

Gender Equality and Women's Empowerment Policy

Purpose

Kramer Ausenco seeks to uphold Gender Equality as a human right. We value the diversity of our people and the benefits that different genders, ages, educations, ethnicities, cultures, and experiences bring to our team. We recognise the potential of each employee to add value to our organisation. All employees should be treated equally and feel valued, empowered, and respected so that they may contribute their best work.

To ensure that everyone is empowered to perform their best Kramer Ausenco recognises that it is the shared responsibility of all employees to embrace equality and prevent gender-based discrimination and violence at all levels of the organisation.

This policy provides specific guidance on understanding and encouraging Gender Equality in the workplace. It provides direction for employees in considering the equal rights and value of individuals, and ways that we may promote and encourage the professional development of women in our organisation.

Definitions

- *Gender* refers to the socially-constructed norms, expectations, behaviours, and roles that are assigned to a person based on their sex.
- *Sex* is defined as the anatomical and physiological characteristics of males and females that are attributed to a person at birth.
- *Gender Equality* occurs when all genders have fair and equal access, and the ability to take advantage of rights, responsibilities, and opportunities.
- *Women's Empowerment* is the process of raising the status of women through including women, accepting women's views, and empowering women to counter inequalities so that women may gain access to the same rights, responsibilities, and opportunities as their male counterparts.

Scope

Historical power imbalances have perpetuated gender inequality through biases, social norms, discrimination, and violence. This policy aims to recognise the potential for gender inequality to exist in our organisation, put processes and procedures in place to minimise any occurrences, and empower women to reclaim equality between the genders and realise their truest potential. This document provides a guide for all Kramer Ausenco employees to behave in a manner that upholds the values and ideals in this policy and all other Kramer Ausenco policies and standards.

Approach

Our commitment to Gender Equality and Women's Empowerment is based on the principles of equality, non-discrimination, inclusiveness, and participation. Our approach is summarised by the following two principles:

1. Encouraging and supporting the involvement of women in every aspect of the business, through:
 - utilising gender-neutral language in company communications, publications, and job descriptions;
 - developing ways to recruit, value and remunerate women within our organisation in the same ways as men;

- investigating ways to increase women's participation and leadership in the businesses, and industries in which we operate;
- supporting the equal involvement of women in political, economic, and social affairs relating to the business and the communities that we engage with;
- promoting awareness and understanding of gender-based discrimination and Gender Equality in our organisation and our industries;
- exploring meaningful ways to generate awareness of gender-based violence and supporting strategies to reduce gender-based violence in the communities that we engage with;
- assessing how we can empower women in our communities and the Pacific region through building capacity, knowledge, and capabilities; and
- using evidence-based approaches to guide our decisions, evaluate any gender-based biases that may exist and generating processes for eliminating any such biases.

2. Evaluating procedures and processes to address the varying needs and responsibilities of employees across the business, by reviewing:
 - developing ways to improve the retention of women in our organisation;
 - assessing how we may promote the inclusion of women in non-traditional roles and industries through our operations and procedures, for example by supporting mentoring, leadership, and development programs;
 - monitoring how systems and procedures may be more flexible to accommodate the various needs and responsibilities of employees;
 - encouraging periodic check-ins with employees to assess that they are being supported, and that they have goals for professional development; and
 - identifying and addressing barriers faced by women within our business and within the communities that we engage with throughout the Pacific region.

Responsibility

Kramer Ausenco is committed to providing ethical and sustainable solutions that support the communities in which we operate. We aim to make positive impacts in our communities and in the Pacific region.

This policy applies equally to all employees. Every employee is responsible for ensuring that the principles provided in this policy are upheld.

The Chief Executive Officer is accountable to the Board of Directors for the implementation of Kramer Ausenco's Gender Equality Policy.



Frank Kramer
Chief Executive Officer

