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.

Date: 22 December 2017