

<b>Platcorp Holdings Ltd</b>	<b>Gender Policy</b>
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**Document History**

Version	Year	Description	Approval Date
<b>1.0</b>	2021	PHL Gender Policy	18/03/2021

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## **1. INTRODUCCION**

### **1.1 Description**

This Policy is part of The Company's Corporate Policies, and outlines the guidelines governing its approach to gender equality both within the organisation and within the communities it serves.

### **1.2 Definitions**

For purpose of this Policy, the following definitions apply:

- a) "Gender" refers to the social and cultural attributes and opportunities associated with being male and female. Gender is a product of the broader socio-cultural context, and is used to denote a range of roles, expressions, behaviours and identities of women, men, and gender diverse people. One's gender does not necessarily correspond to one's sex, which refers to a set of biological attributes usually categorized as female or male.
- b) "Gender equality" refers to equal rights, responsibilities and opportunities for women and men. Equality means that the rights, responsibilities and opportunities for women and men will not depend on whether they are born male or female.

### **1.3 Purpose**

The purpose of this policy is to promote women's empowerment and gender equality, both within The Company and in society at large.

### **1.4 Policy Statement**

To fulfil its mission and vision of promoting women's empowerment and gender equality, The Company is committed to ensuring gender equality within the organisation's policies and procedures, its core businesses and product lines, as well as within the wider communities it serves.

The Company recognises that in the countries within which it operates, biased stereotypes, cultural and social norms may prevent women and/or men from exercising their free choice and from taking full and equal advantage of opportunities for individual development, contribution and reward. The Company is dedicated to enhancing gender equality, and thereby women's empowerment, within the Group through the management of human resources and organisational culture; and within the communities it serves through its Corporate Social Responsibility programmes and by providing equal access to the Company's products and services.

## **2. GUIDING PRINCIPLES**

This policy is guided by the core values of The Company in relation to gender equality, in particular the International Labour Organisation's Code of Good Practice and Employment Discrimination, as well as the prevailing Labour laws in the countries within which The Company operates. The following principles will form the basis of The Company's efforts in the area of gender equality:

- All people carry inherently equal dignity and rights. The Company will therefore strive to affirm and uphold equal rights and opportunities for women, men and gender diverse people.
- Each person, by virtue of his or her particular character and personal situation, has a unique identity and combination of aspirations and abilities. The Company must therefore strive to understand how the particular conditions of each individual shapes their ability to achieve equal fulfilment, and to create tailored opportunities for each to thrive.

### **3. GUIDELINES FOR OPERATIONAL GENDER EQUALITY**

- a) The Company shall use gender reporting and analyses to design and implement department and organisational strategies that maximise the impact on gender equality;
- b) When designing annual training and management development programs, the company shall strive to maintain balance of gender roles and responsibilities with a commitment to simultaneously advancing long-term strategic gender objectives;
- c) The Company shall monitor and evaluate all programmes that measure the relative impact on men and women, including the collection of sex-disaggregated data.
- d) The Company shall maintain and promote effective grievance mechanisms through which its employees, as well as other stakeholders, may address any concerns related to harassment or perceived gender inequality. Males contribution in reporting is to be encouraged. Any concerns reported will be responded to with concrete actions.
- e) The Company will maintain a current and comprehensive set of Policies and Procedures that guarantees a workplace environment free from discrimination and harassment.

### **4. GUIDELINES FOR ORGANISATIONAL GENDER EQUALITY**

Creating and maintaining a gender-sensitive work environment to ensure that:

- a) An equitable gender balance exists at all levels within the organisation;
- b) All employment decisions related to recruitment, transfers, promotions, compensation and benefits are made without gender discrimination, yet with an ambition to create a gender-balanced workforce;
- c) The Company's benefits policy is equitable and responsive to the need to balance work, family, and the different gender roles of staff (e.g., responsibilities of pregnancy, childrearing and family care), as well as designed to challenge gender norms standing in the way for gender equality and women's empowerment (e.g. by promoting paternity leave);
- d) An environment where non-discriminatory working relationships and respect for diversity in work and management styles is encouraged.

### **5. INCLUSION**

Gender inclusion transcends equality, and it is The Company's policy that all services, products, opportunities, and establishments are open to all people, and that male and female stereotypes do not define societal roles and expectations.

The Company supports the notion that there should be active participation of both men and women within the workplace, as well as outside of the workplace in political, economic, social and cultural life and that this participation should be equally promoted.

**Financial Inclusion** – The Company believes that individuals and businesses, irrespective of their different gender and/or their particular demographics, should have equal access to The Company's

financial products and services, and that these should be delivered in a responsible and sustainable manner.

## **6. WOMEN'S EMPOWERMENT**

Due to both historical and prevailing cultural and social norms, women have historically had less access to and control over the benefits derived from, for example, education and employment opportunities. As a consequence, the Company aims to promote women's engagement both internally and externally. With this in mind, The Company's objectives are to:

- Create safe spaces for women, so they can live and work free from harassment and gender-based violence.
- Secure women's access to credit facilities and markets opportunities.
- Ensure equal participation of women in decision and policymaking at all levels.
- Close gender gaps in education, training, employment and leadership.

## **7. POLICY IMPLEMENTATION**

The Company recognises that progress in gender equality is made at different rates and by different means across its various operations. Whilst it respects the flexibility of this process, Company holds all staff accountable for achieving measurable progress toward conditions in which women and men enjoy equal rights and opportunities. To achieve this goal, The Company shall endeavour to implement this policy by the following means:

The organisation shall incorporate gender equality into all operations through the application of gender awareness and analysis, by:

1. Incorporating gender questions and perspectives into policy formulation, project and product design documents, guidelines, and monitoring and evaluation tools (this incorporates collecting and using sex-disaggregated data);
2. Examining the structures, both internally and externally, that affect women and men's access to and control of resources and opportunities;
3. Developing the gender analysis tools and skills necessary to support gender equality initiatives;
4. Ensuring that technology, training and information are appropriate and accessible to both women and men, also ensuring an equal opportunity to influence its content and structure;
5. Increasing the level of staff awareness through training on gender issues;
6. Continuing to expand the organisation's knowledge about and commitment to gender issues through research, documentation and sharing of lessons learned.

The organisation shall implement activities that foster a work environment that supports and rewards the full contribution and productivity of both women and men. The activities include, but are not limited to:

- Conducting gender analysis to identify and address barriers to equal representation in staffing patterns. Once data are analysed, specific goals shall be set to address staffing imbalances and modifying personnel and benefits policies if necessary;

- Ensuring that career development opportunities are afforded equally to both women and men, as well as an equal opportunity to influence its content and structure.
- Ensuring that sufficient effort is made where appropriate, that candidates, irrespective of gender, are given equal consideration for available positions;
- Developing and/or reviewing existing policies, procedures and systems to ensure that they support a gender-sensitive and family-friendly work environment;

## **8. INTERPRETATION AND REVIEW**

The Group Human Resources Committee acting on behalf of the Board shall have the power to interpret this policy and their decision is final.

The policy shall be reviewed on an annual basis or when necessitated by changes in the operating environment

## **9. BOARD APPROVAL**

This policy is approved by the Board on 18<sup>th</sup> March 2021

Signed by:   
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**Chairman**