



Asocijacija za upravljanje rizicima
Асоцијација за управљање ризицима
Association for Risk Management

Reg. broj: UP 09-07-1-630
Kod Ministarstva pravde Bosne i Hercegovine



Centar za edukaciju i treninge
Центар за едукацију и тренинге
Education and Training Center
Reg. broj: 11/04-38-2225-9
Kod Ministarstva za obrazovanje,
Nauku i mlade Kantona Sarajevo

Date: December 2020
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Sarajevo

GENDER EMPOWERMENT AND WOMAN POLICY

1. THE POLICY STATEMENT

It is AZUR's moral and legal responsibility to engage in a gender equality approach in all its policies, programmes and projects in order to ensure fairness in the treatment of women and men. Given ingrained disparities, equal treatment of women and men is insufficient as a strategy for gender equality. Specific measures must be developed to identify and remove the underlying causes of discrimination in policies, procedures, beliefs, practices and attitudes that maintain gender inequality.

2. THE POLICY OBJECTIVE

The main purpose of this policy is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the company to integrate gender into key organisational practices. Further, it suggests the development of specific interventions to meet the practical and strategic needs of women in order to ensure the empowerment of women as a step towards gender equality. This means that in performance of our duties and achievement of results, we must strive to conduct ourselves in line with our corporate values because our corporate values are the starting point and foundation of our ethics. Ethics involves distinguishing between what is right and wrong and then making the right choice, acting responsibly and taking accountability for our actions. The company's commitment to ethics is about ensuring we understand and demonstrate acceptable standards in the conduct of our daily work, in decision making, in our relationships internally and with our stakeholders; doing so with transparency, dignity, honesty and integrity. The basic requirement is that we must act in the best interest of the company in line with our values in spite of the pressures we unavoidably experience in the process.

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Our integrity will be measured in terms of how well we live our values in spite of the pressures experienced while conducting our business and activities in the various countries in which we are present, how well we can be trusted to do what we say we will, and how well we each act consistently with honesty and accountability.

Compliance with our code is mandatory for all of us. It applies to all subsidiaries, managed joint ventures and service organisations. Our reputation is important. Our stakeholders expect and trust us to conduct our business in a manner that demonstrates consistency with our corporate values and that is in line with the highest standards of ethics.

3. SCOPE

The policy sets broad guidelines for the company in order to achieve gender equality and does not prescribe any region specific plans of action or implementation strategies. These will emerge as each region interacts with the strategic objectives outlined in this policy, which has been formulated on the Women's Empowerment Principles.

The Women's Empowerment Principles include:

1. Leadership Promotes Gender Equality.
2. AngloGold Ashanti promotes Equal Opportunity, Inclusion and Non-discrimination.
3. The company will provide working conditions that promote the Health, Safety and Freedom from Violence for its employees.
4. The company will provide equal access to Education and Training.
5. The company will support gender equity through Community Leadership and Engagement.
6. The company will promote equal opportunity in Enterprise Development, Supply Chain and Marketing Practices.
7. The company will make public its gender policy and support its implementation through Transparency, Measuring and Reporting.

4. GUIDING PRINCIPLES

The policy is constructed on the following guiding principles:

- Women's rights should be seen as human rights.
- Gender equity is a principle that guides interventions.
- This document is uncontrolled in hardcopy format.

GENDER EQUALITY AND EMPOWERMENT OF WOMEN POLICY

- Fairness of treatment for women and men, as well as equal access to opportunities.
- Fairness in the treatment of different categories of women. Women are not a homogenous group, i.e. the situations and experiences of women vary.
- Affirmative action programmes targeting women to be developed as a corrective measure to equalise opportunities and access.
- That appropriate training be provided to improve knowledge, skills and attitudes towards gender equality.



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President of the
Association for Risk Management AZUR

Asocijacija za upravljanje rizicima AZUR
Ulica Tešanjka, broj 24 A – Avaz Twist Tower
71 000 Sarajevo, Bosna i Hercegovina
ID 4201986720006,
telefon: +387(0)66 032-319
telefon: +387(0)62 839-268
fax: +387(0)33 777-401

e-mail: info@azur.ba
www.azur.ba

Асоцијација за управљање ризицима АЗУР
Улица Тешањска број 24 А
71 000 Сарајево, Босна и Херцеговина
ИД 4201986720006
Телефон: +387(0) 66 032-319
Телефон: +387(0) 62 839-268
факс: +387(0)33 777-401

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ID 4201986720006,
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