



ANNEXURE J

TRANSFORMATION POLICY STATEMENT FOR IOP(SA).

Introduction

IOP(SA) in its Constitution endorses ethical business principles. IOP(SA) also adheres to the principles of the supremacy of the Constitution of South Africa and the human rights principles contained therein.

Transformation for IOP(SA) is a journey undertaken to ensure diversity, respect, equal treatment and dignity for all, both for its membership and for the broader community.

Vision

IOP(SA) is committed to principles of fairness and equal treatment of all individuals, companies and organisations irrespective of their race, gender, sexual orientation, religion or creed. IOP(SA) recognises the historical inequalities in South Africa and is committed to transforming the plumbing industry by ensuring the inclusion of all groups and assisting the industry to reflect the national demographics of the country both by race and gender.

Plan

1. Continuously strive to improve demographic representation of its National Executive Committee, Office Bearers and Committees as it grows and develops as an organisation.
2. Take into consideration government's transformation and broad based black economic empowerment requirements.
3. Ensure that in all IOP(SA) meetings, events and functions the spirit of this policy document is considered.
4. Through its leadership show and live the values of this policy document in the way they interact with each other and with outsiders.
5. Through the use of sensitive language in communications show its commitment to transformation.
6. Guide its members in practical issues pertaining to transformation, including legal and policy frameworks, Employment Equity, BBBEE, skills development, diversity and human rights.
7. Obtain expert advice on issues of transformation and provide this information to its members at meetings and through other communication channels.
8. Listen to feedback from its members as to how it can improve the transformation policy and plans, and to make adjustments were required.
9. Encourage its members and the broader industry to participate in community upliftment projects and to support causes aimed at addressing inequalities in the industry.
10. Within its structural capacity to mentor promising historically disadvantaged individuals.
11. When appointing Committee Members, consider the racial and gender make up of the committee.
12. Encourage other associations to consider transformational issues.

Tel: 08610 75862
011 4540025
e-mail info@iopsa.org
VAT Number 4740276391
NPO 175-644

www.iopsa.org
Platinum Members
Massbuild (Pty) Ltd., Cachet International Holdings,
Lixil Africa (Pty) Ltd., Electrolux SA (Pty) Ltd.,
On Tap Holdings (Pty) Ltd., Plumblink, Saffer,
Interact Media Defined, PIRB

Suite 01 Dowerglen Plaza
73 Sycamore Drive
Dowerglen
Edenvale
Johannesburg
1609



13. Ensure that all persons are treated equally, and are awarded equal protection and entitlements by IOP(SA) and its members.
14. Object to instances of unfair discrimination on any grounds listed in the Constitution of South Africa, in terms of this policy.
15. Act against all instances of unfair discrimination or violations of dignity of others by its members, which are brought to its attention.
16. Encourage steps that will support transformation of the plumbing industry and those wishing to work in it.
17. Wherever possible apply the principles of preferential procurement, employment and training.
18. Establish a Transformation Committee to;
 - a. Address any instances of unfair discrimination by its members
 - b. Advise the National Executive Committee on matters relating to transformation.
 - c. Propose amendments to IOP(SA)'s Code of Conduct or other policies and procedures in order to give effect to this policy.
 - d. To monitor progress and report to the National Executive Committee. Key reporting statistics will include absolute number of Licensed black Plumbers and absolute number of BBBEE level 1-4 member companies.

Implementation

This policy statement is adopted by the IOP(SA) National Executive Committee on behalf of its members. Each Member, Office Bearer and Committee Member is expected to be guided by this policy, in letter and in spirit. Regional Chairpersons shall ensure that the objectives contained in it are disseminated and understood by all its structures. Regional Chairpersons shall provide feedback, as determined by the Transformation Committee, on the implementation of this policy at regional level and the President of IOP(SA) shall be the custodian of this policy at National Executive Committee level.

This policy shall be reviewed annually.

Tel: 08610 75862
011 4540025
e-mail info@iopsa.org
VAT Number 4740276391
NPO 175-644

www.iopsa.org
Platinum Members
Massbuild (Pty) Ltd., Cachet International Holdings,
Lixil Africa (Pty) Ltd., Electrolux SA (Pty) Ltd.,
On Tap Holdings (Pty) Ltd., Plumblink, Saffer,
Interact Media Defined, PIRB

Suite 01 Dowerglen Plaza
73 Sycamore Drive
Dowerglen
Edenvale
Johannesburg
1609