



MEWAH GROUP

GENDER EQUALITY POLICY

Mewah Group endeavour to provide a conducive working environment that is characterized by equality and mutual respect. We are firmly committed to promoting gender equality in recognition of the UN Sustainable Development Goal number 5, “Achieve gender equality and empower all women and girls”. By having an explicit focus on this goal, we strive to improve conditions and eliminate obstacles for career advancement for women that working for us. We stand for equal rights for all, irrespective of sex, ethnicity, religion, sexual orientation, disability, and social status, as outlined in [Mewah Group Human Rights and Labour Policy](#).

This policy lays out Mewah Group’s commitment to strive for workplace diversity and inclusion, and we work towards an employment that is free from discrimination based on gender, and where every employee in Mewah Group can fulfil their potentials unhindered by discriminating laws, economic and social structures. We strongly believe that gender equality needs to be at the core of our work for democratic societies with a fair distribution of power and resources between all individuals, including women and men. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at Mewah Group is qualifications, performance, skills and experience.

Sexual Harassment:

1. We do not use nor will tolerate any form of threat and inhuman treatment including discrimination, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of women, workers, and the community.
2. We introduce [Whistleblowing Policy](#) and [Grievance Mechanism](#) to address workplace related issues, including gender-based issues.
3. We provide trainings and development for our employees that aim to raise awareness of their rights.
4. We ensure effective participation of women in decision-making by enrolling them as members of various committees, including Safety and Health Committee.

Violence and Abuse:

1. We commit to protect our employees from any acts of physical attacks, verbal or written threats, emotional or psychological abuse, intimidation, assault, and bullying in his/her employment.

Reproductive Rights:

1. We respect employees' reproductive rights and freedom in relations to reproduction and reproductive health.
2. Any reproduction decisions made by individuals shall be free of discrimination, coercion, and violence.
3. We respect employees' decisions in the number, spacing, and timing of their offspring.
4. In terms of maternity protection at the workplace, we ensure elementary rights such as maternity leave, medical care, protection from workplace risks and dismissals, and the right to breastfeeding on return to work.

This policy applies globally to the management, employees, and contract workers of all entities in the Mewah Group. In addition, we require all third-party suppliers i.e., direct, and indirect suppliers, to ensure strict compliance to this policy.