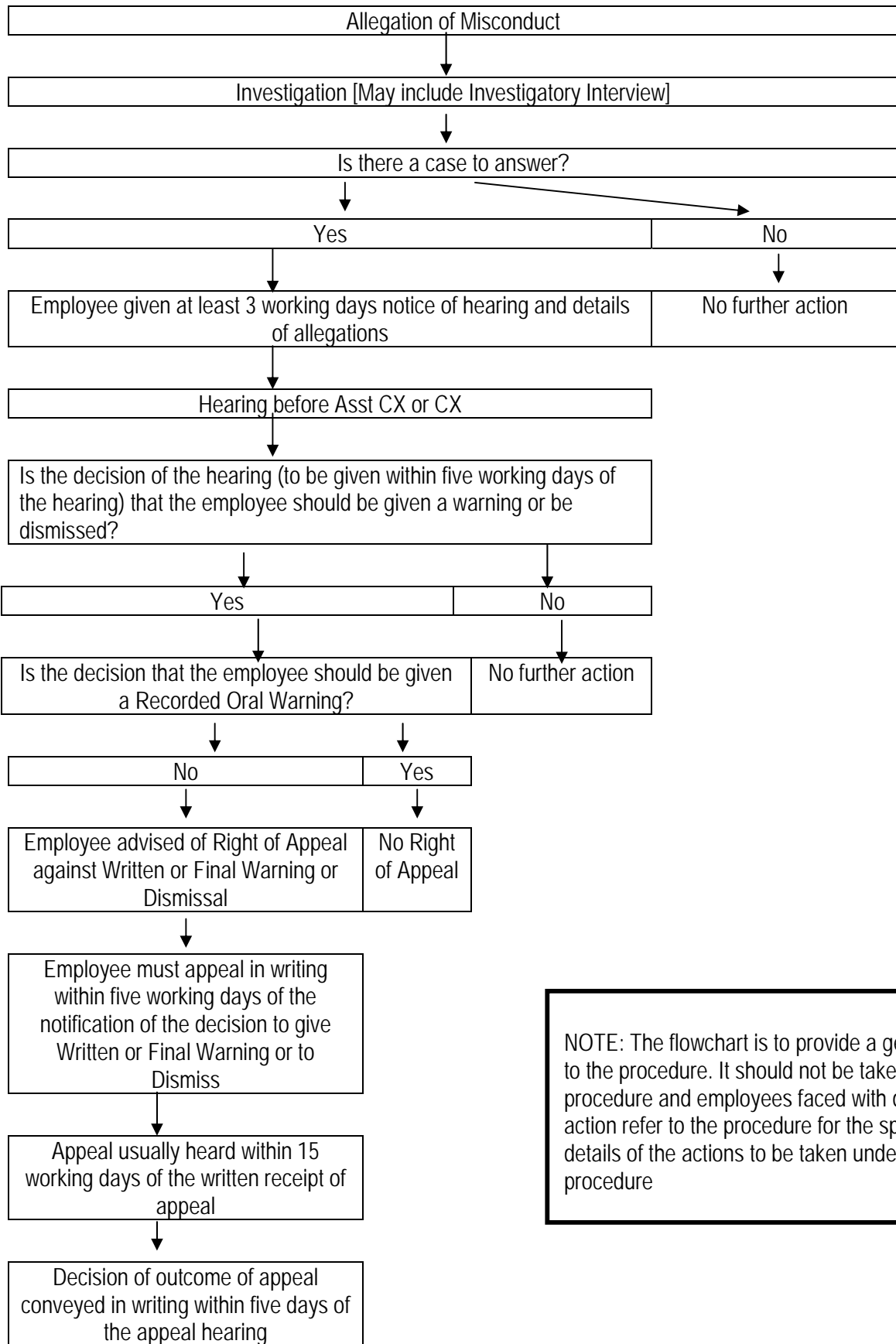


DISCIPLINARY PROCEDURE – SUMMARY FLOWCHART



NOTE: The flowchart is to provide a general guide to the procedure. It should not be taken as the procedure and employees faced with disciplinary action refer to the procedure for the specific details of the actions to be taken under the procedure