

# GENDER POLICY

<b>Owner:</b>	Lim Sotheary, ESG Manager
<b>Approver:</b>	Trent Eddy, Chairman
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## 1. Purpose

The purpose of this document is to outline EMIA's ("the Company") approach to promote gender equality and the empowerment of women, in our organisation and in our Portfolio Companies. This policy is in line with EMIA's commitment and key requirements outlined in our Limited Partnership Agreements.

## 2. Definitions

**Gender Equality:** the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

**Investment Activities:** activities related to EMIA's investment process such as due diligence and post-investment monitoring.

**Portfolio Companies:** companies into which any of EMIA's investment funds have been invested.

## 3. Commitments

EMIA is committed to:

### General

- Create and maintain a gender sensitive work environment, where non-discriminatory working relationships and respect for diversity in work and management styles is encouraged, and gender equality is promoted.
- EMIA will dedicate the necessary financial, human and other resources, as appropriate, to comply with the principles and requirements of the Gender Policy.
- Enhancing gender equality within its governing structure and day-to-day operations.
- Discrimination is prohibited. This prohibition includes discrimination on the basis of a person's gender and sexual orientation.
- Providing a safe environment for all its employees free from discrimination on any grounds and from harassment at work including sexual harassment.

### Employment

- Based upon available talent, EMIA will endeavour to ensure an equitable gender balance exists at all levels of the organization, and all persons are fully represented in decision-making processes.
- EMIA will provide staff benefits package that is equitable and responsive to the needs to balance work, family, civic life, and the different gender roles of staff (e.g. responsibilities of pregnancy, childcare and family care).
- EMIA will conduct a gender analysis annually to identify and address barriers to equal representation in staffing patterns. Once data is analysed, specific goals will be set for addressing staffing imbalances and modifying personnel and benefits policies if necessary.

#### Portfolio Companies

- To affirm our commitment, EMIA's goal is also to promote gender equality and women's empowerment with our Portfolio Companies.
- EMIA should ensure that Portfolio Companies meet the principles and requirements of the Gender Policy.

## 4. Required Actions

#### General

- EMIA will organise gender training or provide technical and material support for gender resources as requested by the Limited Partners.
- Gender-related grievances against EMIA that may occur in our Investment Activities may be processed through the EMIA complaints mechanism.

#### Investment Activities

Prior to investing in a deal:

- When conducting due diligence on a potential deal, EMIA will incorporate a gender analysis that identifies and describes any gender differences, gender differentiated impacts and risks, and opportunities to address gender gaps and promote empowerment of women that may be relevant to the proposed deals. Gender analysis includes collecting data disaggregated by sex, age, and other relevant diversity metrics.
- EMIA will ensure that the investment proposals submitted to the investment committee includes (i) a gender assessment, along with appropriate environmental and social assessments (as may be required according to the level of risks and impacts), and (ii) a gender action plan.
- To the extent feasible, EMIA will develop specific targets and progress indicators for all deals, aligned with the [Sustainable Development Goals](#) framework and [2X Challenge](#), integrate both qualitative and quantitative targets and indicators, which may be part of the gender action plan.
- The gender action plan, either alongside or as part of the Environmental and Social Action Plan, should be incorporated into the investment legal documentation signed with a Portfolio Company.

After investing in a deal:

- EMIA should ensure that the Portfolio Companies take necessary measures to implement the gender action plan, as well as progress towards the gender targets.
- EMIA will require the Portfolio Companies to report gender-related indicators on a quarterly and annual basis.
- EMIA will require the Portfolio Companies to report on the progress made in implementing the gender action plan as part of the annual E&S Monitoring Report.

- EMIA will make periodic updates on the gender assessments when there are major changes in the design and execution of projects, or other circumstances that may affect the implementation of the gender action plan.

## **5. Effectiveness and Revision**

This Gender Policy will come into effect upon adoption by the Board of EMIA. The policy will apply to ongoing activities to the extent reasonably possible and those that will be approved after the effective date of this policy. The Gender Policy will remain in effect until amended or superseded by the Board.

EMIA understands that the promotion of gender equality and the empowerment of women at the organisational and Portfolio Company levels is a long-term undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to gender equality and women's empowerment evolve over time. The Gender Policy will be reviewed and updated by a decision of the Board, as appropriate.