

SPECIAL LABOUR POLICY

Forced labour is all work or service which is extracted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Migrant workers are all international migrants who are currently employed or unemployed and seeking employment in their present country of residence.

- SAFACAM complies with relevant national laws and international agreements on forced and trafficked labour and migrant workers, such as the International Labour Organization Convention on Forced Labour (1930), on the Abolition of Forced Labour (1957) and on Migration for Employment (1949). Compliance with applicable laws, regulations and agreements are monitored by a regulatory watch.
- SAFACAM will not subject temporary or migrant workers, to any discrimination in any aspect of the employment relationship.
- SAFACAM provides decent living conditions to temporary or migrant workers in line with national laws.
- SAFACAM does not engage in the practice of contract substitution.
- SAFACAM does not use forced or trafficked labour, either directly or via third parties.
- SAFACAM recognises that employees have the right to terminate employment without penalty given reasonable notice or as per agreement.
- SAFACAM organizes a post-arrival orientation programme for migrant employees, with a special focus on language, safety, labour laws and cultural practices.
- SAFACAM does not charge any fees related to the recruitment and hiring of migrant workers.

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

Dizangué, 29 January 2019
The General Manager,

