

Gender and Social Inclusivity Policy

1. Policy Statement

Partnering for Impact (PFI) is committed to advancing gender equality, diversity, and social inclusivity in compliance with national and international legislative and regulatory requirements. The Company shall ensure that all employees, contractors, and stakeholders are treated with dignity and fairness, and that diversity is actively promoted within our workforce and operations.

2. Regulatory Alignment

This Policy aligns with the following frameworks:

- **South Africa:**
 - Constitution of the Republic of South Africa (1996) – Equality and human dignity rights.
 - Employment Equity Act (No. 55 of 1998, as amended).
 - Broad-Based Black Economic Empowerment (B-BBEE) Act (No. 53 of 2003).
 - Labour Relations Act (No. 66 of 1995).
- **United Nations (UN) Frameworks:**
 - Universal Declaration of Human Rights (1948) – establishes equality and non-discrimination as fundamental rights.
 - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979) – the “Bill of Rights” for women.
 - UN Guiding Principles on Business and Human Rights (UNGPs)
 - UN Global Compact (Principles 1, 2, and 6) – human rights and elimination of discrimination in employment.
- **UN Sustainable Development Goals (SDGs) – especially:**
 - SDG 5: Achieve gender equality and empower all women and girls.
 - SDG 8: Decent work and economic growth.
 - SDG 10: Reduced inequalities.

3. Scope

This Policy applies to:

- All permanent and temporary employees, interns, and contractors.
- All stages of the employment lifecycle, including recruitment, selection, promotion, remuneration, training, and termination.
- Company activities, partnerships, and supply chain engagements.

4. Principles

- 4.1 **Equal Employment Opportunity:** Employment decisions shall be based solely on merit, qualifications, and business needs.
- 4.2 **Non-Discrimination:** Discrimination based on gender, race, ethnicity, age, religion, disability, sexual orientation, or socio-economic background is strictly prohibited.
- 4.3 **Gender Mainstreaming:** Gender considerations shall be embedded into corporate strategy, operations, and project design.
- 4.4 **Safe Workplace:** Harassment, bullying, or victimisation of any kind will not be tolerated.
- 4.5 **Inclusivity in Leadership:** The Company shall strive to increase representation of women, youth and historically disadvantaged groups at all levels of the operation and impact.

5. Objectives

- 5.1 Achieve and maintain compliance with South African, and international inclusivity regulations, norms and standards
- 5.2 Improve gender and diversity representation in leadership and technical roles.
- 5.3 Ensure pay equity across all roles.
- 5.4 Provide reasonable accommodations for persons with disabilities.
- 5.5 Promote training and awareness on unconscious bias, inclusivity, and workplace equity.
- 5.6 Support designated groups, previously disadvantaged individuals (PDIs), and marginalised groups.

6. Responsibilities

- 6.1 **Board of Directors:** Provide oversight and accountability for implementation of this Policy.
- 6.2 **Executive Management:** Allocate resources and integrate inclusivity objectives into business strategy.
- 6.3 **Human Resources:** Develop procedures, monitor compliance, and maintain mechanisms.
- 6.4 **Employees:** Adhere to this Policy, participate in inclusivity training, and report incidents in line with grievance protocols.

7. Implementation Measures

- 7.1 Integration of inclusivity clauses in recruitment, procurement, and partnership agreements.
- 7.3 Regular inclusivity audits and monitoring of employment equity statistics.
- 7.4 Annual training on diversity, equality, and anti-discrimination laws.
- 7.5 Adoption of flexible work arrangements to support work-life balance and parental responsibilities.

8. Monitoring and Reporting

- 8.1 Annual reporting to Directors/Board on diversity and inclusivity metrics, including gender balance, pay equity, and workforce representation.
- 8.2 Compliance with statutory reporting requirements e.g. Employment Equity Reports to the Department of Employment and Labour.

9. Enforcement

The Company reserves the right to review and amend this Policy in line with legislative developments.

10. Effective Date

This Policy is effective as of **December 2022** and shall be reviewed annually or as required by changes in legislation.