

## **EMPLOYMENT EQUITY POLICY STATEMENT**

### **POLICY OBJECTIVES**

The objective of this Employment Equity Policy is to promote equal employment opportunities and fair treatment for all employees and applicants at Wetback Contracts (PTY) Ltd and its subsidiaries (hereinafter referred to as the Company), in accordance with the Employment Equity Amendment Act No. 4 of 2022 and applicable labour legislation.

The Company is committed to maintaining a diverse, inclusive, respectful, and equitable workplace free from unfair discrimination.

### **POLICY STATEMENT**

The Company recognises the right of all employees to fair labour practices, dignity, equal opportunity, and freedom of association.

Management, as custodians of the interests of all stakeholders, will manage the Company in a manner that does not unfairly discriminate against any employee or group of employees on any grounds prohibited by the Employment Equity Amendment Act No. 4 of 2022.

Through the implementation of the Company's Human Resources and Industrial Relations procedures, the Company will endeavour to ensure that all employees and applicants for employment are treated fairly and equitably, free from unfair discrimination, victimisation, harassment, or any other unfair labour practices.

The Company is committed to implementing fair employment equity and affirmative action measures to support equitable representation, development, and advancement of suitably qualified persons from designated groups.

**Wetback Contracts (PTY) Ltd**



**Gianni D. Anić**  
Managing Director