



# **Community Employment Policy**

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## 1. Introduction

Gold Circle Investments Limited is committed to fostering economic development and social progress in the communities where it operates. As part of this commitment, we recognize the importance of employing local community members to uphold national content commitments and contribute to the sustainable development of Uganda. This Community Employment Policy outlines our dedication to hiring and developing local talent within the areas of our operations, with a particular focus on supplying Electrical Vehicles (EVs) and related services.

## 2. Commitment to Local Employment

Gold Circle Investments Limited acknowledges that our success is intertwined with the prosperity of the communities in which we operate. Therefore, we commit to prioritizing the employment of local residents in our workforce. By doing so, we aim to:

- Support economic growth and prosperity in the local community
- Foster a sense of ownership and pride among community members
- Build strong relationships with local stakeholders
- Fulfill national content commitments and contribute to sustainable development goals

## 3. Recruitment and Hiring Process

To ensure the effective implementation of our commitment to local employment, we will adhere to the following principles in our recruitment and hiring processes:

- Outreach: We will actively engage with local community organizations, educational institutions, and authorities to identify and attract potential candidates.
- Fair and Transparent Selection: All recruitment processes will be fair, transparent, and based on merit, ensuring equal opportunities for all applicants.
- Skills Development: We will provide training and development opportunities to enhance the skills and capabilities of local candidates, aligning them with the requirements of the positions available.
- Diversity and Inclusion: We will promote diversity and inclusion in our workforce, respecting the cultural, ethnic, and gender diversity of the local community.

## 4. Training and Development Programs

Gold Circle Investments Limited is committed to investing in the continuous development of our employees. We will implement the following training and development programs to support the growth and advancement of local talent:

- Onboarding and Orientation: All new hires will undergo comprehensive onboarding and orientation programs to familiarize them with the company's values, policies, and procedures.



- **Skills Training:** We will provide technical and soft skills training programs to enhance the competencies of our employees, enabling them to excel in their roles.
- **Career Development:** We will offer career development opportunities, including mentorship programs, job rotations, and advancement pathways, to empower employees to reach their full potential.
- **Community Engagement:** We will encourage employees to participate in community engagement initiatives, volunteering activities, and social responsibility projects to strengthen our ties with the local community.

## 5. Monitoring and Evaluation

Gold Circle Investments Limited will establish robust monitoring and evaluation mechanisms to track the implementation and impact of our Community Employment Policy. Key performance indicators will include:

- Percentage of local employees in the workforce
- Retention rates of local employees
- Participation rates in training and development programs
- Feedback from employees and community stakeholders

Regular assessments will be conducted to identify areas for improvement and make necessary adjustments to ensure the effectiveness of our initiatives.

## 6. Conclusion

In conclusion, Gold Circle Investments Limited is committed to playing a positive role in the economic and social development of Uganda by prioritizing the employment of local community members. Through our Community Employment Policy, we aim to create opportunities for local talent to thrive and contribute to the success of our company and the prosperity of the communities we serve.

## 7. Annexures

### Annexure A: Recruitment and Hiring Guidelines

#### 1. Outreach and Engagement:

Gold Circle Investments Limited will establish partnerships with local community organizations, educational institutions, and authorities to facilitate outreach and engagement efforts. Recruitment campaigns will be conducted through various channels, including job fairs, community events, and online platforms, to attract a diverse pool of local candidates.

#### 2. Job Advertisements:

All job advertisements will clearly indicate our commitment to local employment and encourage applications from qualified individuals within the community. Advertisements will be disseminated through local newspapers, community notice boards, and social media platforms to reach a wide audience.

#### 3. Application Process:

Application processes will be streamlined and accessible to ensure ease of participation for all candidates. Candidates will be required to submit their applications through designated channels, such as online portals or physical submission points, with clear instructions provided.

#### 4. Selection Criteria:

Selection criteria will be based on job-related qualifications, skills, and experience, with an emphasis on assessing candidates' potential for growth and development. Hiring managers will be trained to conduct fair and unbiased assessments, avoiding any form of discrimination or bias in the selection process.

#### 5. Interview Process:

Shortlisted candidates will be invited to participate in interviews conducted by a panel of representatives from relevant departments. Interviews will focus on evaluating candidates' suitability for the position, assessing their technical competencies, interpersonal skills, and alignment with the company's values.

#### 6. Assessment and Decision-making:

Hiring decisions will be made based on a comprehensive review of candidates' qualifications, interview performance, and potential for contribution to the organization. Final selections will be made in accordance with company policies and procedures, ensuring transparency and accountability throughout the process.

#### 7. Feedback and Communication:

Candidates will receive timely feedback on the outcome of their applications, regardless of whether they are successful or not.

Clear communication channels will be established to address any queries or concerns raised by candidates regarding the recruitment process.

#### 8. Documentation and Record-keeping:

Accurate records of all recruitment activities, including applications, interviews, and hiring decisions, will be maintained in compliance with data protection regulations.

Documentation will be stored securely and made accessible for audit purposes as required.

#### 9. Continuous Improvement:

Gold Circle Investments Limited will regularly review and evaluate its recruitment and hiring practices to identify opportunities for improvement.

Feedback from candidates, hiring managers, and other stakeholders will be solicited and considered in refining our processes to enhance effectiveness and efficiency.

#### Annexure B: Training and Development Program

Gold Circle Investments is developing a comprehensive Training and development Program with its international Partners, targeting their employees and the local work force that will be based on the strategies, actions and targets below.

STRATEGIES	ACTIONS	TARGETS
<b>Targeted Professional Development (CPD) for Employees</b>	<ul style="list-style-type: none"> <li>(i) Support employees to undertake specialized advanced training programs in Sustainability, ESG, Carbon Neutrality and Machine Learning</li> <li>(ii) Organize and incorporate design camps and sessions within the Work Policy</li> <li>(iii) Support employees' designs and prototyping proposals.</li> <li>(iv) Support employees to undertake executive management and leadership and other relevant short courses (under 9 months)</li> <li>(v) Strategic industrial attachments</li> </ul>	<ul style="list-style-type: none"> <li>(i) 5 employees supported to undertake specialized advanced training 2026</li> <li>(ii) At least prototypes engineered as evidence of training</li> <li>(iii) All employees are required to be fully subscribed to relevant professional bodies or ce</li> <li>(iv) All employees are required to undertake one short course annually</li> <li>(v) 5 Strategic industrial attachments annually</li> </ul>
<b>Internship programs</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Implement a 2-year full time Graduate internship program (for degree holders not in employment/ school within 2years of graduation)</li> <li><input type="checkbox"/> Implement a research associateship program for a minimum of 12 months for university students (Bachelor's /Master's /PhD)</li> <li><input type="checkbox"/> Implement internship programs (industrial training) for students at higher education and high school vacationist not exceeding 6 months</li> </ul>	<ul style="list-style-type: none"> <li>(i) 10 Graduate interns enrolled annually</li> <li>(ii) 10 Research associates enrolled annually</li> <li>(iii) 20 Interns enrolled annually</li> </ul>



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