

Prosus Food - A Better Future:

On-demand Platform Worker Statement



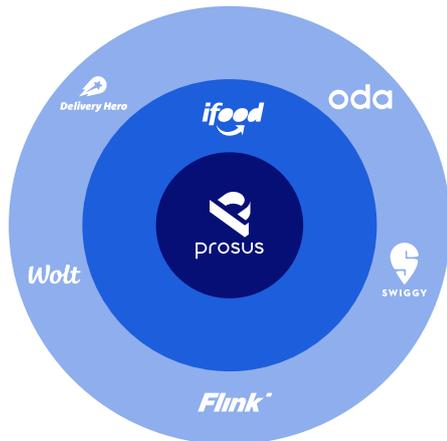
About us

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?

On-demand platform workers are workers who perform tasks in the physical world, through and on behalf of a digital platform (such as food delivery platforms, ride-hailing and household tasks etc.)

Our role in the on-demand platform economy



- **Majority owned (including wholly owned "operating entities"):** We engage with our majority owned companies to ensure Prosus best practices are reflected in their own business and operations.
- **Minority owned:** We encourage minority stakes to adopt our policies and 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.
- Minority investment companies will be encouraged to adopt, localize and evolve the on-demand platform worker principles. Nevertheless, Prosus will expect all minority companies 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 below protections.

 <p>Pay</p>	<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.
 <p>Social protection</p>	<ul style="list-style-type: none"> ● All on-demand platform workers, should have access to locally available state provided protections. ● Platforms should at a minimum provide access to non-wage benefit programs with the following components: life, disability and sick pay. ● On-demand platforms should be prepared to financially contribute to social protection benefits for drivers on their platforms.
 <p>Fair working conditions</p>	<ul style="list-style-type: none"> ● On-demand platform workers should have a clear process to appeal decisions taken by platforms to deactivate workers. ● On-demand platform workers should have a mechanism to allow them to provide feedback and express their voice. ● On-demand platforms must comply with local laws, regulations and industry standards governing health and safety of on-demand platform workers.
 <p>Flexibility</p>	<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 penalized for offering benefits and protections to on-demand platform workers on their platform as a result of existing labor laws.