

## Section 10: Corporate Ethics and Organisational Integrity

The JPC Board and management abide by the principles of King III, among others those related to corporate ethics and organisational integrity. The company values – professionalism, accountability, responsibility, customer service and trust – provide an ethical foundation and are fundamental to success. JPC management encourages employees to live the JPC values.

King III principles require that a company should demonstrate its commitment to organisational integrity by providing effective leadership based on ethical foundations, ensuring that the company reflects responsible corporate citizenship and that the company's ethics are effective. JPC has already taken an initiative to put more effort into promoting ethics and good corporate governance by establishing the Transformation, Social and Ethics Committee, as prescribed by the Companies Act. This committee is tasked with overseeing the social and ethics matters in JPC and report to the Board on progress.

JPC has a code of conduct endorsed by the Board that applies to Directors and employees. The code is regularly reviewed and updated to ensure that it reflects the highest standards of behaviour and professionalism. In summary, the code requires that JPC's entire personnel act at all times with utmost integrity and objectivity and in compliance with the letter and spirit of both the law and its policies. Failure by employees to act in terms of the code results in disciplinary action. The induction training includes discussing the code with each new employee.

JPC created a JPC hotline email address, [fraudhotline@jhbproperty.co.za](mailto:fraudhotline@jhbproperty.co.za), to report fraud and unethical behaviour to management. The company has a code of ethics that is reviewed by the Board on a regular basis. JPC has defined a set of basic corporate values, ethical guidelines, and corporate social responsibility principles to ensure its corporate integrity.



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