



## Miniplast's Policy on Gender and Youth Responsiveness

### Introduction

Miniplast is committed to fostering an inclusive and equitable work environment, as prescribed by its Code of Ethics. As an affirmation of its dedication to ensuring equal opportunities and active participation of women and youth in all aspects of its operations, Miniplast has drafted this “*Policy on Gender and Youth Responsiveness*”.

#### ➤ **Commitment to Gender Equality and Youth Empowerment**

- **Alignment with Corporate Ethos:** This policy aligns with Miniplast's Code of Ethics, Human Rights Policy, and Guide Against Violence and Harassment in the Workplace, reinforcing our commitment to diversity, inclusion, and respect for all individuals.
- **Promoting Equal Opportunities:** We commit to providing equal opportunities for women and youth, ensuring that they have access to all levels of decision-making, leadership roles, and career development opportunities.

#### ➤ **Inclusive Recruitment and Career Advancement**

- **Recruitment Practices:** Miniplast will ensure gender and age inclusivity in recruitment practices. This includes targeted outreach to women and youth and ensuring bias-free recruitment processes.
- **Career Development:** We will provide career development programs, mentorship, and training opportunities specifically designed to support the professional growth of women and youth within the organization.

#### ➤ **Safe and Supportive Work Environment**

- **Zero Tolerance to Discrimination and Harassment:** In line with our Guide Against Violence and Harassment in the Workplace, Miniplast maintains a zero-tolerance policy towards any form of discrimination or harassment based on gender or age.
- **Support Mechanisms:** We will establish support mechanisms, including counseling services and support groups, to address the unique challenges faced by women and youth in the workplace.

#### ➤ **Leadership and Decision-Making Participation**



- **Empowerment in Leadership:** Miniplast is committed to promoting women and youth to leadership positions and ensuring their representation in decision-making processes.
- **Diversity in Leadership Teams:** We will actively work towards achieving a balanced representation of women and youth in all leadership teams and committees.

#### ➤ **Work-Life Balance and Flexibility**

- **Flexible Working Arrangements:** Understanding the diverse needs of our workforce, Miniplast will offer flexible working arrangements to support the work-life balance of women, particularly those with caregiving responsibilities, and youth pursuing education or training.

#### ➤ **Community Engagement and Youth Programs**

- **Community Initiatives:** Miniplast will engage in community initiatives and partnerships that support gender equality and youth development, aligning with our broader commitment to social responsibility.
- **Youth Development Programs:** We will establish and support programs aimed at youth skills development, education, and empowerment, particularly focusing on underrepresented and disadvantaged youth.

#### ➤ **Monitoring, Evaluation, and Reporting**

- **Regular Assessments:** Miniplast will conduct regular assessments to monitor the effectiveness of this policy and its implementation.
- **Feedback and Improvement:** We are committed to continuously improving our gender and youth responsiveness strategies, incorporating feedback from employees and stakeholders.

#### ➤ **Policy Review and Update**

- **Periodic Review:** This policy will be reviewed periodically to ensure it remains relevant and effective, taking into account changes in legal requirements, societal expectations, and best practices.
- **Adaptation and Alignment:** Any updates to the policy will align with Miniplast's evolving Code of Ethics, Human Rights Policy, and other relevant corporate documents.

**Approved by Chief Executive Officer**

**Nadim Ghanem-Pares**

