

EMPLOYEE HEALTH, SAFETY AND WELL-BEING

HEALTH

The CEO is responsible for occupational health and safety matters at Emira. Trained health and safety representatives are appointed to this role and are members of the Fund's property management teams.

At the weekly staff meetings and the monthly Management Committee meetings, employees can raise any concerns they may have regarding occupational health and safety, where a standing agenda item is in place to discuss these or any other matters that arise.

SAFETY

Employee safety plays an important role in maintaining our great working environment. At Emira, we understand the importance of employee safety as it supports business continuity and ensures the future of our business.

WELL-BEING

We have a proud tradition of helping our employees to practise personal financial planning. To ensure that employees contribute to retirement plans and plan for their futures, we have a responsible retirement policy in place at Emira. Employees are required to contribute to the mandatory employee retirement benefit plan.

As an ethical and responsible employer, we also encourage our staff to be healthy. All employees are required to be a member of a medical aid scheme. We ensure that employees are informed and educated in this regard and review their personal circumstances each year in one-on-one sessions. We also facilitate meetings with the retirement benefit provider and the medical aid provider to keep employees updated and informed of any new or relevant information.

