



Non-Discrimination/Anti-Harassment Policy.

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EJS/IMS/MD/COM/HSE/POL/006

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Purpose

EJ'S Solutions is committed to creating and maintaining a work environment in which all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that fosters equal employment opportunities and strictly prohibits unlawful discriminatory practices, including harassment. All workplace relationships should be business-like and free from explicit bias, prejudice, and harassment



Equal Employment Opportunity

EJ'S Solutions ensures equal employment opportunities for all individuals without discrimination or harassment based on the following protected characteristics:

- ▶ Race
- ▶ Colour
- ▶ Religion
- ▶ Sex
- ▶ Sexual orientation
- ▶ Gender identity or expression
- ▶ Age
- ▶ Citizenship
- ▶ National origin
- ▶ Genetic information
- ▶ Any other characteristic protected by law
- ▶ Marital status
- ▶ Disability



Harassment

Harassment includes any verbal, written, or physical conduct that:

- Denigrates or shows hostility or aversion toward an individual based on their race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other legally protected characteristic.
- Targets a person's relatives, friends, or associates based on the same characteristics.

Such conduct is considered harassment if:

- It creates an intimidating, hostile, or offensive work environment.
- It interferes with an individual's work performance.

EJ'S Solutions does not tolerate any form of harassment and will take strict disciplinary action against those found engaging in such behavior.

The company strictly prohibits any form of discrimination or harassment against employees, applicants, or other individuals involved with EJ'Solutions.

Reporting / Speak Up Policy

Ej's Solutions encourages employees to report any perceived incidents of discrimination or harassment. The company is committed to promptly and thoroughly investigating all such reports. If an employee believes they are a victim of discrimination or harassment, they should:

- Report their concerns to their immediate supervisor or the Human Resources Manager.
- Utilize the company's reporting channels in a timely manner.

Retaliation against anyone who reports discrimination or harassment in good faith is strictly prohibited.



DOCUMENT AUTHORIZATION

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