



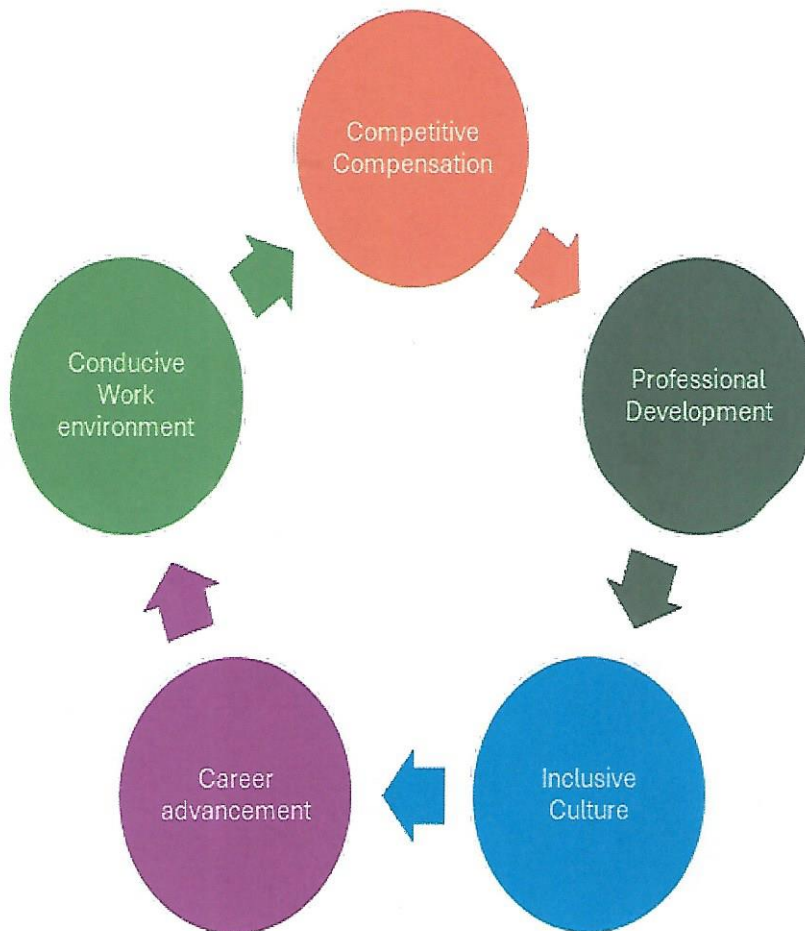
## EMPLOYEE VALUE PROPOSITION - EVP

### Company Overview:

Our Company is an Agro-Allied Industry in Nigeria. It is a subsidiary of SIPH in France, which is a subsidiary of SIFCA Group in Côte d'Ivoire (Ivory Coast). We are known for our commitment to our customers; our environment; the safety of our employees and dependants; as well as commitment to obeying the laws of the land. We pride ourselves in innovative solutions and commitment to excellence. We value our employees and strive to provide them with a supportive, inclusive and rewarding work environment.

We operate in rural areas in Nigeria. Our Employee Value Proposition (EVP) is based on a strategy to attract competent managers, unit leaders and junior staff in our rural areas of operation, motivate them and retain them for a long number of years. To achieve this, we ensure that our EVP is far above what is obtainable in the country for the agricultural sector.

Our EVP can be mapped as follows:



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### 1. Competitive Compensation:

We offer competitive salary and benefit packages to attract and retain top talent in the industry. Our compensation structure is designed to recognize and reward employees' skills, experience and contributions to our success. We have constantly paid salary before the end of the current month for over 30 years and this has made it possible for our employees to plan with their earnings. Other benefits include:

- Accommodation provision (with fully paid utilities) and support for our staff and dependants
- Medical facilities in all sites, managed by qualified Health Personnel to provide medical services for our staff and dependants, including paid referrals.
- Retirements Benefits
- Paid Holiday
- Provision of Recreational Centre for regular exercise
- Long Service Award
- Best Workers' Award
- Scholarship schemes for employees' dependants
- Interest-free loan facility and
- Special bonuses

### 2. Professional Development:

We believe in continuous learning and growth. We provide various training programs, mentorship opportunities, access to conferences and seminars to support our employees' professional development. We encourage employees to explore new areas, enhance their skills and advance in their careers.

### 3. Inclusive Culture:

We foster a collaborative and inclusive culture in which all employees have the opportunity to contribute, be heard and grow. We value diversity and believe that different perspectives drive creativity and innovation. Our supportive work environment and open communication channels encourage teamwork, creativity and mutual respect among colleagues.

Our culture defines what it means to work in RENL. It shows how employees are treated daily and what the employer and employees expect from one another. This component also includes alignment with the company's goals and plans with special emphasis on social responsibility and sustainability. It includes the following:

- Trust and positive collaboration between team members across all Departments/Units
- Strong alignment of employees to company goals
- Highly motivated employee with high performance
- Team building support
- Social dialogue avenues
- Anti-child labour policy

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#### 4. Career Advancement:

We believe in promoting from within and providing employees with opportunities to advance their careers. We have a robust career development framework that includes objective setting, performance evaluations and regular feedback sessions. We invest in our employees' growth and provide clear paths for progression and skill development. Through its integrated talent management system (ITMS), RENL provides a holistic opportunity for professional development and career advancement. By giving our employees the best of experience and also retaining the best of our human capital, we adopt a scientific approach in identifying high potentials, establishing clear career paths, supporting growth on and off the job and empowering the employees with additional responsibilities together with the resources required to fulfill them.

#### 6. Work Environment:

The work setting encompasses different factors that constitute safe/conducive working environment. These factors include but not limited to:

- State of the art working ambience
- Digitalization of work processes
- Workplace safety and zero accident target
- Policy on discrimination and sexual harassment
- Fair treatment policy
- Work-life balance
- Recognition & rewards
- Team building programmes
- Social dialogue avenues

By joining our company, you will be part of a dynamic and supportive team, working on impactful projects, and advancing your career in a thriving industry. We value our employees and are committed to their success and wellbeing.

**Join us today and be part of our journey towards excellence.**

A handwritten signature in black ink, appearing to read 'Olivier ODOUKOU', positioned above a horizontal dotted line.

Olivier ODOUKOU  
Managing Director

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