



Employment Policy

We recognise that employee development and welfare is vital to the success of our association, and all the employees are considered part of the RIBSA family.

Our employment policy ensures that:

- Selection is strictly on merit without any consideration for cast, creed, gender, religion, race, colour, provincial or national origin, disability, sexual orientation, political opinion or other similar factors.
- Child labour is not allowed and appropriate safeguards are in place for young workers.
- Working hours and other service conditions are designed for better health, environment and social conditions of employees and are in accordance with the prevailing applicable laws of the country.
- Human resources development through further education and training is encouraged.
- Workers are free to leave at any time.
- Any kind of deposit will not be taken for employment.

Age and eligibility:

- In no circumstances will any person below 18 years of age be employed in hazardous activity.
- In no circumstances will any person below the age of 15 be employed.
- Young workers (15-17) shall only be employed in non-hazardous activities, and appropriate safeguards for their health, safety, development and education shall be in place.

An employee's age shall be verified from one of the following:

- Birth certificate.
- Educational certificate of a government-recognised board showing the age of the person.
- Passport

Chairman

Date