtain information from competitors and employees are prohibited from offering bribes or gifts in exchange for information, soliciting confidential information from competitor’s ex-employees whether employed at Nampak or elsewhere, or misrepresenting Nampak in order to convince any other party to divulge restricted information to Nampak;

b) shall, if they are aware of any form of anti-competitive behaviour and/or actions within the Nampak Group, such as price fixing, report same to the Group Legal Advisor; and

c) are required to familiarise themselves with the Nampak Competition Guidelines. Competition legislation imposes severe penalties for contraventions and tends to be technical and complicated;

consequently all employees are required to consult the Group Legal Department for assistance prior to entering into any arrangement, which may be or could be perceived to be anti-competitive.

12. Insider Trading

No employee shall disseminate unpublished price sensitive information nor deal in anyway (personally or through another) in shares, securities, or financial investments of Nampak while in possession of unpublished price sensitive information. For the purposes of this Code unpublished price sensitive information shall mean information, which if made public, would be likely to have a material effect on the price or value of any Company securities or financial instruments.

Employees who contravene this prohibition will face termination of employment and in addition may be subject to civil and criminal prosecution under local legislation.

13. Relationship with Governments

Nampak respects the authority of the governments in the countries in which it conducts its business. It is imperative that employees maintain an honest, transparent and ethical relationship with all governments, their agencies, officials and personnel. When providing company information to representatives of government, employees must ensure that such information is accurate, comprehensive and complies with the relevant laws and regulations in such jurisdictions. All employees are required to consult the Group Legal Department for assistance prior to taking any action which is or could be perceived to be non-compliant with such laws or regulations.

14. General

a) All employees shall act responsibly whilst on company premises.

b) Authority to approve any activity contained in this Code may not be delegated.

c) Employees may not bring alcohol or drugs that may affect their work performance or safety environment onto company premises without the prior written consent of the appropriate authority.

d) Employees may not bring illegal drugs onto company premises.



e) In the event of loss of property, fraud, theft or destruction, a loss notification form, must be completed and sent to the Risk and Insurance Manager as well as the Group Forensic Auditor. The loss notification report is available on iNsight, other than in Malawi, where it is available from the Financial Manager.

15. Contraventions of the Code

Nampak regards any contravention of this Code as a serious matter which must be dealt with immediately. At the same time, any suspected or alleged contravention under investigation will be treated with the utmost confidentiality.

Contraventions of the Code may result in disciplinary action, including the termination of employment. Certain breaches of the Code, e.g. those relating to theft, fraud and insider trading may also result in civil or criminal proceedings.

16. Whistle-Blowing

Any person who knows about or suspects a violation of this Code must immediately report the matter as follows:

- a) Either to the relevant line manager, who in turn is required to immediately report the incident to the Group Legal Advisor;
- b) Directly to Group Legal Advisor on +27 (0) 11 719 6332 or Group Forensic Auditor in South Africa on + 27 (0) 11 719 6570; or
- c) To the toll-free Tip-offs Anonymous hotline which is independently managed by Deloitte and to which any person may report his / her concerns anonymously.

The Tip-offs Anonymous hotline contact details are as follows:

Free Call South Africa	0800 000 606
Free Fax South Africa	0800 007 788
E-mail (standard)	Nampak@tip-offs.com
Free Call Tanzania	0800 1100 25
Free Call Zambia	50800 for *Airtel (mobile) +260978770682 *Airtel (landline)
Free Call Zimbabwe	0800 4101; 0800 4103; 0800 4104; 0800 4105 0800 4161 (Telephone only)
Free Call Zimbabwe	0808 5500 (Netone and Econet)
Angola	+27 31 571 5410 (tarifas internacionais serão cobradas)
Free Call Botswana	1144 (Orange); 1145, 1146; 1147; 1148 71119602 (Moscom)
Free Call Malawi	MTL 8000 0847 ; ZAIN TNM 847
Nigeria	Etisalat 8099937319



	+27 31 571 5410
Free Call Tanzania	0800 1100 25
Free Post	Freepost DN 298, Umhlanga Rocks, 43, South Africa
Website	www.tip-offs.com

17. Protected Disclosures

The Nampak Whistleblowing Policy which is made available on iNsight other than in Malawi, where it is available from the Financial Manager:

- a) provides avenues for employees to disclose information regarding other employees, raise concerns and receive feedback on any action taken in a confidential environment;
- b) allows the employee to take the matter further if he / she is dissatisfied with the company's response;
- c) reassures the employee that he / she will be protected from reprisals or victimization for whistleblowing in good faith; and
- d) protects the whistle-blower against any occupational detriment as a result of making a protected disclosure.

Occupational detriment includes dismissal, suspension, demotion, harassment, intimidation, disciplinary action, forced transfer, a refusal of promotion or transfer, being refused a reference, or generally being adversely affected in his / her employment.

The making of false or reckless allegations and the abuse of the whistle-blowing mechanism are prohibited and should it be found that a person had acted in such a manner, disciplinary action will be taken.

18. Publication

This Policy is published on www.nampak.com and on Nampak's iNsight intranet and is subject to the usual control and approval rules contained therein.

Approved by the Nampak Limited Board on 11 February 2020

Reviewed and amended by the Nampak Board on 27 May 2021



Annexure A

Declaration of Interests Form

Name: Surname.....
 Initials: Employee No: Date of Engagement:
 Peromness: Tel Number: Cell Number:
 E-mail

Introduction

In support of the values of honesty, transparency, objectivity, fairness and accountability required by the Nampak Code of Conduct and Business Ethics “the code”:

- All employees are required to declare any *conflict of interest*.
- All employees must remove or manage a *conflict of interest* effectively in accordance with the code’s requirements. The code provides that employees must not use their positions or knowledge gained through their employment with Nampak for private or personal advantage (actual or perceived) in a manner such that a conflict or a perception of a conflict arises between Nampak’s interests and their personal interests. The fact that a *conflict of interest* has been declared does not mean that it has been addressed or authorised.
- Significant *personal interest* must be declared, even though a conflict does not exist.
- This form must be updated within 30 days of any changes to the information as supplied on this form.

(Words in italic are defined in the code, which is published on iNSight)

1. Do you have any personal interest, including shareholding and directorships, in Nampak Suppliers or Nampak Subsidiary suppliers, or any other business that deals with Nampak?

Yes	No
-----	----

If “Yes” please complete the section below:

Name of Business and address:

.....

Your Role: Director Member
 Chairperson Trustee
 Investor Employee
 Other

Please explain your interest in or relationship with the supplier?

.....

Value of shares or Investment:

Business Registration Number:

Nature of Business:.....

VALUE OF BUSINESS FROM NAMPAK OVER MOST RECENT 12 MONTH PERIOD

Signature:

(If more interests need to be declared, please provide the information on a separate page)



2. Do any of your close family members or other associates, as defined in the code, have interests in Nampak suppliers or Nampak Subsidiary suppliers or any other business that deals with Nampak?

 Yes No

If "Yes" please complete the section below:

Name of close family member or other associate

.....

Name of Business and address:

.....

Relationship:

.....

Describe the nature of the business:

.....

Describe the commercial relationship between Nampak and the supplier in terms of which products or services are supplied to which site or operation as well as approximate annual spend:

.....

Position held within the business:

.....

Percentage of Shareholding or Investment%

Under which circumstances will a conflict of interest arise?

.....

(If more interests need to be declared, please provide the information on a separate page)

3. (a) Do you perform any work outside of your employment within the Nampak Group for which any form of remuneration or benefit is received?

 Yes No

If "Yes" please complete the section below:

List the name (including the legal citation e.g. Pty, Ltd, CC) and address of the company / business / body or individual from which remuneration / benefit is received:

.....

Business Registration Number

Nature of private work

 Yes No



(b) **Have you obtained the required approval to do private work?**

If "No" please state the reason for not complying

(If you perform more private work, please provide the above information on a separate page.)

4. **Are you a director of any companies outside the Nampak group?**

Yes No

If "Yes" please complete the section below:

State the name and address of the company:

Executive Director OR Non-Executive Director Date of Appointment:

Shareholder Percentage of Shareholding% (if applicable)

Nature of Business

Do you earn director fees?

Yes No

5. **Do you or a close family member or other associate have any interests (financial or other) in listed or unlisted companies, partnerships, businesses, subsidiaries, academic institutions, political parties, government, municipalities, land, property, charitable organisations, trusts, non-governmental organisations (NGO's), committees, etc. that could create a conflict of interest or perception of a conflict?**

Yes No

If "Yes" please complete the section below:

Name of person who has the interest

This interest is held in:

Provide detailed information about the interest

Please provide details on the how the interest detailed above does or could affect Nampak.

6. **Do you have other personal interests to declare in terms of the code?**

Yes No

If "Yes" please complete the section below:



Provide detailed information of the personal interest that you have have in terms of your financial benefits, ability to influence or make decisions as well as the demands that this personal interest makes on your time.

.....

Under which circumstances could this interest create a conflict of interest?

.....

7. Undertaking

- a) I hereby declare that to the best of my knowledge, the information provided on this form is accurate and complete.
- b) I undertake to disclose any new interests or changes to my circumstances within 30 days of such changes arising.

Signature

Date

NOTE: The following to be completed by the line manager and forwarded to your (Minimum level) relevant Divisional Managing Director, Group Executive Committee member or CEO, as the case may and be depending on your reporting structures)

I hereby declare that I have reviewed the interests declared by the above-named employee.

- 1. There is no conflict
- 2. A conflict of interest exists, and:

- 2.1 the employee has undertaken to remove the conflict in accordance with the following approved plan;

.....
 or

- 2.2 disciplinary action will be instituted as is appropriate.

- The declaration form is rejected for the following reason(s)

.....

Approved by:

Signature:

Date:

Print Name:

Designation:



NOTE: The approved form must be submitted to the divisional Human Capital Manager and / or divisional Human Capital Director.

The following to be completed by the Human Capital Manager and / or Human Capital Director

Name:

Date placed on file:

Signature:

Disclaimer:

Nampak together with the Nampak Human Capital Department and authorised Management team will use, review and process any personal information provided to Nampak contained in this form in accordance with the conditions for the lawful processing of personal information in terms of Protection of Personal Act 4 of 2013.