



The
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Chamber of
Commerce**

BEST CORPORATE CITIZEN

SUSTAINABILITY AWARD **2024**

PEOPLE. PLANET. PROFIT





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Employee Relations



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Significant achievements during 2023-2024

- Strengthening employee relations at the workplace



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Significant achievements during 2023-2024

- Employee benefits, working conditions, social security, occupational safety and health (OSH)



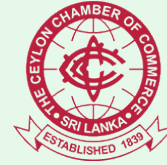
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Significant achievements during 2023-2024

- Employee training and development (HRD)

Mechanisms to ensure equal opportunities in employment

- Persons with disability
- Female employment
- Measures against gender based Sexual Harassment / violence, Specific measures to safeguard/ foster dignity of Women in the workplace
- Recruitment policy
- Promotions and career advancement opportunities
- Strategies and goals for gender parity



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Challenges and Strategies

- Identify the challenges faced and strategies adopted and actions taken to overcome those challenges (general - related to your business).
- How has your Organization prepared for and responded to the economic context?



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Diversity, Equity and Inclusion (DEI)

State the company's policies on Diversity, Equity and Inclusion in relation to employees and how it relates to the company's sustainability strategy.



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Statistics

- Total No. of employees as at 31st March 2023 and 31st March 2024
- No. of employees dismissed during 2022/23 and 2023/24, and the No. retrenched through VRS or other mechanisms.
- No. of employees trained and total investment on training during 2022/23 and 2023/24
- No. of employees with disabilities
- No. of female employees and female employees in Senior Management positions as a percentage of total employment, % of female employees promoted, % of females in recruitments, % of females in key departments, % of females in key geographical locations, % of female exits