

Nationalization Policy

Introduction:

Dafnia believes that for any long term business plan to succeed, the company needs to consider incorporating citizens of the host country into its workforce. Government around the world are creating regulations making it mandatory for Nationals to be part of the workforce.

Even though past experience has shown that there is very little interest by the local population to work for Small or Medium Enterprises, a policy to ensure preference to local workforce was deemed necessary.

Objective:

The Company's objective through the Nationalization Policy is:

- To provide maximum possible employment opportunities to Nationals of the host country.
- To comply with Government regulations and directives.
- To develop the local talent into competent professionals as a service to the country.
- To develop nationals into decision making roles and protect the national interests for the future.

Roles and Responsibilities:

Management: The management has the overall responsibility for policy implementation including identifying potential positions which are suitable to the local candidate.

HR Personnel: HR Personnel are responsible to consider the unique needs of the local candidates and create profiles that attract local talent.

Nationalization Plan:

Job profiles requiring graduate candidates will be posted in the local language newspapers prior to being released in English language papers. This is hoped to provide the local candidates an advantage over others.

Positions requiring fluency in local language will be offered primarily to the local national candidates.

Government liaison and related positions will be offered to local candidates first.

Local Technical Institutes will be provided with a list of positions available for fresh graduates. Campus interviews will be carried out when required.

Summary:

The above policy will require a considerable amount of time to be fully realized. Specific yearly targets should be specified to ensure achievement of specified strategic goals.