



EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY POLICY

RELIANT, whilst respecting the different cultures, traditions, and employment practices requires safe and effective working relationships at all levels around the organization. Shares common goals and is committed to corporate values and ethical behavior, providing an employment culture in which every employee has the opportunity to apply and develop skills to achieve his/her potential. RELIANT believes in treating all people with respect and dignity, and has zero-tolerance toward discrimination, in that manner, any breaches of this policy may lead to termination of employment if appropriate. RELIANT aims to recruit a diversified group of people with a diverse set of talents to help us achieve our goals, and in this quest commits to:

1. Employing the best person based on best adherence to the job description and does not discriminate on grounds of age, gender, race, culture, religion, marital status, and physical or mental ability. RELIANT does not employ forced, bonded, or child labour.
- 2 Comply with the principles of merit and fairness in all employment processes. This means the candidates are selected because they are the best person for the job and are suitable according to the job description.
- 3 Appraising, training, developing, and promoting all employees based on demonstrated performance, ability, and potential. Being trained to work, and then working, in safe, healthy, and environmentally responsible ways come first and foremost. Beyond that, RELIANT believes in enabling employees to develop to the extent of their abilities. RELIANT improves the employees' skills and competencies by regular performance reviews, recognizing potential, undertaking education, training, and coaching as appropriate, and offering professional development opportunities within the Organization.
- 4 Rewarding excellence, promoting the principles of equal employment and diversity, and taking into account individual employee aspirations at all times.
- 5 Implementing an equitable and transparent remuneration and an incentive system according to the job title and employee performance.
- 6 Ensuring that all reports of workplace discrimination are treated seriously, promptly, and fairly with due regard to the principles of procedural fairness, natural justice, and confidentiality.
- 7 Ensuring that all RELIANT's employees are responsible for upholding and eliminating any practice and behavior which is discriminatory or which could lead to discrimination in the workplace, and ensuring that appropriate action is taken against individuals engaging in discriminatory conduct.
- 8 Make confidential counseling and support available to all employees to assist with any workplace issues that may arise during the execution of their tasks.
- 9 Establishing sound conditions of work and disciplinary procedures through the organization's business Code of Conduct and Procedures.
- 10 Recognize the right of all employees to choose whether or not they wish to be represented collectively.

In this regard, the undersigned, on behalf of RELIANT, declare our commitment to comply with the guidelines in this policy.

Kitwe, 26th November 2019

A handwritten signature in black ink, appearing to read "Jerson Huamani".

Jerson Huamani
Director
