

## GENDER EQUALITY POLICY

Shafer-Haggart is committed to fostering a work environment that promotes gender equality throughout its supply chain. This policy aims to ensure fair treatment, equal opportunities, and the elimination of discrimination and bias based on gender in all aspects of our supply chain operations.

### **Scope:**

This policy applies to all employees, suppliers, and other stakeholders engaged in activities related to Shafer Haggart's supply chain.

Shafer-Haggart is committed to:

- a. Addressing the challenges faced by women in supply chains.
- b. Promoting diversity, inclusion, and gender equality as fundamental values.
- c. Creating a work environment that is safe, inclusive, and free from discrimination based on gender.

Shafer-Haggart acknowledges that gender equality is essential, and we recognize the impact of societal, cultural, economic, political, or religious norms on gender discrimination and commit to addressing these issues.

- a. **Non-Discrimination and Equal Pay:** Ensuring fair treatment and equal pay for all employees, regardless of gender, and combating gender-based economic disparities.
- b. **Combating Violence Against Women and Girls:** Taking a stand against gender-based violence and harassment and implementing systems to address and prevent such incidents.
- c. **Ensuring Health & Safety at Work:** Providing special protection for pregnant and nursing women, ensuring adequate hygiene conditions, and offering access to maternity benefits and childcare.
- d. **Supporting Women's Access to Resources:** Empowering women to participate in worker representation, trade unions, and grievance mechanisms.

Shafer-Haggart requires all business partners, including suppliers, to adhere to these principles. We encourage the implementation of gender-sensitive policies, processes, and monitoring to support gender equality. Shafer Haggart commits to implementing measures that respect and fulfill the principles laid out in this policy. Gender equality is a continuous improvement process requiring collaboration among various stakeholders. Shafer-Haggart commits to contributing to gender equality and calls for joint efforts from businesses, political stakeholders, and supply chain participants. The policy will be reviewed and updated regularly to ensure its effectiveness.