

<b>SECTION</b>	<b>ACCENTUATE LIMITED POLICIES</b>	<b>Pol0029</b>
<b>SUB SECTION</b>	<b>EMPLOYMENT EQUITY</b>	
<b>ISSUE DATE: MAY 2008</b>	<b>SUPERSEDES: August 2006</b>	<b>Page 1 of 2</b>

## **POLICY STATEMENT**

Accentuate Limited acknowledges that apartheid left behind a legacy of inequality and that the transition to democracy requires changes. This process of change will be guided by the following fundamental principles in line with relevant legislation:

- Equity and redress
- Democratisation
- Development
- Quality
- Effectiveness and efficiency
- Corporate Governance

Therefore, it is the policy of Accentuate Limited to identify and remove discrimination in employment policies and practices, remedy effects of past discrimination through appropriate special measures and work towards reflecting the racial demographics of the region throughout all levels within the organization.

## **Principles**

Affirmative Action should be regarded as a temporary intervention until Accentuate Limited reaches a stage where race, gender and disability have no effect on employment and advancement opportunities.

We aim to have progressed substantially towards reflecting regional demographics in the next five years. To this end, goals have been set and processes to monitor progress are in place.

1. Accentuate Limited aims to enhance the quality of its workforce by tapping into the rich diversity of the available human resources.
2. Accentuate Limited adheres to a policy of staff development aimed at enhancing the career preparation of its entire staff, but especially that of designated groups. Affirmative Action is a process which is aimed at enabling the designated groups to develop their full potential to achieve competitive levels of competency.
3. Minimum competencies for all jobs will be defined and when making appointments, inherent potential to meet these will be assessed with a view to appointing suitable HDSA candidates from the designated groups.
4. Job performance standards will not be compromised, ie. achieving employment equity through affirmative action measures, does not mean lowering of standards. It is a process of empowerment and not enrichment of designated groups.
5. All designated groups should be able to access all positions. This will be done by means of a vigorous approach to explore all avenues to find suitable persons.

## **Designated groups**

African, Indian, Coloured, Women and Disabled

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### **Implementation Strategies**

#### ***Recruitment***

Based on our employment profile, we will give preference to recruit persons from the designated groups. Recruitment and selection will be done in accordance with the approved recruitment and selection policy, which inter alia will determine how and where we will advertise and head hunt.

#### ***Development***

A special development program will be implemented from January 2005. This program will address the needs of new and existing staff.

### **Responsibilities for Implementation**

Chairman	Agrees on overall plan and evaluates progress
Managing Director	Accountable for the achievement of agreed equity targets/goals
Process Managers	Responsible for the development and implementation of departmental heads' approved equity plans
HR Department	Co-ordinates, assists and monitors Employment Equity Plan and supports line managers by means of appropriate systems and advice
Standards Manager	Oversees process of Employment Equity Plan