



Business Charter

Our Tagline

...Making your travels possible

Our Vision

To be the African leader in creating and maintaining airport infrastructure solutions

We Believe

That companies that succeed are the ones that stay true to their core values over the years. To create a company that our employees and clients are proud to be associated with and to succeed, we need to stay true to our core values.

Our Values

- **Authenticity** – At Parnis, we believe in winning through hard work and fair play. Our heritage is one of honesty, transparency, integrity and the courage to do the right thing, and we encourage this in each and every one of our employees and our stakeholders.
- **Innovation** – We recognise that today's best is the benchmark we must surpass tomorrow and we continue to be committed to new ideas that add value for our clients and business partners.
- **Diversity** – We believe that workforce diversity gives us access to a world of different ideas and perspectives. Parnis is committed to implementing a corporate culture where men and women of all races, physical abilities, preferences and backgrounds are treated with dignity and respect. We aim to create a high performance environment where individual differences and contributions of employees are valued and the way we do business is governed by fairness, trust and integrity.
- **Excellence** – By balancing the efficiencies of new technologies and solutions with the personal touch of our professionally trained and highly motivated technicians, we are able to deliver solutions and services that exceed our clients' expectations.

Attaining our Vision

In order to realise our vision in a manner that is true to our core values, Parnis has set the following key goals and objectives:



1) **Economic Sustainability**

Our Goal: To create long term sustainable economic value

- To deliver meaningful and sustainable returns for shareholders to ensure re-investment and longevity of the company
- To continue to grow in areas and activities that deliver profitable growth
- To seek new technologies and formalise partnerships /agencies with synergistic benefits
- To invest in our people thereby ensuring a sustainable and renewable source of competitive advantage.

2) **Transformation (Diversity)**

Goal: To value all people who make up the diverse populations of our country and to cultivate an environment where diversity is valued and encouraged.

At Parnis, we view transformation as the right thing to do. We recognise that meaningful transformation (as opposed to “window dressing”) is critical for the socio-economic stability of South Africa and the long-term success and sustainability of our business. We believe that having a diverse workforce strengthens our company by broadening our insights into other communities, and generating trust. Diversity is also a powerful catalyst for idea generation and innovation. Most importantly, diversity supports the national transformation agenda, which is key to our country’s socio-economic progress.

- To redress any residual inequalities with regard to race, gender, disability and culture in the employee base where possible and appropriate, having regard to the skills requirements of particular positions
- To formulate fair diversity policies and practices
- To make diversity an integrated, ongoing and measurable strategy
- To actively support and encourage representation in the composition of work committees and management
- Understanding the procurement limitations inherent in our business, to nevertheless seek to procure local content from local suppliers where possible
- To provide opportunities for employees to explore, understand and appreciate diverse cultures and beliefs
- To link diversity to recruitment, development and retention strategies
- To develop and apply measurable diversity targets and criteria, and to evaluate and monitor progress
- To link managers’ contributions to diversity to performance management and appropriately incentivise or disincentive behaviours which positively contribute to or detract from the Company’s transformation objectives
- Having regard to the physical attributes that may be required for particular job profiles, and within that context, to actively prohibit any form of discrimination or intolerance with regard to:

Company Registration: 1951/000505/07

Director: R Naidoo



- o Gender
 - o Race
 - o Age
 - o Culture and language
 - o Religion
 - o Disability
- To develop and promote disabled, black and female role models, as appropriate, having regard to the inherent job requirements of particular positions within the company
 - To actively encourage the recruitment of disabled persons where possible
 - To comply with broad-based black economic empowerment and equity legislation and charters

3) **Training, Skills Development and Skills Transfer**

Goal: As a proudly South African company, to play a significant role in contributing to the development and transfer of skills amongst our people

At Parnis, we believe that South Africa's legacy of historic inequity can only be resolved by upskilling all our people. We actively promote a culture where learning is encouraged amongst all our employees.

- In addition to statutory training, employees are given an opportunity to pursue courses or in-house training which contributes to the development of broader skills in the highly specialised field in which we operate.
- Employees are actively encouraged to transfer skills to lesser qualified employees through in-house and on-the-job training.
- Forums like our weekly 'Toolbox Talks' provide an opportunity for employees to learn from one another, enabling us to become stronger and better at what we do.

4) **Leadership & Management**

Goal: To endeavour that, wherever possible, employees who manage and lead broadly reflect the diverse profile of the South African population, having account to regional variances, and that they are appropriately empowered and skilled to manage the Company towards achievement of its broader strategic objectives.

- To ensure that managers are appropriately authorised and empowered to lead and to ensure that their authority and the management structures and processes are respected by all
- To identify and train and empower leaders with skills that equip them to support the implementation of the transformation strategy
- To empower all managers and team leaders in all aspects of leadership by providing appropriate training, guidance and counselling



- To incorporate diversity management and employment equity into managers' key performance indicators where possible
- To develop and apply measurable management and leadership targets and criteria, and to evaluate and monitor progress

Amendments to this Charter

Parnis Airport Services (Parnis) is committed to a continuous transformation process and this Business Charter will be revised from time to time so as to remain relevant and to comply with changes in the social, political, natural and business environment.