

27. RECRUITMENT PROCEDURES

This policy is intended to address recruitment of new staff to fill the vacant position. The company acknowledge that its business affect communities in the areas on which we operate and that Bilnor Projects have socio responsibility to empower its communities.

Bilnor also ascribe to good business practice, fairness and ethical conduct. Therefore, Bilnor Projects undertake to enforce below recruitment procedures:

1. All job opportunities, preference shall first be reserved to local communities. On the absentia of local skills, Bilnor Projects shall source skilled labourers from elsewhere. Bilnor Projects understand the imbalance that exist between South African Males and Females, therefore, hereby undertake to assist on recommended correcting methods proposed by the government. Bilnor Projects shall give particular attention and preference to woman when recruiting and provide ongoing support to these woman.
2. Positions for unskilled Labourers and Semi- Skilled Labourers shall only be advertised to local Communities. The job advert shall have amongst other things, closing date and time of the position being advertised
3. All applicants shall be treated equally
4. All applicants shall be subjected to interviews and assessment test
5. All applicants shall be treated with dignity and respect
6. Nepotism and favoritisms shall not be tolerated
7. All qualifications shall be subjected to MIE (background screening) verification prior appointment
8. Employees will be screened (reference checked) prior to submitting CV's for perusal
9. Bilnor only pay 50% of the time spend doing initial medical and initial induction and any other training.

The company hereby invite anyone who witness or with evidence of fraud or corruption to send an email to info@bilnor.co.za

EG Khoza
Chief Executive Officer