

The Equal Opportunities Policy Statement

South – Western Pacific International Limited (SWPIL) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected, valued and able to give their best.

The purpose of this policy is to provide equality and fairness for all who work in S-WPIL and not to discriminate on grounds of gender, marital status, race, ethnic origin, color, nationality, disability, religion, sexuality or age. We oppose all forms of unlawful behavior and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be utilized to maximize the efficiency and optimal productivity of the organization.

South – Western Pacific International Limited (S-WPIL) commitment is:

- ❖ To create an environment in which individual differences and the contributions of all our staff are recognized and valued;
- ❖ To ensure that every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- ❖ To make training, development and progression opportunities available to all staff;
- ❖ To ensure that equality in the workplace is good management practice and makes sound business sense;
- ❖ To review all our employment practices and procedures to ensure fairness; and
- ❖ To regard breaches of our equality policy as misconduct which could lead to disciplinary action



South-Western Pacific International Limited expects all employees to accept personal responsibility and conform to its equal opportunity objectives in order to ensure that these aims are effective at all levels in the organization.

You should be prepared to challenge discrimination if you encounter it. No applicant or current employee should fear recrimination or victimization for bringing to the attention of the relevant manager any concern as regards discrimination complaint.

Signed

Managing Director, South – Western Pacific International Limited (S-WPIL)