



Sexual Harassment

Policy number:	64
Authorised by:	Management Board of Directors mteSA
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Policy Statement

mteSA is committed to providing all employees the opportunity to pursue excellence in their professional endeavours. This can only exist when each employee is assured an atmosphere of mutual respect, one in which they are judged solely on criteria related to job performance.

It is mteSA policy to maintain a work environment that is free from coercion, intimidation or harassment, including sexual harassment, and assist the Host Employers to develop same. Our organisation fully subscribes to the laws which forbid such conduct in the workplace and will not tolerate offensive, humiliating, coercive, intimidating or harassing behaviour from anyone in our organisation. This responsibility extends not only to all co-workers, but to all people with whom we deal in conducting our business.

We believe that anyone who works for us, who applies for a job with us, and everyone with whom we deal in our daily work has a right to be treated with respect and dignity. mteSA has a firm commitment to ensuring the workplace is free from sexual harassment and will take all necessary steps to make this happen.

mteSA will treat all complaints of sexual harassment seriously, and ensure they are dealt with promptly, impartially and confidentially. If sexual harassment is found to have taken place, appropriate disciplinary action will be taken.