

Prosus Food - A Better Future:

On-demand Platform Worker Statement



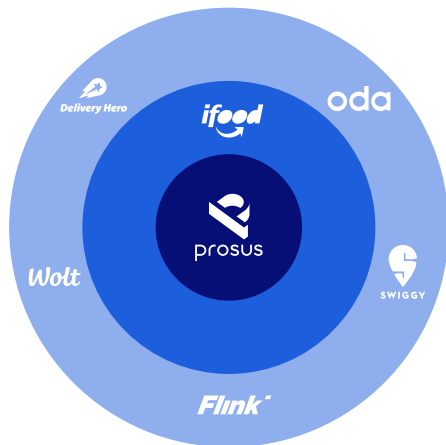
About us

Prosus is a global consumer internet group present in more than 90 countries with an estimated one-fifth of the world's population using products and services of businesses that Prosus has built, acquired or invested in. Prosus has deployed more than \$6bn investing in various food on-demand platforms around the globe and therefore partners indirectly with millions of food on-demand platform workers.

Who are on-demand platform workers?

These are workers who perform tasks for end users intermediated by an online digital platform (such as food delivery, ride-hailing and household tasks).

Our role in the on-demand platform economy




- Majority owned:**
 This includes wholly owned “operating entities”. With majority owned companies, we engage to ensure they reflect our own best practice on topics that are material to their own business and operations.
- Minority owned:**
 We encourage companies in which we have a minority stake to adopt our policies and we share our philosophies with the company through board memberships.

Our vision

- Prosus is committed to investing in platforms that lead the evolution of the on-demand platform sector, empower and improve the lives of the millions of people that make this sector possible.
- We will work with all majority owned companies on their journey to adopt, localize and evolve the on-demand platform worker principles.
- We will encourage companies in which we have a minority stake to adopt, localize and evolve the on-demand platform worker principles. Prosus also expects all minority companies in which we invest to comply with all local legal norms and requirements.

Prosus on-demand platform worker principles

We believe all on-demand platform workers should benefit from the following protections. We recognize however that each company will, where necessary, need to adapt these principles to reflect local practices.

 Pay	<ul style="list-style-type: none"> On-demand platform workers should be paid fairly, which means they should be paid no less than legal minimum wage for worked hours. On-demand platform workers should be provided with clear guidance on factors (such as location, distance, demand, conditions etc.) influencing their pay.
 Social protection	<ul style="list-style-type: none"> On-demand platforms should encourage governments to provide all on-demand platform workers access to locally available state provided protections regardless of their employment status. On-demand platforms should introduce appropriate protective measures to protect on-demand workers from work-related accidents. On-demand platforms should be prepared to contribute towards benefits for drivers on their platforms.
 Fair working conditions	<ul style="list-style-type: none"> On-demand platforms should have fair disciplinary processes, particularly where platforms make decisions to deactivate workers. On-demand platform workers should have a communication mechanism to allow them to provide feedback and voice concerns. On-demand platforms must comply with applicable local laws, regulations and industry standards governing health and safety of on-demand platform workers.
 Flexibility	<ul style="list-style-type: none"> On-demand platform workers should have the ability to choose when and where they work. On-demand platforms should not be legally penalized for offering benefits and protections to on-demand platform workers on their platform as a result of existing labor laws.