



Factory X Gender Equality and Diversity Policy 2022

Factory X is committed to gender equity. All employees will be treated fairly and with respect, we prohibit discrimination in hiring, compensation, access to training, promotion termination or retirement based on gender. We have a zero tolerance for behaviour that is sexually intimidating, abusive, or exploitative.

- Gender equality means that women, men, non-binary, agender, transgender and intersex to enjoy the same status and have equal opportunity to realize their full human rights and potential to contribute to national, political, economic, social, and cultural development, and to benefit from the results. We have a zero tolerance of behaviour that is sexually intimidating, abusive, or exploitative.

Harassment is defined as any behaviour based on any of the characteristics identified above which is unwanted and which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Discrimination occurs when someone is treated less favourably than another person because of any of the characteristics identified above.

All employees will have the opportunity to contribute and achieve their potential, applies to Factory X employees whether full time or part time, temporary or permanent and wherever they are located within Factory X's locations. It covers: -

- a. Recruitment, selection, and promotion
- b. Terms and conditions of employment
- c. Professional development
- d. Flexible working options
- e. Safe working environment
- f. Leadership, management, and accountability
- g. Grievances, disciplinary action, and termination of employment

Overseas our CSR auditing process checks that:

- Factories do not test for pregnancy before or during employment
- Women who take maternity leave are not at risk of facing dismissal, loss of seniority, loss of wages, when they return to work.
- Women are paid equally for their work.
- There is no other gender related discrimination.