

5. Employment Equity

- 5.1 The principles and practices of equal employment opportunity contribute to the achievement of MMV's objectives.
- 5.2 MMV provides equal employment opportunity. It is expected that a Staff Member will not be discriminated against on the basis of personal characteristics such as race, colour, nationality or ethnic origin, gender, marital status, sexual orientation, disability, class, age, political or religious beliefs.

6. Remuneration Equity

Salaries represent the only source of income for most Staff Members. Salary determinations shall be made equitably.

6.1 Internal Equity

MMV will ensure that differences in salary categories correctly reflect differences in the relative size, value and seniority of the various positions and the qualifications, experience and performance of the Staff Members.

6.2 External Equity

MMV will ensure that salary ranges are comparable to those of similar employees in the country where MMV maintains its headquarters.

7. Performance Management

- 7.1 MMV has implemented a performance management programme to support and monitor MMV's organizational and personal objectives. MMV recognizes that this requires a work environment in which Staff Members understand the meaning of high performance, and receive support as they pursue their objectives.
- 7.2 MMV is committed to developing and maintaining a culture that sets high standards of performance across its activities and values and rewards teamwork and excellence equitably.

8. Policy Review

This Policy will be subject to regular review by the ELT and approval by MMV's Chief Executive Officer and Head of Legal.

9. Communication

This Policy will be made available through MMV's intranet and on MMV's website.