



Gender Equality Policy

Jade Textile Ismailia Industry and Trade Inc. Adopts the gender equality approach in all business processes, including its employees and business partners, and promotes gender equality in society and on national and international platforms.

It acts with the vision of our leader to raise awareness in this area and shares its activities in international networks as a signatory to the Egyptian Gender Seal and WEPS.

Adopting the philosophy of "People First" as a principle, and adhering to the concept of gender equality, Jade Textile adopts "zero tolerance for violence" policy to eliminate all types of gender violence and harassment in the working environment. This policy applies to all full-time, contract, intern, and subcontractor employees.

Our company;

- The agenda of gender equality activities is evaluated through regular meetings with the Gender Equality Committee, which includes representatives from different departments within the factory under the leadership of the General Manager.
- To support women's participation in business life, we offer free kindergarten to female and male employees who meet the necessary conditions.
- By introducing a "communication" model based on social responsibility, we aim to promote a culture of cooperation between men and women.
- In line with company strategies, we allocate work and tasks according to the characteristics of the position, without discrimination, equal rewards, and promotions, and focus on the skills of each employee.
- Promote a work culture that supports diversity and inclusion and is based on mutual respect and human dignity to prevent all forms of violence and harassment.
- Raise awareness through various training sessions for employees, families and business partners on gender equality, the definition of violence and harassment at work and at home, and methods of prevention and protection.
- Based on the fact that violence and harassment can affect a person's psychological, mental, physical and sexual health, dignity, family and social environment, we aim to take steps to combat violence and harassment in the workplace and all work-related environments.
- To take precautions by evaluating risks regarding violence and harassment in occupational health and safety management, with the participation of employees and their representatives.

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- To develop cooperation with civil society and other relevant institutions and organizations to create mechanisms through which employees exposed to domestic violence can receive support, and to establish complaint, investigation, guidance, and support mechanisms, adhering to the principles of confidentiality and impartiality.
- When employees who are subjected to violence complain to the Human Resources Department, we direct them to authorized institutions to get support, and we provide support to people by checking and monitoring their situation within the company.
- Not to discriminate against victims of domestic violence in hiring, dismissal, employment, or other conditions, and to treat them on equal terms, as it is accepted that employees who are victims of domestic violence may experience performance problems such as not coming to work, being late and low production, so we undertake to find solutions for the benefit of the person.
- The method to be followed by employees when exposed to violence and harassment is stated in the "Pressure, Harassment and Maltreatment Procedure.
- The term "violence and harassment" in working life; It refers to a range of unacceptable behaviors and practices, or threats related to them, that aim at, result in, or are likely to result in, physical, psychological, sexual, or economic harm. Jade Textile confesses that violence and harassment in business life is a human rights violation and a form of discrimination, that gender-based violence and harassment, including domestic violence, affects people disproportionately, and that everyone has the right to a working life free of violence and harassment in all its forms.