



GREEN WORKS AFRICA

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EEO Policy Statement

It is the policy of Green Works Africa to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Green Works Africa will provide reasonable accommodations for qualified individuals with disabilities.

Green Works Africa's goal is to increase representation of women, people of color, veterans and individuals with disabilities. Our programs are designed to comply with all applicable federal, state and local laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, education, tuition aid, transfers, promotions and social/recreational programs.

Green Work Africa's CEO and senior leadership team regularly receive and review affirmative action reports and have the responsibility to monitor progress, reinforce policies and hold the organization accountable to meet objectives.

Responsibility

Kari Korhonen, Chairman, Chief Human Resources Officer, and her designee, Yuster Nyakachara, Vice President, Human Resources Operations, Processes, Quality and Compliance are responsible for leading organization's affirmative action efforts and ensuring that the principle of equal employment opportunity is understood and followed. The HR head for each Green Works Africa establishment is responsible for local affirmative action efforts. All members of management must be familiar with this policy, must fully support it, and are responsible for applying these principles in good faith. All employees are responsible for conduct consistent with Green Works Africa 's EEO Policy and are expected to demonstrate respect for all cof workers.

Green Works Africa posts this statement to inform applicants and employees of Art in Tanzania's commitment to equal opportunity in employment. The Affirmative Action Plans for: Women and Minorities; Individuals with Disabilities; and Protected Veterans are located in local HR offices and may be reviewed by applicants and employees on weekdays during normal working hours.

Dar es Salaam, 1st January 2015

Kari Korhonen
Program Director