



WILLIAMSON TEA KENYA PLC

EMPLOYMENT POLICY

Williamson Tea Kenya Plc recognises the importance of equal job opportunities for all as a means of promoting social justice. To this end, we are committed to implementing our employment policy.

In consistent with the above, the company's employment policy recognises the need to:

- Have equal job opportunities for all individuals who qualify regardless of their gender, tribe or religion.
- Ensure that only those who qualify for the job and are Kenyan citizens above the age of 18 years and are in possession of National ID cards are employed.
- Not to carry out pregnancy, HIV/Aids and genetic tests for recruitment purposes.
- Ensure that all promotions are based on merit, productivity and overall performance.
- Comply with all the terms and conditions of service as set out in the Collective Bargaining Agreement between KPAWU & KTGA, Employment Act and regulations of wages.