

**TRANSVAAL HEAVY TRANSPORT (PTY) LTD**

Cnr Arnold &amp; Garfield Street Alrode, Alberton

PO Box 124157, Alrode, 1451

Tel: (011) 864-1714/65, Fax: (011) 908-5236

Reg. No. 2001/011263/07 Vat No: 4340125295

## AFFIRMATIVE ACTION POLICY

1. With replacement of personnel it is expected from all Management to replace that position with the disadvantaged community (with no discrimination against sex, race or gender). All criteria expectations and qualifications remains intact for that specific position.
2. If and when there is staff or personnel within the company that has got the potential and can be trained for such a position, that particular candidate (if from the disadvantage community) must receive preference.
3. If no suitable candidate from the disadvantage group inside or outside could be sourced due to the lack of qualification or experience, alternative sources can be explored with the necessary written motivation.

**S.J.SWANEPOEL**  
**MANAGING DIRECTOR**

\_\_\_\_ **13 August 2020** \_\_\_\_  
**DATE**

THT-EPOL-110.1  
Affirmative Action Policy  
- Revision 01  
- August 2020

