**LADY BENZ AUTOMECHANIC (LBA) PROTECTION POLICY.**

Cognizant that our recruitment policy respects gender equality in the workplace in line with The Agenda 2030 of the United Nations as well as the training of youths (males and females), we hereby expressly state and define our “PROTECTION POLICIES” to guide what we do, and what we expect third party contractors working with us to do.

These policies are unambiguous and must be read and clearly understood by everyone engaged either in our workshop operations or training programmes, including the (trainees).

**The Focus of the Protection Policy:**

The central objective of the Lady Benz Automechanic Limited (LBA) Protection Policies “PROTECTION POLICIES” is the protection of our employees and trainees, particularly our female employees and trainees, who work or train alongside their male counterparts. The policies protect the males and further insulate the females against whatsoever bias (cultural, religious, etc.) to enable them to attain their full potentials and contribute to the development of self and communities.

**THE LBA PROTECTION POLICIES ARE STATED AS FOLLOWS:**

**1.PHYSICAL ABUSE.**

LBA employees, partners, and trainees must not be subjected to physical abuse or torture (i.e. any form of beating, flogging, or inflicting of bodily or mental injuries). This policy applies to management, members of staff, third-party contractors, etc.

**2.EMOTIONAL ABUSE.**

It is our policy that none of our employees and trainees should be subjected to emotional abuse (i.e. the psychological misuse of a person's emotions or insecurities to influence their behaviours or as a weapon of torture). All members of staff and third-party contractors are to be closely guided by this policy. Our employees and trainees are to be accorded dignity, honour, and emotional stability without exploitation.

**3.SEXUAL HARRASEMENT.**

LBA is against any form of sexual harassment (i.e. unwelcome sexual behaviour by staff, the management, or third-party contractors) towards our employees and trainees. LBA, upon conclusion of investigations, shall dismiss any guilty officer or terminate third party agreements and also report such sexual harassment cases to relevant government agencies for prosecution.

**4.RAPE.**

We demand that on no account should an employee or trainee of LBA be subjected to the inhuman treatment of rape (i.e. to force someone to have sex against their will or touching of private body parts). LBA will continue to work with relevant government authorities such as the police and human rights protection agencies to ensure that the full weight of the law is brought on its staff, management, and third-party contractors that attempted to or raped any of our trainees.

**5.GENDER DESCRIMINATION.**

LBA is against gender discrimination, cultural stereotypes, religious extremism, and all cultural/religious biases that relegate the women folks to the background. We demand that women be accorded their full rights, and be allowed to use their full potentials and be able to compete with their male counterparts. Our staff and third-party contractors must imbibe the internationally accepted concept of gender equality in the workplace in the discharge of their duties.

**6. GENERAL SECURITY STATEMENT.**

* LBA will work to ensure the protection of lives, properties, and assets in all our training centres and third-party contractor locations.
* We shall continue to assess the security challenges in our environment continuously and be security conscious at all times.
* Our security personnel will continue to receive updated training on additional risks to our staff and trainees and communicate same in a timely manner.
* All staff and trainees will be provided with identity cards and regularly briefed on current security risks to reduce their exposure to attacks.
* In addition, all unauthorised journeys will be discouraged, and registers kept for daily headcounting of employees and trainees in our centres and third parties locations.

**ACTION PLANS.**

* All members of staff must read and clearly understand the LBA Protection Policies.
* The LBA Protection Policies shall be boldly pasted where it can be seen and read by everyone, including visitors to our workshops and training locations.
* The strict implementation of the LBA Protection Policies is a top priority at the Lady Benz Automechanic Limited (LBA) ®.
* All trainees must read and clearly understand the LBA Protection Policies.
* All third-party contractors must read and clearly understand the LBA Protection Policies.
* Management shall be held accountable for the strict implementation of the LBA Protection Policies