

# **MIRI AFRICA LIMITED – GENDER EQUALITY POLICY**

## **PURPOSE**

Miri Africa Limited, including its subsidiaries and other affiliates (together, “Miri”) is committed to working with men and women to build competitive technological products and services in various industries that contributes to the prosperity of the local communities and increased opportunities for the society as a whole.

We recognize that maximizing the inclusive economic growth that is required to achieve widespread prosperity requires the full and unencumbered participation of women and girls. Our commitment to programmatic excellence therefore necessitates that our work and our organization engage, empower and benefit both women and men. We believe that this gender policy, by providing a clear and consistent message on our gender equality commitment, will maximize effectiveness, strengthen our organization, improve coordination with internal and external partners, and increase accountability.

## **DEFINITIONS**

Gender equality entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviours, aspirations, and needs of women and men are considered, valued, and favoured equally.

References to “women” and “men” in this policy are, where appropriate, inclusive of girls and boys respectively.

## **GENDER POLICY**

This gender policy defines Miri’s explicit commitment to advancing gender equality as we believe it will maximize operational and organizational effectiveness and improve our contribution to an economically sustainable society. Miri commits to ensuring that:

- the contributions of both women and men are visible and valued;
- both women and men are listened to and exercise influence; and

- women and men have equal access to, and benefit from, information, assets, services and opportunities.

## **POLICY IMPLEMENTATION**

We seek to achieve the policy's objectives through actions focused on our corporate practices and culture.

### Commitment to Equality of Men and Women

We prohibit discrimination on grounds including gender race, ethnic origin, religion, political belief, age, region, language etc. We seek to develop innovative and creative ways to remove barriers faced by women in section, recruitment placement, training, retraining and promotion and shall undertake positive measures and set-up specific goals and timetables to prevent discrimination on the basis of marital status or family responsibilities.

### Compliance with Legal Framework

Miri shall fully comply with its constitutional and legal obligations in respect of non-discrimination, equality of opportunity in employment and occupation training and retraining and career prospects, pay equity, facilities during pregnancy and maternity and prevention of sexual harassment.

### Company's Expectations about Employee Responsibilities

Miri shall consciously review and monitor the relations between women and men so as to put them on an equal footing and leave no chance for prejudice, discrimination or harassment, either covertly or overtly. The company will expect its employees to understand, value, respect and abide by its policy of equality between men and women in every sense, both in letter and in spirit.

Miri also expects its employees to be responsible and accountable for such behaviour as would promote and contribute to the furtherance of the company's policy of ensuring equality. Employees whose behaviour is wanting in this regard and those who indulge in discrimination and in disregard of this policy guidelines will be liable for disciplinary action.

**BEST PRACTICES**

Miri believes in not only compliance with but also exceeding the minimum requirements under relevant constitutional and legal obligations of employers. It will develop an effective system of a two-way communication system for a regular flow of information. It will constantly look for creative and innovative ways of addressing and removing barriers to gender equality.

**ACCOUNTABILITY**

Miri commits to undertaking an organizational gender self-assessment to learn from our ongoing gender integration work and to identify opportunities for improvement.

Signed by:

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Name:

Designation: