



ACIMS		Document N°:	HSE-MS PO 2.04
	Health, Safety, Security & Environmental Policy	Initial / Revision N°:(0):	06/01/2020
	<b>EQUAL OPPORTUNITY AND EMPLOYMENT POLICY</b>	Review:	06/01/2022

## **EQUAL OPPORTUNITY AND EMPLOYMENT POLICY**

ACIMS is committed to equal opportunity for its workers and clients. The Company does not discriminate on the basis of gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability or religion or language.

This policy applies to the treatment given to all our clients, to our staff and to recruitment opportunities.

ACIMS shall not discriminate in the recruitment of its workers. Workers shall be recruited only based on their Competencies (Knowledge, Ability, Training and Experience). No other factor shall influence the recruitment process or decisions.

Promotion or advancement at work shall be influenced by the individuals contribution to health and safety, production, quality of work and the overall contributions to the profitability of the company.

The company is committed to providing individuals access to all facilities, programs, benefits and activities without regard to personal factors that are irrelevant to the program involved.

ACIMS Equal Opportunity and Employment Policy is essential to its mission to be a definitive provider of quality professional services and works in Cameroon and Central and West Africa.

Where a worker or client feels he or she has been discriminated against by a member of staff or management, that client can seek redress under the quality management policy. The Company assigns a high priority to implementation of its Equal Opportunity Policy.

*Fombon Julius*  
General Manager

06/01/2020

