

Simunye we are one

Supporting Nandocas with Disabilities

How to Share Your Needs

We want to ensure that every Nandoca has a seat at the family table. We want to provide the support that our Nandocas need to be the best versions of themselves. If you have a disability or long-term health condition, you may choose to disclose it to us so that we can better support you.

We understand that sharing this information can feel personal, and we want to assure you that it will be **handled confidentially**. Disclosing your disability is **entirely voluntary**, and it will **never be used against you**.

By letting us know, you help us:

- Make our wellness initiatives more relevant and supportive
- Request reasonable accommodations where needed, such as:
 - Adjustments to shifts and schedules
 - Workspace changes
 - Uniform modifications
 - Supportive supervision and guidance

Our goal is to create a workplace where everyone can do their best. If you'd like to disclose your disability or discuss your needs, **please complete the attached EEA1 form and email it to People HR Admin (peoplehradmin@nandos.com).**

We are committed to supporting you in a way that is respectful, practical, and confidential. Your comfort and well-being are our priority.

The Siyaphila team and the DIEB committee

