

APOL18: DISCIPLINARY PROCESS AND APPEALS

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1. Purpose

The purpose of this document is to confirm the disciplinary and appeal process in accordance with the Association of B-BBEE Professional's ("ABP") **AFOR04_Code of Conduct & Disciplinary Code**

2. Scope

This policy applies to the disciplinary committee, consisting of at least two board members of which one must be the chairperson.

3. Disciplinary Process

3.1.1. The disciplinary process is delineated in **AFOR04_Code of Conduct & Disciplinary Code** and must be adhered to at all times.

4. Appeal

4.1. The accused will have 10 (ten) working days to object to the findings of the disciplinary committee.

4.2. A board member that did not form part of the initial process will review all the information submitted by all parties including the recommendations of the disciplinary committee.

4.2.1. Should such board member agree with the outcome of the disciplinary committee, the initial outcome stands; or

4.2.2. Should such board member not agree with the outcome of the disciplinary committee, such objection must be brought before the entire board of directors, who will be presented with all the



necessary information. Board members will then vote, by show of hand, who agrees with the initial outcome and who disagrees.

4.2.3. The majority vote will be deemed the final decision of ABP.