

EMPLOYMENT EQUITY AND AFFIRMATIVE ACTION POLICY

REVIEWED AND APPROVED BY SKILLS AND EQUITY COMMITTEE

ON 12th NOVEMBER 2012

Employment Equity

Ramsay Webber Attorneys endorses the statements in the Constitution that everyone is equal before the law and that everyone has inherent dignity and the right to have that dignity respected and protected while at work

The company supports the values of human dignity, equality and freedom. It will not unfairly discriminate either directly or indirectly against any employee on any one or more of the following grounds: Race, Gender, Sex, Pregnancy, Marital Status, Ethnic or Social origin, Colour, Sexual Orientation, Age, Disability, Religion, Conscience, Belief, Culture, Language, Birth, HIV Status, Family Responsibility and Political Opinions.

It shall encourage a work environment free from unfair discrimination, harassment, favouritism, victimisation and intimidation by facilitating the creation and maintenance of a workplace in which the dignity of every employee is respected. And it shall ensure that no employee suffers unfair discrimination in respect of access to opportunities, treatment, remuneration or benefits.

Affirmative Action

Ramsay Webber Attorneys recognizes that effective human resource provisioning of a diverse mix of top performing people at all categories and levels is of critical importance to the success of its business, as well as to the retention and potential development of its employees.

The company further recognizes that as a result of past discriminatory laws and practices in South Africa, there are disparities in employment, occupation and income within the National Labour Market and the industry and that these disparities could require action beyond employment equity in certain situations. Ramsay Webber Attorneys shall ensure that affirmative action is evident in its training and development practices in respect of both employees and trainees.

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Ramsay Webber Incorporated: 1996/002565/21

A Member of Mackrell International

The Company will encourage the development and retention of a diverse workforce that is broadly representative of the people of South Africa. Through its strategy of combining development opportunities with fair recruitment and promotion practices

Ramsay Webber Attorneys intends to continuously increase diversity while at the same time appointing and retaining skilled staff at all occupational levels.

Ramsay Webber Attorneys will ensure that all appointments and promotions are based on competence and capability and that its high work performance and productivity standards are met by all employees. It will also ensure that no conflict or contradictions arise between its productivity goals and its affirmative action goals.