



Panorama Construction & Development Co. Ltd

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[**EQUAL OPPORTUNITY POLICY**]

PANORAMA is committed in eliminating discrimination and encouraging diversity amongst our employees and job applicants and in ensuring all who work with PANORAMA will be truly representatives of all sections of society and each employee feels respected and are able to realize their full potential. It is PANORAMA policy to:

- Ensure that no job applicant or employee receives less favourable treatment and to not be discriminated on the grounds of age, disability, gender or gender re-assignment, marital status, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, medical condition, offending background and that all employees are treated with respect and dignity in the workplace.
- Select, promote and develop or any other benefit will be on the basis of aptitude and ability and are available to all staff, to maximize the efficiency of the organization.
- Regularly assess conditions of service, remuneration, fringe benefits and facilities to ensure employees' contractual entitlements are met and in full compliance with South Sudan Labour Law.
- Ensure those responsible for recruitment, selection, training, grievance, disciplinary and dismissal procedures are familiar with this policy.
- Make employees aware of their responsibilities under this policy and communicate the Company's commitment to promoting equality of opportunity.
- Treat all individuals – including potential employees, customers, subcontractors, suppliers and members of the public – with respect and dignity.
- Remove the barriers to the achievement of equal opportunities wherever they may exist.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings

While primary responsibility for equal opportunity rests with PANORAMA, every employee must comply with this policy to prevent discrimination and promote fair treatment. If any employee believes he/she has been subject to treatment that breaches this policy, they should report the complaint to their line manager in the first instance. The matter will be investigated under the Company's formal grievance procedure.

This policy is fully supported by senior management and will be monitored and reviewed annually.