



1.0 PURPOSE

The Group is committed to ensuring that all employees enjoy equal employment opportunity (EEO). We are committed to providing a work environment in which employees feel they are a valued member of the organisation.

The Group promotes a workplace free from discrimination or harassment in employment on the grounds of race, sex, marital status, physical impairment, intellectual impairment and homosexuality, and compulsory age retirement.

2.0 SCOPE

The policy applies to the advertisement of jobs, recruitment, selection of candidates to client based positions, and to all employees employed for operational positions within The Company.

3.0 STATEMENT

As a Company, we are committed to providing a supportive and productive working environment which is free from intimidation and harassment, valuing diversity and equality of opportunity. We intend to achieve this by:

- Providing all employees with an equal opportunity to advance and enhance their careers that are determined on the basis of merit; having regard to qualification, experience and ability;
- Ongoing monitoring of policies, procedures and practices to determine whether they have a direct or indirect discriminatory effect;
- Providing a procedure for the resolution of grievances in the workplace; and
- Seeking to ensure that these policies shall apply to all dealings within the Company as well as to those with whom the company does business.

Managers and consultants are accountable for the implementation of this Policy and where necessary, to enforce it.

This EEO policy applies to all staff, who are obliged to follow non-discriminatory practices in the workplace. The Group is a responsible employer which is legally accountable for discrimination in employment matters.

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Approved by	Group MD	Related Document(s)	P-011150 Diversity Policy P-0162 Recruitment & Selection Policy
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