



Recognising your ability

Description

Knowing your rights is the first step to claiming them, and South Africa's Constitution and Bill of Rights offers us a roadmap to equality, explicitly mentioning the rights of people living with a disability.

International Day of Persons with Disabilities (3 December), shines a light on the challenges and triumphs of people living with disabilities, reminding us that many still battle daily barriers despite a constitutional guarantee to equal access to opportunities and services.

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Basic rights as a person living with a disability

The Bill of Rights guarantees:

- No discrimination – nobody can treat you unfairly because of your disability.
- Equal access to healthcare – you're entitled to the same medical care as everyone else.
- Education rights – schools and universities must accommodate your needs.
- Access to information – government information must be available in accessible formats.
- Social security – you may qualify for disability grants and support.
- Freedom of movement – public transport and buildings should be accessible.
- Dignity and respect – your human worth isn't determined by your abilities.

Work rights as a person living with a disability

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The Employment Equity Act ensures people living with disabilities are not discriminated against but are actively included in the workplace.

- Equal opportunity – employers can't refuse to hire you just because you're living with a disability.
- Reasonable accommodation – employers must make changes to help you do your job (like flexible hours, special equipment, or workspace modifications).
- No unfair treatment – colleagues and managers can't discriminate against you based on your disability.
- Career advancement – companies must give employees living with disabilities equal chances for promotion.

- Safe working conditions – your workplace must be accessible and safe for you.

Our inclusive AfroCentric culture



Our AfroCentric Employment Equity Policy, benefits, and wellness programmes help us create an inclusive culture for our colleagues living with disabilities, both now and in the future.

Recruitment and development

AfroCentric implements programmes to recruit employees living with disabilities to provide work experience and training with the goal of permanent placement if a suitable vacancy arises.

We partner with external organisations to host unemployed learners living with disabilities, investing in their skills development to enhance their permanent employability.

Our EE policy includes a zero-tolerance approach to discrimination based on disability.

Employee wellbeing and benefits

Our employee wellness programmes cover psychological, financial, organisational, physical, and social wellbeing.

We offer group risk cover, which includes disability and spousal cover, providing financial protection for employees should they become unable to work due to illness or injury.

We also have on-site clinics offering primary healthcare services, health assessments, disease management, and consultations, to manage our employees' health proactively.

And we have systems in place for absence and disability management to support employees during periods of illness or recovery.

Inclusive environment

In 2025, AfroCentric Group has gone beyond meeting obligations we have set new standards for equity and accessibility. Guided by principles of fairness, dignity, and equal opportunity, we have transformed intent into measurable action:

- **Redefining Accessibility:** Conducted comprehensive facility audits in partnership with employees living with disabilities, ensuring that improvements are informed by lived experience and remove barriers to participation.
- **Transforming Workspaces:** Upgraded physical environments including pause areas and workstations to create spaces that are safe, functional, and inclusive, enabling employees to perform their roles without unnecessary limitations.
- **Leveraging Technology for Equity:** Invested in assistive technologies, such as specialised computer screens and Braille keyboards, to ensure that employees with visual impairments have equitable access to tools and resources.
- **Humanising Flexibility:** Introduced adaptive work schedules to accommodate mobility challenges and mental health needs, recognising that flexibility is essential for equal participation and productivity.
- **Prioritising Mental Well-being:** Expanded support for employees living with mental health disabilities through confidential counselling services, wellness programmes, and tailored accommodations, ensuring psychological safety and inclusion.
- **Driving Cultural Change:** Delivered targeted education programmes on disability inclusion, challenging stereotypes, promoting respect, and embedding a culture of equality across the organisation.
- **Championing Rights and Justice:** Actively addressed cases of unfair treatment and discrimination, ensuring that every employee is protected from bias and afforded equal opportunity to succeed.
- **Creating Pathways for Youth:** Launched initiatives to create employment opportunities for unemployed youth living with disabilities, reinforcing our commitment to empowerment and

sustainable transformation beyond our immediate workforce.

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1. Our DEI

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