



## Gender Equality Policy

Factory X are committed to gender equity. 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.

Our current 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.
- There is no other gender related discrimination.
- Women are paid equally for their work.

### Plans for 2019

In 2019 we will commence a program of collecting information about gender representation across management levels in our first-tier manufacturers. We will also include information about our zero tolerance of behaviour that is sexually intimidating, abusive or exploitative to our grievance mechanism posters.