

Human Resources Policy

Société des Mines de Fer de Guinée (SMFG) is committed to ensuring that it attracts, retains and effectively manages a committed team with the capability to deliver its business objectives and who are aligned with SMFG's values.

SMFG will achieve this by:

- Treating all people with respect and not discriminating based on national origin, race, religion, gender, sexual orientation, disability, age or any other attribute that is protected by local laws,
- Complying with all labour laws and taking reasonable precautions to ensure that its contractors and suppliers do the same,
- Fairly recruiting, promoting, compensating and retaining employees based on their qualifications for the work to be performed,
- Engaging with the Union to build a healthy relationship,
- Developing training programs to support capacity building within the workforce,
- Promoting diversity and an inclusive work environment,
- Investigating workplace complaints and taking corrective action when required,
- Utilising fair and transparent performance management and disciplinary processes,
- Prohibiting retaliation toward an employee bringing forward a complaint, grievance or question, and
- Refusing to engage in, condone, or use any supplier that utilises, any form of child, forced or compulsory labour.



Andrew Strelein
Chief Executive Officer
Société des Mines de Fer de Guinée

Date: 22 December 2017