

# DAWOOD LAWRENCEPUR LIMITED

## Gender Diversity Policy

### POLICY STATEMENT:

Dawood Lawrencepur Limited (hereinafter referred to as “the Company”) will progressively aim to achieve a gender sensitive culture in the workplace and in its funded Projects to maximize long-term sustainable development outcomes.

### DEFINITIONS:

Key definitions are listed below:

- (a) **Gender Sensitivity:** Considers contributions of and impacts to individuals across genders.
- (b) **Gender Equality:** Means that the rights and opportunities of people are not limited by virtue of being born a certain gender.
- (c) **Diversity:** Means respect for and appreciation of differences in ethnicity, gender, age, origin, disability, sexual orientation, education and religion. It is a blending of diverse perspectives, experiences, cultures and life styles.
- (d) **Inclusion:** Means being valued, respected and supported. It is about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.
- (e) **Project/s:** Refer to funded renewable energy projects that are to be installed in places or such communities where the project is likely to impact the people of that community.

### GOALS

The Company intends to take a progressive approach to incorporating gender sensitivity in our operations, and has clear goals in place. The Company shall:

- (a) **Assess:** Survey socio-economic and gender issues prior to undertaking a Project in any community; and evaluate the impact of the Project on the women of that community.
- (b) **Plan:** Based on the learnings from the surveys, plan any special features and strategies to be built into the Project in order to encourage women’s participation and provide tangible benefits to them as a result of the Project.
- (c) **Evaluate:** As the process evolves, continue to monitor and evaluate our progress towards achieving a gender sensitive culture by 2020.
- (d) **Workplace Improvement and Gender Awareness:** Support diversity and inclusiveness initiatives and educate staff through sessions that focus on prevention of harassment and discrimination, and benefits of creating a respectful work environment, diversity and inclusion; hold refresher sessions each year. Provide facilities that make it easier for women to manage their career with home responsibilities, such as flexible work practices and maternity leave, have an annual target in place to improve the gender diversity metric.
- (e) **Ensure Compliance:** Align and comply with any applicable national gender policy, regulatory requirements and laws such as Protection against Harassment of Women at Workplace Act 2010.
- (f) **Develop Resources:** Have, at least, one resource trained in gender and social development competencies by 2018.

## **TARGETS**

- (a) The Board must on an annual basis set gender representation targets in relation to the goals being set for any community.
- (b) Assess the objectives and progress to achieving the gender representation targets set by the Board.

## **POLICY AMENDMENT**

This policy can only be amended with the approval of the Board of Directors of the Company.