

## INTERNATIONAL NIGERIA LIMITED

**Labour*****Assessment, Policy and Goals***

BRISAD INTERNATIONAL NIGERIA LIMITED supports the ILO Core Conventions and will not do business with any organisation who uses forced or child labour. All BRISAD INTERNATIONAL NIGERIA LIMITED employees are issued with a contract of employment which clearly states their terms and conditions including pay rates and other issues related to the employment. The Nigerian legislation on Freedom of Association in the work place is enforced and monitored by Human Resources for continued compliance. BRISAD INTERNATIONAL NIGERIA LIMITED gives the local trade union(s) the access to the part of the company Intranet in order to simplify labour - union interaction. All staff is given written information about BRISAD INTERNATIONAL NIGERIA LIMITED work policies as well as to protocols and minutes of the cooperation and interaction between the union(s) and the company.

***Implementation***

BRISAD INTERNATIONAL NIGERIA LIMITED encourages employees to engage in their health and a substantial amount was earmarked to spend on wellness such as massage, gym memberships and similar of own preference. Additionally a pause program (Work Pace) that will automatically suggest regular pause intervals for those working by a computer, is being introduced to help reduce stress and tension related to sedentary work.

***Measurement of Outcomes***

Every year the Diversity and Gender Plan is revised and the efforts made evaluated. The gender balance (35% female) has improved during 2012 as a result of active implementation of the plan. The latest review also showed no pay differentials based on gender. BRISAD INTERNATIONAL NIGERIA LIMITED has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles



WE SUPPORT