

Employment Equity Policy

Coal of Africa

Introduction

This policy serves to demonstrate CoAL's commitment to the goals and ideals in respect of employment equity and the measures that has been set in place bring these goals about and reaffirms the company's decision to serve in the interest of the business and the country as a whole.

Coal of Africa firmly accepts that they must achieve the desired employment equity status in a responsible manner, with due regard to the broader realities of the business and economic environments.

During the transformation process, Coal of Africa will be focussing on serving in the interest of the previously disadvantaged by providing them with opportunities for growth in their jobs and long term job placement.

Goals of this Policy

Coal of Africa strives to follow the goals of the Employment Equity act, without compromising the businesses, their market share, their customer base, their profitability, or their quality and service standards in the process.

To follow is some of the goals Coal will be focusing on:

- Promotion of equal opportunity of all races and gender and fair treatment of employment in the workplace.
- To eliminate discrimination practices in the workplace and replace them with practical methods to address employment equity barriers
- To eliminate all forms of harassment in the workplace
- To remove all forms of barriers that unfairly restricts employment and promotional opportunities of all genders and races in the workplace.

Employment Equity Reporting

Each subsidiary in the group shall prepare and submit a yearly Employment Equity Report to the Department of Labour as stipulated in Section 21 of the Employment Equity Act, 1998.

The Act will be visible at the workplace where it can be read by every employee.

Employment Equity Committee

An Employment Equity Committee shall be established in order to create a credible forum in which groups will be represented through participation. The heads of departments will consult from time to time on matters ensuring equity in the organization.

Conclusion

Coal of Africa is committed to recruiting suitably qualified employees who will give the organization a competitive advantage, to assist in developing those who will play a significant role in the organizations' future and encourage all employees to develop their potential and expand their careers in a discrimination free workplace.