

# Stefanutti Stocks (Pty) Ltd

## Employment Equity Policy Statement



Stefanutti Stocks (Pty) Ltd acknowledges the importance of ensuring fair and equitable treatment of all applicants for employment and existing Company employees, by removing discriminatory barriers and introducing positive affirmative action policies and practices.

The Company is committed to promoting employment equity and affirmative action. The employment equity policy will be implemented in accordance with the Employment Equity Act. In terms of the policy, the Company will attempt to address unfair discrimination and will take steps to correct under representation of designated groups, at all levels of employment.

The Company recognises that employment equity has the following essential components:

- The removal of discriminatory barriers to employment and promotion;
- The introduction of policies and practices and the establishment of internal goals and timetables, towards the achievement of employment equity, by encouraging the recruitment, hiring, training and promotion of suitably qualified persons, in the designated groups;
- The improvement in the quality of the participation of designated groups in the Company, through appropriate recruitment, training and promotion.

The implementation of employment equity in order to create opportunities for designated groups will not result in compulsory job losses to employees who do not belong to a designated group.

A formal Employment Equity Plan is prepared for each Business Unit and applies for a period proposed and agreed with the Department of Labour. This plan will focus on the establishment of goals in line with the Code of Good Practice on the preparation, implementation and monitoring of an Employment Equity Plan.

All decisions, in any manner affecting the employment of an employee or job applicant, will be made with reference to genuine and objectively verifiable occupational requirements. Apart from the measures taken in terms of the Company's Employment Equity Plans and in terms of the inherent requirements of a particular job, the Company will not be party to any unwarranted discrimination (including harassment) in its employment policies and practices.

Unacceptable grounds for discrimination include:

- Race, ethnic or social origin, colour, culture, language, birth;
- Gender, sex, pregnancy, marital status, family responsibility, sexual orientation;
- Age;
- Disability;
- Religion, conscience, belief and political opinion.

  
Russell Crawford  
Chief Executive Officer  
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