



KM WORLD LEADERS

South Africa Protection, Equality & Accessibility Policy

1. Policy Statement

KM World Leaders is committed to upholding the rights, dignity, and protection of all individuals in South Africa. We align our practices with the Constitution of the Republic of South Africa, the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA), the Employment Equity Act, the Protection of Personal Information Act (POPIA), and relevant disability and accessibility frameworks. We do not tolerate discrimination and are committed to equality, accessibility, inclusion, and fair treatment across all our programmes, services, and operations.

2. Scope of This Policy

This policy applies to all KM World Leaders employees, consultants, partners, coaches, trainees, participants, members, clients, and guests in South Africa. It covers all programmes, events, training sessions, digital platforms, recruitment, partnerships, promotions, certifications, and communications.

3. Non-Discrimination & Equality

KM World Leaders prohibits unfair discrimination on any grounds, including disability, race, gender, age, religion, belief, culture, language, or any other protected characteristic under South African law. All individuals will be treated with dignity, respect, and fairness, and will have equal access to opportunities within the organisation.

4. Disability Inclusion & Accessibility

KM World Leaders is committed to promoting disability inclusion and reasonable accessibility. We will make reasonable efforts to ensure physical, digital, and communication accessibility for programmes and events, including step-free access or suitable alternatives where possible, accessible documents and materials, and inclusive communication practices. We aim to remove barriers to participation wherever reasonably practicable.

5. Reasonable Accommodation

In line with South African equality and labour principles, KM World Leaders will provide reasonable accommodation to persons with disabilities or specific needs, unless doing so would cause unjustifiable hardship. This may include flexible arrangements, alternative formats of materials, adjusted participation methods, or assistive support. All requests will be handled confidentially and respectfully.

6. Data Protection & Privacy (POPIA)

KM World Leaders is committed to protecting personal information in accordance with the Protection of Personal Information Act (POPIA). Personal data will be processed lawfully, fairly, and transparently, used only for legitimate purposes, kept secure, and not retained longer than necessary. Individuals have the right to access, correct, and query the use of their personal information.

7. Responsibilities

Leadership is responsible for implementing and monitoring this policy. Partners, coaches, and staff must support equality, accessibility, and data protection in all activities. Participants and members are expected to treat others with respect and may request reasonable accommodation or raise concerns without fear of retaliation.

8. Complaints and Grievances

Any individual who believes they have experienced unfair discrimination, lack of accessibility, or misuse of personal information may raise a complaint. KM World Leaders will take all complaints seriously, investigate them fairly and promptly, and take appropriate corrective action. Retaliation against any person raising a concern is strictly prohibited.

9. Legal Alignment

This policy is aligned with the Constitution of South Africa, the Promotion of Equality and Prevention of Unfair Discrimination Act, the Employment Equity Act, the Protection of Personal Information Act (POPIA), and relevant best practices for equality, accessibility, and ethical governance. KM World Leaders applies these principles as part of its commitment to ethical leadership and good corporate citizenship.

10. Review and Updates

This policy will be reviewed annually or sooner if required due to changes in law, organisational growth, or operational needs.

11. Statement of Commitment

KM World Leaders is committed to building an inclusive, ethical, and world-class leadership ecosystem in South Africa—one that protects rights, promotes equality, respects privacy, and empowers every individual to participate fully. Signed: Dr & Professor Kuldipak Marwaha CEO & Visionary World Leader KM World Leaders