



PROTECTION OF EMPLOYEES BEFORE AND AFTER BIRTH OF A CHILD

Female employees working for Concor shall be protected in line with the Basic Conditions of Employment Act as well as the corresponding Code of Good Practice (Code of Good Practice on the Protection of Employees during Pregnancy and after the Birth of a Child, GN R1441, GG 19453 of 13 November 1998).

- All Concor workplaces must encourage employees to report pregnancy early so that appropriate protective measures for them can be taken.
- Female employees shall be informed about how workplace hazards affect them when pregnant or breast feeding, and of the importance of immediate notification of pregnancy. This can be covered in induction and risk assessment training.
- Workplaces should encourage employees to report their pregnancies as early as possible so that appropriate measures and planning can be taken.
- Pregnant employees shall not be discriminated against and where the HSE risk assessment determines it necessary, shall be considered for moving to less stressful and hazardous work areas.
- The risk assessment contemplated in the BCEA and COP shall be conducted and reviewed regularly between the pregnant employee, HR and HSE to ensure that controls are valid and adhered to.
- Appropriate actions shall be taken to protect the employee following the risk assessment, which may include temporarily transferring the employee to a different position.
- During pregnancy and six months after giving birth, Concor shall (where practicable or necessary) offer such an employee who is doing night or hazardous work, alternative employment at the same terms and conditions that she was on previously.
- The necessary documentation and paper trail shall be filed in the employees' file on site with HSE and HR.

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Date

