

Gender Equity and Gender Equality Policy

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Policy Purpose

To set out Yahsat's Group principles in ensuring that it maintains a gender equity and gender equality-based approach to all its organizational operational activities.

Definitions

Gender Equity	<ul style="list-style-type: none">Gender equity is the process of being fair to women and men in decision making and the provision of resources and the addressing of imbalances. This includes equal pay for equal work, where women and men are paid the same for the same work. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources, and responsibilities.
Gender Equality	<ul style="list-style-type: none">Gender equity leads to gender equality, where there are equal rights in, pay, responsibilities and opportunities for both women and men.

Policy Statement

- Yahsat is committed to develop an inclusive culture focused on nurturing talent regardless of race, gender, age, or disability.
- Yahsat is committed to eliminating discrimination and encouraging women empowerment within our workforce.

All employees, consultants, partners, associates, and trainees will be treated fairly and with 'respect'. Our aim is that our workforce will be truly representative of all parts of society and every individual regardless of gender, religion, or race.

Selection for employment, promotion, training, competition, or any other benefit will be based on aptitude and ability.

Everyone within the workforce will be supported and encouraged to develop their full potential and the talents and resources of the individuals will be fully utilized to maximize the efficiency and career growth of the individual.

Principles

We strive to provide a work environment for employees that encourage fairness, and respect for social inclusiveness and cultural diversity to be consistent with our principles of growth and fulfilment. To create an equitable, respectful, and enabling environment for both men and women within the organization, we apply the following activities:

Recruitment

- Due to the nature of the satellite industry, challenges could arise in employing female employees within a number of specialized technical areas. To counter this challenge, we are committed to strive to find candidates in technical areas that are qualified for the job regardless of gender and opportunities will be given to female candidates to compete for the role.
- To ensure a fair selection process, Yahsat will provide equal opportunities for male and female candidates in the application process without stating any required gender for the role.



- Gender diversity will be encouraged to avoid having one gender dominating any role or position.
- Our selection process will clearly define the required role and interviews will be conducted to give equal opportunities to male and female candidates.
- Ensure that there is gender representation in all cross functional teams, interview, and assessment panels.
- An interview panel of highly trained professionals will ensure that interviews are conducted fairly, and assessments will be made to choose the most qualified candidate.

Retention Initiatives

- Flexible working arrangements have been provided to staff to start work from 7:00am until 9:00am and completed the required working hours.
- Nursing and maternal leave policies have been applied and an extension for working from home is also provided.
- Working from home for staff to up to 5 days a month.
- Parental leave options to both men and women.
- Promote and develop policies that support a work -life balance, equal pay and ensuring that we maximize opportunities of learning and progression for all genders.
- Ensure that our day-to-day operational practices comply with this policy and do not discriminate intentionally or unintentionally against any gender.
- For our aim to be successful, it is essential that everyone is committed to, and involved in its delivery. Management and human Capital will maintain and support awareness among managers and colleagues of the cultural differences to ensure respect to all nationalities and genders is attained.
- Maintain equality in compensation, promotions, training, and benefits amongst genders.
- To maintain a strict compliance policy that addresses any case of gender discrimination.

Career Advancement

- Training, career development, and progression opportunities are available to all employees regardless of gender.
- Ensure that our training and development policies, procedures and selection are unbiased and rely solely on performance and development needs.
- Regular review of policy, procedures, and strategies to ensure gender equity principles are maintained.
- Create succession plans that promote gender diversity at the senior levels and value the different experiences of women and men.
- Ensure equal access to career opportunities and special assignments and acting positions for both men and women.

