



EMPLOYMENT EQUITY

Statement of Intent

- 1.1.** In pursuance of the Company's role as a socially responsible employer this policy outlines the position of the Company with regard to Employment Equity, as well as providing guiding principles and setting out procedures to be followed in implementing an Employment Equity Plan.
- 1.2.** Employment Equity is viewed as an essential investment in the future human resource of the Company.
- 1.3.** Employment Equity involves the use of positive measures to ensure that Blacks, (Africans), Asians (Indians), Coloureds, women, the disabled and other groups who have been socially, economically and educationally disadvantaged become more represented in the work force at all levels.
- 1.4.** The Company will submit an Employment Equity Plan to the Department of Labour in terms of current legislation and will ensure that performance against the plan is reported on an annual basis.

Guiding Principles

- 2.1.** The Company will endeavor to appoint and develop people with potential at all levels of its business, drawing on the best skills available from all race groups, irrespective of gender in order to ensure a sustainable, competitive advantage both now and in the future.
- 2.2.** A major effort will be made in selecting, educating, coaching and training internal candidates from previously disadvantaged groups to prepare them to take up positions in line with proven abilities.
- 2.3.** The implementation of the Employment Equity Policy and the Equity Plan developed will be fully transparent and communicated effectively.
- 2.4.** Where possible there will be opportunities available for candidates to prepare themselves to occupy more skilled and more senior positions over time.
- 2.5.** The status and job security of existing employees will not be deliberately jeopardised through the application of Employment Equity Programmes.
- 2.6.** The Company will ensure that none of its internal policies or procedures unfairly discriminates against any employee.