

# AFFIRMATIVE ACTION POLICY



## **FELIX UNITE TENTED CAMPS CC**

*herein referred to as 'The Company'*

The Company regards its people as a valuable asset and will strive to promote a culture that enhances a cooperative dedication towards continuous improvement and development, of employee personal growth, well being, and business prosperity.

Within the Company we will provide an environment which will nurture, encourage, develop and support all employees in achieving their full potential as both a member of our team as well as a member of their community. We will therefore, inter alia:

- Provide necessary development programmes in life skills which form the basis of advancement both within and outside the workplace.
- Provide appropriate training and development programmes in respect of career pertinent skills.
- Promote from within the Company wherever possible.
- Apply non-discriminatory practices in all matters, including areas of remuneration and advancement.
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- Setting fair and realistic recruitment and selection processes, criteria, standards and job requirements.
- Participation in community development projects where local subcontractors are given preference and are invited and assisted to price all subcontracts.
- Transfer skills - our company is committed to the transfer of skills through on-the-job training, mentorship and constructive feedback.
- Developing and training employees at all levels so they can reach their full potential, with a particular focus on those who were previously disadvantaged.
- Recognising that every employee has a valid role, regardless of their position and skills, and always respecting each other's abilities and responsibilities.
- To achieve equitable representation in all occupational categories and levels
- No-one is denied employment opportunities or benefits for reasons unrelated to ability and where no-one is discriminated against unfairly.

The ultimate goal of this policy is the empowerment of each and every one of our team of employees to facilitate the individual achievement of excellence both inside and outside the workplace.