



PRESKO POLICY ON EQUAL OPPORTUNITY

OBJECTIVES:

The purpose of this policy is:

- To register into an official policy for Presco Plc, the commitment of Presco Management to promote equality of opportunity in the company
- To communicate with clarity the commitment of Presco Management to the promotion of such a policy
- To ensure equal treatment to all employees or candidates.

GUIDELINES AND METHODS:

Commitments

Presco Plc is committed to:

- Promoting equal opportunity for all persons
- Promoting a good and harmonious environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation (special attention will be given to prevention of discrimination against people with HIV or Aids)
- Fulfilling all legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy
- Taking lawful affirmative or positive action, where appropriate. Breaches of the equal opportunities policy will be regarded as misconduct and could lead to termination of contract.
- Presco Plc is committed to the principles and practice of Equality and values the diversity of the local population.

Presco recognises that the provision of equal opportunities in all its activities will benefit the company. The equal opportunities policy will help employees to develop their full potential and the talents and resources of the employees will be utilised fully to maximise the effectiveness of Presco Plc.

Therefore, Presco Plc recognises that it has a duty to implement an equal opportunities policy.

Scope

This policy applies to all Presco Plc locations at Obaretin, Cowan and Ologbo estates, for all employees of Presco Plc (referred as the "Company") and also includes visitors, students, and subcontractors inside and outside of normal scheduled working hours.

Policy statement

It is our policy to provide equality to all, irrespective of:



- Gender
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Age

We are opposed to all forms of unlawful and unfair discrimination. All Presco Plc personnel will be treated fairly and will not be discriminated against on any of the above grounds.

Presco doesn't discriminate in its employment. Decisions on employment, promotion, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability. Any qualified person can be employed without regard to any of the conditions mentioned above. Priority is however given to qualified persons from the host communities as long as they prove to be suitable for the available position and without unduly compromising the merit criteria.

Implementation

- **Communication.** This policy, and related information on equal opportunities, will be communicated to all Presco Plc employees using the full range of communication methods available to the company.
- **Monitoring.** Presco (particularly HR department) will ensure that no conscious or unconscious discrimination in the selection or recruitment of employees occurs.
- **Monitoring complaints.** Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter. Management will coordinate the follow-up of those complaints.
 - All complaints of discrimination will be dealt with seriously, promptly and confidentially.
 - Every effort will be made to ensure that members who make complaints will not be victimised.
 - Victimisation will result in disciplinary action and may warrant dismissal.
- **Documentation.** A system will be developed and implemented to collect eventual complains on breach of the equality policy and follow-up on them.
- **Review.** This policy will be reviewed annually and revised as necessary in the light of eventual new laws and regulations.

Responsibilities

- Presco management is responsible for the effective implementation of this policy
- The human resources department has a specific responsibility in the implementation this policy when recruiting or promoting employees
- Management is responsible for monitoring the implantation of this policy, for receiving complains in case this policy has been breached, to follow-up and take necessary actions



Presco

- We expect all members to abide by the policy and help to create the equality environment which is its objective

Felix Nwabuko

Managing Director

May 30th 2016