



FANCOURT
SOUTH AFRICA

Policy on Racism at Fancourt

Plattner Golf fully subscribes to the supremacy the Constitution of the Republic of South Africa, as the foundation for all policy, rules and practices. The preamble to the Constitution (extracted) states:

1. Republic of South Africa

The Republic of South Africa is one, sovereign, democratic state founded on the following values:

- a) Human dignity, the achievement of equality and the advancement of human rights and freedoms
- b) Non-racialism and non-sexism

We therefore, through our freely elected representatives, adopt this Constitution as the supreme law of the Republic so as to

- a) Heal the divisions of the past and establish a society based on democratic values, social justice and fundamental human rights;
- b) Lay the foundations for a democratic and open society in which government is based on the will of the people and every citizen is equally protected by law;
- c) Improve the quality of life of all citizens and free the potential of each person; and
- d) Build a united and democratic South Africa able to take its rightful place as a sovereign state in the family of nations

2. The Bill of Rights (extracts) to the Constitution of the Republic of South Africa states:

- a) This Bill of Rights is a cornerstone of democracy in South Africa. It enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom
- b) The rights in the Bill of Rights are subject to the limitations contained or referred to in section 36, or elsewhere in the Bill

3. Equality

- a) Everyone is equal before the law and has the right to equal protection and benefit of the law.
- b) 2. Equality includes the full and equal enjoyment of all rights and freedoms. To promote the achievement of equality, legislative and other measures designed to protect or advance persons, or categories of persons, disadvantaged by unfair discrimination may be taken
- c) The state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth
- d) No person may unfairly discriminate directly or indirectly against anyone on one or more grounds in terms of subsection (3). National legislation must be enacted to prevent or prohibit unfair discrimination
- e) Discrimination on one or more of the grounds listed in subsection (3) is unfair unless it is established that the discrimination is fair

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4. Human dignity

- a) Everyone has inherent dignity and the right to have their dignity respected and protected

Policy Statement:

It is the policy of Plattner Golf that the provisions of the Constitution of South Africa, including those enshrined in the Bill of Rights, shall be the guiding provision under which the Code of Conduct for members, visitors and employees shall be constructed.

In keeping with these provisions, Plattner Golf categorically affirms the following rights, responsibilities and provisions:

- a) The right to Human dignity, the achievement of equality
- b) A person's right to inherent dignity and the right to have their dignity respected and protected
- c) Creation of an environment in which non-racialism and non-sexism is upheld
- d) The right of every citizen to be equally protected by law
- e) The right not to be unfairly discriminated against

Policy on Racism and Sexism:

In keeping with the provisions noted above, Plattner Golf roundly rejects any behaviour, speech, attitude or insinuation that could be construed as either racist or sexist. The rights of inherent dignity are fully protected under this policy and any action contravening the provisions of this policy will be treated with the utmost severity.