

**WG WEARNE LIMITED**  
**GENDER AND RACE DIVERSITY POLICY**

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## **1. Preamble:**

WG Wearne Limited (“Group”) and the Board of Directors (“Board”) express its commitment to the promotion of gender equality, race equality, diversity and the eradication of all forms of unfair gender discrimination. Furthermore is supports whole heartedly equal opportunities for all staff at all levels across the Group. The Board is fully committed to the principles of gender and race equality, including but not limited to board level. Should the opportunity arise, consideration will be given to the appointment of a suitably qualified candidate in line with the principles of gender and race equality.

The Group recognises that both women and men may experience forms of gender discrimination. It is noted that within South Africa women have been particularly been discriminated against. Therefore any preferential treatment that may be perceived as a result of correcting gender inequalities will not be viewed as unfair discrimination. The Group also recognises that historically disadvantaged individuals have previously been discriminated against.

## **2. Gender and Race Equality Policy Objective:**

The overall purpose of this policy is to provide a guideline for enhancing gender and race equality in the workplace and as an enabler to integrate gender and race into Group practices. In addition the policy recommends the development of specific interventions to meet the developmental needs of women and individuals from various races to ensure and drive empowerment with the overall aim of achieving gender and race equality in the workplace.

## **3. Scope:**

The scope of this policy extends equally to all employees of the Group and its subsidiaries.

To clarify: A gender and race equality policy is characterised by the fact that societal norms regarding "masculinity" and "femininity" are broken and that women and men have equal access to power, authority and resources. Also that individuals from different races also have equal access to power, authority and resources. Therefore the gender and race equality policy has reference to the entire Group.

## **4. Guidelines:**

The gender and race equality policy is underpinned by the following guidelines:

- Women’s rights = human rights,
- Gender and race equality will be used as a guiding principle for the development of interventions.

## **5. Protection Against Unfair Discrimination:**

- All employees have the fundamental right to gender and race equality and human dignity;
- The Group respects the dignity and rights of all employees and will not tolerate any form of unfair discrimination;
- Any staff member who is alleged to have committed any form of unfair gender or race discrimination will be subjected to a formal investigation which may lead to disciplinary action;
- Should any employee perceive that he / she has been unfairly discriminated against in terms of this policy, such employee will be encouraged to follow the Group disciplinary procedure and
- In addition the Group policy on sexual harassment is available to all employees.

## **6. Interventions:**

### **6.1 Group Policies and Procedures:**

- Launch a formal and critical audit process to assess current Human Resources policies and procedures and practices to ensure they are gender and race sensitive and non-discriminatory;
- Where needed, design / amend and implement new Human Resources policies, procedures and practices with the aim of fast tracking gender and race equality and
- Design and implement as part of the overall skills development programmes, strategic interventions with the goal to improve the working conditions of current and future female employees and employees of various racial groups:
  - Strategic mentorships;
  - Woman leadership forums;
  - Multiskilling and upliftment programmes aimed at woman and
  - Racial integration programmes

### **6.2 Recruitment and Selection:**

- Affirmative action measures may be implemented in employment practices to promote equitable representation of women and races in all occupational categories and levels and
- Ensure remuneration structures promote and apply equal pay for equal work.

### **6.3** Organisational Development:

- Identify training programmes that will enhance managerial skills amongst women and employees of various racial groups;
- Increase training expenditure on women and employees of various racial groups to enhance skills where woman and employees of various racial groups are under-represented in Group structures;
- Actively train women for jobs that have traditionally been perceived as a man's role i.e. technical roles and
- Make provision for basic literacy training for women and employees of various racial groups such as ABET.

### **6.4** Working Conditions:

- Ensure enough leave and benefit provisions for women and men to balance family and professional responsibilities;
- Ensure women are not discriminated against for trying to balance professional and family responsibilities and
- Eliminate sexist practices.
- Eliminate racist practices.

## **7. Communication, Monitoring and Evaluation.**

Ensure effective communication, monitoring and evaluation by:

- Facilitating gender and racial awareness training for current employees;
- Incorporate such training into the induction programme for new employees;
- Involve all key stakeholders such as Employment Equity and Skills Development Committee members in the monitoring and evaluation process and
- Review the Employment Equity Plan to ensure specific and focussed interventions are developed and implemented to promote gender and race equality.