

# *Corporate Promise*

The Corporate Body Named As \_\_\_\_\_

Does solemnly swear to uphold the tenets outlined in this document, it being a true and accurate statement of intent as agreed by the executive board and the shareholders.

These tenets grouped as a doctrine, shall act as the behavioural, personnel interaction and social responsibility guideline for the named Corporate Body and its personnel.

The doctrine shall be considered immutable and inviolate by all employees of the named Corporate Body. No individual or group may be permitted to change, amend, append or otherwise question the nature or veracity of the doctrine without submissions or requests for alterations being subject to inspection and approval at the discretion of the executive board and the shareholders.

All corporate resources, equipment, properties, holdings and personnel shall be henceforth collectively referred to as assets.

## *Corporate Purpose*

The named company shall commit to the purpose of generating dividends for its shareholders and no other. Ancillary stakeholder concerns shall be considered secondary to the named Corporate Body's commitment and shall not be expressly subject to any specific consideration unless for the benefit of the stated Corporate Purpose.

## *Doctrine*

- All assets shall be at all times considered the property of the named Corporate Body.
- Assets shall be used, only, for the purpose outlined under the section titled Corporate Purpose
- Company Policies and Procedures shall be adhered to by all personnel at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.
- Standardised organisational certification frameworks shall be pursued at the discretion of the executive board and the shareholders, subject to the benefit of the stated Corporate Purpose.
- Standardised organisational certification frameworks shall be adhered to at the discretion of the executive board and the shareholders, subject to the benefit of the stated Corporate Purpose.
- Equality of pay shall be at the discretion of the executive board, HR department and the shareholder, subject to the benefit of the stated Corporate Purpose.
- Equality of workload shall be at the discretion of departmental management, subject to the benefit of the stated Corporate Purpose.
- Corporate engagement shall be equal for all personnel at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.
- Learning and Development shall be equal for all personnel at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.
- Career Development shall be equal for all personnel at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.
- Career Opportunities shall be equal for all personnel at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.

- Equality Legislation shall be adhered to by the named Corporate Body at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.
- Environmental Legislation shall be adhered to by the named Corporate Body at the discretion of the executive board, HR department and departmental management, subject to the benefit of the stated Corporate Purpose.

This Charter and its inculcated principles agreed to and signed by senior members of the named corporate body's executive board below. \*

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Signature \_\_\_\_\_

Dated \_\_\_\_\_

*\*(Member signature allotment is in accordance with analytics for recommended board size. Signatories must include at least one independent board member. If space is required for additional members please sign, title and date any additional copies and attach to the original document.)*