

THE ROAD FREIGHT ASSOCIATION

# MEMBERSHIP CERTIFICATE

## This is to certify that

## Manna Employment Services (Pty) Ltd

has been accepted as a Member of the Association

in the

Chairman

SAFF

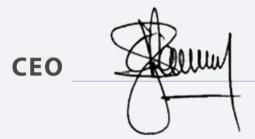
LEGAL

FREIGH

### AFFILIATE

category

Valid From 01 January 2023 To 31 December 2023 Membership No: MAN0023



#### The Member shall comply with the following Code of Conduct:

#### 1. Social and Environmental Commitment

- Comply with the laws of the Republic and operate within the spirit of those laws. (a)
- Protect the environment, promote sustainable development and conduct business (b) affairs that are socially responsible.
- Make the most effective use of, and conserve, the natural resources of the Republic.
- (d) Improve energy efficiency by monitoring and reducing carbon emissions.
- (e) Dispose of waste in a responsible manner.
- Support the values of the Constitution of the Republic of South Africa.

#### 2. Transport and Company Legislation

- Comply with all relevant legislation relating to transportation on a public road. (a)
- Comply with all legislation relating to anti-competitiveness, professional service (b) delivery, access to information and company registration.

#### 3. Ethics and Governance

- Manage and conduct affairs according to the principles and values of good governance. (a)
- Maintain high standards of ethics, fairness and professionalism.
- Act with integrity and deal fairly, honestly and responsibly with all customers (c)

#### 7. Employees

- Register with the NBCRFLI. (a)
- Comply with legislation and guidelines relating to the Labour Relations Act (LRA) (b) and the NBCRFLI Agreement.
- Provide continuous training and development to employees. (c)
- (d) Provide for the welfare of all employees.

#### 8. Drivers

- Recruit professional and qualified drivers with valid licences and professional driving (a) permits (PrDPs) who meet all the requirements of the LRA and NBCRFLI Main Agreement.
- Ensure that drivers have the necessary competence, skills and experience to drive (b) the vehicle and load assigned to them.
- Continuously train and develop drivers to meet the needs of changing technology.
- (d) Facilitate corrective training for drivers to address risk and incident occurrence.
- Adhere to driver hours and resting periods as prescribed. (e)

#### 9. Safety and Standards

and stakeholders.

#### 4. Vehicle Roadworthiness

- Ensure that all vehicles remain in a roadworthy condition. (a)
- Maintain and implement policies and procedures for pre-trip inspections.
- Take corrective roadworthy action immediately.
- Perform regular and preventative maintenance and servicing of vehicles and equipment. (d)

#### 5. Loads

- Ensure all loads are safe and secure. (a)
- Ensure all loads do not exceed the maximum permissible axle and vehicle load masses. (b)
- Ensure special loads carry the necessary permits / documentation.

#### 6. Operating Efficiency

Strive to maintain high standards of operational efficiency through the optimal (a) use of resources, cost reductions and fuel efficiencies.

- Comply with the highest levels of safety and best practices relating to cargo transported. (a)
- Comply with all compulsory relevant SANS standards. (b)
- Ensure that all reflective material and lamps are in working condition. (c)
- Improve methods of spray and dust reduction to allow safer passing by other vehicles. (d)
- (e) Develop programmes to progressively meet safety standards (SANS1395 / ISO39001).

#### 10. Commitment to the Association

- Respond to all complaints forwarded by the Association within 14 working days. (a)
- (b) Conduct operations in a manner that will uphold the good standing and reputation of the Association.
- Refrain from using an elected office within the RFA for personal gain. (c)
- Refrain from making public statements on behalf of the Association without the (d) authority of the Chief Executive.
- Refrain from representing the Association in any manner without the approval (e) of the Executive.
- Refrain from bringing the Association into disrepute. (f)
- Support the Association in all its endeavours. (g)

#### Without Trucks, South Africa Stops!

