



Deadly Dozen Fitness Racing  
Unit 2  
19 Titan Road  
Rivergate  
Pegasus Park  
Cape Town  
7441

## Deadly Dozen - Responsible Partner Policy

### 1. Purpose and Scope

- **Purpose:** To outline the ethical, social, and environmental standards Deadly Dozen South Africa expects from all business partners (suppliers, contractors, agents).
- **Applicability:** This policy applies to all business partners engaged with Deadly Dozen.

### 2. Core Fundamental Principles

- **Business Integrity:** Partners must comply with all applicable laws, avoid conflicts of interest, and prohibit bribery, corruption, extortion, and fraud.
- **Human Rights:** Partners must respect human rights, prohibiting child labour, forced labour, and discrimination. Workers must be treated with dignity.
- **Fair Working Conditions:** Partners must comply with all laws regarding wages, working hours, overtime, and benefits. Freedom of association and collective bargaining must be respected.
- **Health and Safety:** A safe and healthy working environment must be provided, including proper training, emergency procedures, and sanitation.
- **Environmental Stewardship:** Partners must minimize environmental impact, including waste management, energy efficiency, and reducing emissions.



### **3. Compliance and Monitoring**

- **Self-Assessment:** Partners may be required to complete self-assessment questionnaires.
- **Audits:** Deadly Dozen South Africa reserves the right to verify compliance through audits (announced or unannounced).
- **Non-Compliance:** Non-compliance may lead to corrective action plans or termination of the business relationship.

### **4. Grievance Mechanisms**

- Partners must ensure workers have access to confidential, anonymous, and non-retaliatory channels to raise concerns.

### **5. Implementation and Commitment**

- This policy is integrated into contracts. Partners are expected to cascade these requirements throughout their own supply chains.

### **Sign-off/Acknowledgment:**

- Name: Cameron Cleaver
- Title: Managing Director
- Date: 05/03/2026