



HR GENDER- BASED VIOLENCE (GBV) POLICY STATEMENT V1

JULY 2024 –RATIFIED BY THE BOARD 23 JULY 2024

GENDER- BASED VIOLENCE (GBV) POLICY

1. PURPOSE

Loinette Capital is committed to creating a safe, respectful, and inclusive work environment for all employees, clients, and stakeholders. This policy outlines our stance on gender-based Violence and our commitment to preventing and addressing GBV within our organization and in our interactions with the broader community.

2. SCOPE

This policy applies to all employees, contractors, clients, and visitors of Loinette Capital. It covers conduct that occurs on company premises, at company-related events, and in any work-related context, including online activities.

3. DEFINITION OF GENDER-BASED VIOLENCE

Gender-based violence is any harmful act directed against an individual or group based on their gender. It includes, but is not limited to:

- Physical violence.
- Sexual harassment and assault.
- Psychological and emotional abuse.
- Economic abuse and coercion.
- Intimidation and threats.

4. POLICY STATEMENT

Loinette Capital has zero tolerance for gender-based violence in any form.

We are committed to:

- Providing a safe and supportive work environment free from GBV.
- Ensuring that all employees understand their rights and responsibilities concerning GBV.
- Offering training and resources to prevent GBV and promote gender equality.
- Supporting victims of GBV and providing appropriate resources and referrals.
- Taking prompt and effective action to investigate and address any allegations of GBV.

5. PREVENTION AND EDUCATION

Loinette Capital will implement the following measures to prevent GBV:

- Regular training sessions on GBV awareness, prevention, and response for all employees.
- Clear communication of this policy to all employees, clients, and stakeholders.
- Promoting a culture of respect, inclusivity, and zero tolerance for GBV.

6. REPORTING PROCEDURE

Loinette Capital encourages all employees and stakeholders to report any incidents of GBV.

Reports can be made confidentially and without fear of retaliation through the following channels:

- Human Resources Department.
- Designated GBV Response Officer.
- Anonymous reporting hotline or online platform.

All reports will be taken seriously and investigated promptly. Appropriate disciplinary action, up to and including termination of employment or contract, will be taken against anyone found to have violated this policy.

7. SUPPORT FOR VICTIMS

Loinette Capital is committed to supporting victims of GBV by:

- Providing access to counselling and support services.
- Offering flexible work arrangements and leave options to victims as needed.
- Ensuring confidentiality and privacy in handling GBV cases.

8. REVIEW AND MONITORING

This policy will be reviewed regularly to ensure its effectiveness and compliance with local laws and best practices. Feedback from employees and stakeholders will be considered in policy updates.

9. CONCLUSION

Loinette Capital is dedicated to fostering a work environment where all individuals are treated with dignity and respect. We believe that addressing and preventing gender-based violence is crucial to achieving this goal.