OTHER POLICIES

Our work is guided by several over-arching strategies, policies, and guidelines. Access some of the most important ones below.

RECRUITMENT AND TRAINING POLICY

Recruitment Policy

Miyaru Kenya Limited's recruitment policy outlines the procedures and guidelines for attracting and selecting candidates. Key elements include: Identifying the need for a new hire to making an official job offer; How and where to post job openings, both internally and externally; Standard stages such as resume screening, interviews, and background checks; and Ensuring a discrimination-free hiring process.

Training Policy

Miyaru Kenya Limited's training policy defines how our company will train its employees. Key components include: Identifying the skills and knowledge gaps; Types of training offered (e.g., onboarding, continuous professional development); How training will be delivered (e.g., in-person, online); Methods for assessing the effectiveness of training programs.

WHISTLEBLOWING POLICY

Miyaru Kenya Limited's Whistleblowing Policy outlines the procedures for employees to report unethical or illegal activities within the company while protecting them from retaliation. Here are some key elements included in our whistleblowing policy: To promote a culture of transparency and accountability.

Scope: Defines who the policy applies to, usually all employees, contractors, and sometimes even third parties; Provide various ways to report concerns, such as through a dedicated hotline, email, or an anonymous reporting system; Ensure that employees who report misconduct are protected from any form of retaliation; Outline how reports will be investigated and the steps taken to address any confirmed violations; Emphasize the importance of keeping the identity of the whistleblower confidential to the extent possible; Detail the consequences for those found guilty of misconduct and for those who retaliate against whistleblowers.

CSR POLICY

Our Corporate Social Responsibility (CSR) policy outlines our company's commitment to operate ethically and sustainably, considering its impact on society and the environment such as Ethical Practices; Environmental Responsibility; Community Engagement; Employee Well-being; and Accountability