



GENDER AND CHILD PROTECTION POLICY

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1. Introduction

- 1.1. The Investee recognizes and acknowledges that there is a need to have a very clear mandate to enhance a gender-sensitive approach in our processes and operations. We attest that we value a diverse workforce, and we are committed to promoting a culture that embraces gender equality and child protection at all stages of the employment cycle, particularly in our selection and assessment processes.
- 1.2. Having this Gender and Child Protection policy in place is therefore an explicit expression of our commitment to promote gender equality and child protection within our institution and throughout our sphere of influence across our business operations.
- 1.3. This Gender and Child Protection policy provides a road map for promoting a culture that embraces gender equality and child protection at all stages of the employment cycle, from the selection phase to the when the employee is leaving.
- 1.4. In addition, this Gender and Child Protection policy is a commitment to protect all children and young people who receive the Investee's good and services.
- 1.5. The Investee believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe.
- 1.6. This document will be domiciled and be the responsibility of the officer charged with the human resources function.

2. Rationale

- 2.1. This policy is in response to Strategic Development Goal five (SDG 5), that seeks to achieve gender equality and empower all women and girls, and to the United Nations Convention on the Rights of the Child that comprehensively promotes child protection.
- 2.2. The Gender and Child Protection Policy acknowledges the reality of power (real and perceived) and how societal perceptions of masculinity and femininity have influences on issues of access to and control over decisions, assets and resources, information, and knowledge. Further, this Gender and Child Protection Policy recognizes that vulnerability should always be acknowledged and the views of those who are vulnerable (mostly children and women) should always be

considered as part of the solution and thus meaningfully engaged in conversations and decisions that affect them.

- 2.3. As the Investee's gender equality and child protection will be a critical pillar that will guide all our undertakings continuously and progressively.
- 2.4. In addition, this policy provides our staff, volunteers, sub-contractors, consultants, and any third-party agencies that we interact with the overarching principles that guides our approach to gender equality and child protection.

3. Objectives of the Gender and Child Protection Policy

- 3.1. To enhance gender equality and child protection as a critical value that guides The Investee day to day operations to promote a gender sensitive organization culture and work environment that also embraces children's rights.
- 3.2. To provide staff, volunteers, sub-contractors and any third parties with the overarching principles that guide our approach to gender equality and child protection.
- 3.3. The Scope of Gender and Child Protection Policy
- 3.4. The Gender and Child Protection Policy guides both the internal and external operations of the Investee. All the board, members staff, persons engaged on a temporary basis including volunteers business partners are subject to this policy.
- 3.5. The policy also applies to all parties in the Investee value chain.

4. Guiding Principles

This policy embraces the following principles:

- 4.1. Equality: both women and men are treated equally throughout the employment cycle, i.e., from sourcing applicant conversion, selection process, the interview, reference checks, and onboarding and finally during exiting phase.
- 4.2. Non-discrimination: both men and women are treated equal in all aspects. Remuneration for work of equal or comparable value will be similar. There will be no discrimination based on gender roles particularly in relation to family and caring responsibilities for both women and men.

4.3. Access: Efforts will be instituted to remove all barriers that hinder the full and equal participation of women in the workforce.

4.4. Dignity: Everyone including children will be accorded the respect and dignity they deserve.

5. Policy Statement

5.1. This policy is anchored on the existing legal framework both international, regional, and local. Key of these legal instruments and statutes include: The Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the Convention on the Elimination of All Forms of Discrimination against Women. It proposes the need for the adaptation of international human rights standards, norms, and principles. Gender equality and non-discrimination are critical components of these standards. The policy is also guided by local statutes including but not to the Labour Act (2012).

5.2. This Gender and Child Protection Policy is therefore a commitment that ensures no action that has any impact will be undertaken without assessing the implications for women men and children The concerns and experiences of women and men, will always be a critical consideration in our approaches and strategy.

5.3. The operationalization of the Gender and Child Protection Policy will impact positively on the work of the Investee and will create an environment that is safe for everyone including children and where both women and men will thrive resulting in enhanced productivity.

6. Implementation of the Policy

6.1. Recruitment

6.1.1.The Investee shall have equity measures and campaigns to attract more women and men into a non-traditional job.

6.1.2.The Investee will ensure the inclusion at least one female/male interviewer and at least one female/male candidate in ALL recruitment processes.

6.1.3.The Investee will evaluate all job descriptions to ensure they are relevant, include the necessary skills, and are non-discriminatory and gender neutral. This will be done annually.

6.1.4.All person(s) who constitute any recruitment panel MUST be trained on Gender Equality and Child Protection.

6.1.5. All vacancy advertisements MUST use gender-neutral language and include a statement encouraging women, people living with disabilities and other marginalized groups to apply for various positions including managerial positions.

6.1.6. All applicants must be subjected to security checks as a safeguard against sexual and gender-based violence including child abuse.

6.2. Retention and work environment

6.2.1. The Investee guarantees fairness and equity in relation to all benefits accorded to employees including remuneration, training and development, health and safety and other employee welfare aspects.

6.2.2. The Investee will ensure that leave management is in line with best practice and in adherence to the relevant labour laws in the country. The Investee shall ensure that female employees enjoy their right to maternity leave as stipulated in the Employment Act (2007), which provides for 3-month maternity leave with full pay. Further to this male employee shall also enjoy 2 weeks paternity leave with full pay as provided by law.

6.2.3. All benefits including promotions will be accessible to all persons and even those on maternity or paternity leave and they will be proactively encouraged apply.

6.2.4. The Investee will ensure the work environment is safe for children and will institute measures to discourage child labor and child abuse within the establishment and across the value chain.

7. Leadership and Governance

7.1. The Investee shall apply the minimum one third gender rule in the representation of either gender in managerial positions or throughout the various cadres within the organization.

8. Monitoring and Compliance

8.1. To ensure accountability at the highest level and attainment of the desired outcomes, each line manager will have at least one gender equality and child protection key performance indicator as part of their performance matrix.

8.2. The Investee will appoint a Gender focal person and his/her responsibilities will include planning, programming, reporting, and monitoring of implementation within their organizational entity. The focal person will report on progress towards gender equality. The gender focal person will be trained on gender mainstreaming and integration.

9. Enforcement and Amendment

9.1. This Gender and Child Protection Policy will come into effect upon adoption by the Board and will be a key agenda in one board meeting annually.

9.2. The Gender and Child Protection Policy will be reviewed annually and updated by a decision of the Board.