



J&C ENGINEERING
empowering the environment

Industrial Air Pollution Control Systems

EMPLOYMENT EQUITY POLICY

**J & C Engineering manufacture, supply, install and maintain
Industrial Air Pollution Control Systems, including Spares.**

J&C Engineering recognises its obligations in terms of the Employment Equity Act.

Our Employment Equity Policy promotes equal opportunity and fair treatment, and strives to build a diverse, high-quality staff profile that reflects the demographics of South Africa.

In advancing employment equity, we recognise and respect the right to dignity and self-determined identity.

J&C Engineering's employment equity strategy forms part of the company's annual strategic planning process and is reported and reviewed at monthly executive management meetings at which employment equity issues, legislative compliance and numerical target levels are set. Consultation and dialogue are used to address the results of employment equity audits and monitor progress towards our targets.

Our strategy covers recruitment, staff development and retention, and cultural diversity. Our managers and consultive forums are well versed in the Employment Equity Act. Senior managers are held accountable and are responsible for reaching employment equity goals.

While we will not sacrifice our quality standards, accelerated development programmes assist with the integration of new entrants from designated groups specified by the Act.

This policy will be communicated to all employees and will be made available to all parties, internal or external on request.

D.B. Pandela
Managing Director

03 July 2026

DATE



NOSA

★★★★★

Level 1 BBBEE

CIDB - Level 8EP & 9ME

Directors: J.E. Peel, D. Pandela, J. Lombard, Dr. N. Seyfert (Dr. Eng.)