

## GENDER EQUALITY POLICY

### Statement of Intent

AMEA Power is committed to encouraging equality, diversity and inclusion among the workforce, and eliminating any kind of discrimination, violence and harassment. The aim is for the workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best.

Throughout this Policy Statement, we acknowledge our obligation to respect and protect our personnel in line with Good International Practices. Our commitment extends to our workforce, contractors, suppliers, affected communities and visitors.

### Principles

AMEA Power is committed to:

- Comply with National regulations, IFC PS<sub>2</sub> on Labour and Working Conditions, IFC PS<sub>4</sub> on Community, Health, Safety and Security, IFC Good Practice Note on Non-discrimination and Equal Opportunities, and IFC Emerging Good Practice for the Private Sector on Addressing Gender-Based Violence and Harassment;
- Implement the recommendations established by ILO Convention 111 on Discrimination (Employment and Occupation), ILO Convention 190 on Violence and Harassment, ILO Recommendation 206 on Violence and Harassment, and UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW);
- Integrate gender aspects into corporate decision-making;
- Actively encourage equality, diversity and inclusion in the workplace;
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued;
- Train managers and all other employees about their rights and responsibilities regarding equality, diversity and inclusion;
- Make decisions concerning staff based on merit;
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law; and
- Monitor the make-up of the workforce regarding gender and sexual orientation in encouraging equality, diversity and inclusion.

### Implementation

Every employee as well as AMEA Power's stakeholders are encouraged to make a tangible contribution to the delivery of AMEA Power's commitment to sustainable development.

August 25<sup>th</sup>, 2021

**Hussain AlNowais**

*Chairman - AMEA Power*

