



equal opportunities

- Namela Projects applies an employment policy of providing **equal opportunities** to all people regardless of race, creed or gender.
- Namela Projects is committed to the **development of skills** and transfer of capacity to those who are interested in building a career in transportation planning.

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employment equity policy

- We support the principle of affirmative action as a means by which to address the employment and equity imbalances of the past.
- We regard affirmative action as an integral part of the company's business strategy for future development.
- We believe that affirmative action should be based on potential and ability, and should at all costs avoid tokenism.
- We therefore emphasise training, capacity building and mentorship of the less experienced by the more experienced in the company.
- We believe in learning by doing, and therefore promote maximum involvement in all aspects of the company's business, from management to the provision of professional services.
- **PAIA** (This is a .pdf document. If you cannot access it, download [Adobe Reader](#))

social responsibility policy

Namela Projects is committed to the development of skills and transfer of capacity to those who are interested in building a career in transportation planning. We are currently supporting a member of our personnel in studying B.Com Transport Economics (Honours) part time.

We are currently involved in an initiative in conjunction with the University of Johannesburg to carry out a national scenario planning exercise for transportation in South Africa. Namela Projects will be sponsoring the initiative, as well as undertaking pro bono work.

We also support our personnel in studying further in any business-related area that can be of benefit. We are currently supporting a member of our personnel in studying Administrative Management part time.

The Namela Board of Directors has recently launched a programme whereby a percentage of profit on each project will be set aside for a local community project, preferably to be carried out in the area of the project. This could range from the provision of computers, to the sponsorship of a local sports team.

