

POLICY ON EQUAL EMPLOYEMENT OPPORTUNITIES

Discrimination is when a person is treated less favorably than others because of characteristics that are not related to the person's competencies or the inherent requirements of the job. Discrimination may occur before hiring, on the job or upon leaving.

SAFACAM commits to providing an environment which is free from discrimination by:

- Complying with relevant national laws and international agreements, as they are transcribed into the laws and regulations of Cameroon. Compliance with applicable laws, regulations and agreements are monitored by a regulatory watch.
- Basing its recruitment selection, hiring and promotion on skills, capabilities, qualities and medical fitness necessary for the jobs available.

Positive discrimination is solely performed in case it is part of negotiated agreements providing employment and benefits to specific communities.

Disciplinary action will be taken against company employees and/or third parties who willfully are in breach of this policy.

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Dizangué, 29 January 2019
The General Manager,



Jean-François PAJOT