

Doc. Ref: IMS / PS-530-011

Date: May 2023

Review Date: Yearly

EMPLOYMENT EQUITY POLICY STATEMENT

POLICY OBJECTIVES

The objective of the Employment Equity Policy is to ensure that all Employees who render a service to Wetback Contracts (PTY) Ltd receive fair and equitable treatment, free of discrimination and/or victimisation as prescribed in the Employment Equity Act (Act 56 of 1998).

POLICY STATEMENT

Wetback Contracts (PTY) Ltd recognises, for all its Employees, the right to work and be compensated for services rendered, to be given dignity, fair and equitable treatment, the right to exercise basic human rights and freedom of association.

Management, as the custodians of the interests of all stakeholders, have the right to plan, organise and manage the Company and will not exercise these rights in any manner that discriminates unfairly against any Employee or group of Employees on any grounds, as stipulated in the Employment Equity Act (Act 56 of 1998).

Through the effective implementation of Wetback Contracts (PTY) Ltd prevailing Industrial Relations Procedures, the Company will ensure that all Employees and those applying for employment, receive fair and equitable treatment free from any sort of discrimination or victimisation, racial or sexual harassment or any other unfair practices.

Wetback Contracts (PTY) Ltd is committed to resolve any dispute or conflict which may arise through consultation, negotiation as swiftly as possible and in accordance with the Company's prevailing Industrial Relations Procedures and current labour legislation.

Wetback Contracts (PTY) Ltd



Gianni D. Anić
Managing Director