



## Equal Opportunities Policy

Rogers and Company Limited (the 'Company' or 'Rogers') is an equal opportunities employer whose policies and practices aim to create an environment that promotes equal opportunities for its employees and potential employees. Rogers is committed to being a responsible employer.

Having taken cognizance of its obligations under the Equal Opportunities Act 2008, Rogers endeavours to follow the recommendations of the Equal Opportunities Commission (the 'Commission') as set forth in its Guidelines on Application of an Equal Opportunity Policy at work including:

- Selection
- Recruitment
- Employment
- Promotion
- Learning and development
- Termination and dismissal

Rogers shall ensure that its employees or potential employees are not treated less favourably and/or harassed on grounds of:

- Age
- Race (including ethnic origin, colour, caste, creed, nationality and national origin)
- Gender (including sex, pregnancy and maternity, marital, partnership and family status);
- Sexual orientation
- Impairment (physical and/or mental impairment, and diseases including AIDS)
- Religion/ belief or non-belief
- Political opinion

Rogers recognises that the above list is non-exhaustive and will review its criteria and procedures periodically to ensure that employees are selected, promoted and treated on the basis of their relevant performance, merits and abilities whilst taking into account special consideration for candidates with an impairment or disability.

Rogers ensures adherence to the Policy in the following manner:

- The Human Resource function endorses these practices in its daily operation.
- Rogers purports that the above implied practices are in place and consequently known to its employees and prospective recruits.
- The existing HR procedures cater for proper communication and feedback mechanism including purported discrimination against any individual or group of individuals.
- In the event of complaints and grievances, the usual corporate process will be triggered, and the matter dealt with accordingly.

***Approved by the Board of Rogers and Company Limited on 14 May 2014.***

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**Rogers**