



IMPLATS GROUP PEOPLE POLICY

Gender Equality
and Mainstreaming



RESPECT, CARE
AND DELIVER

2021

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INTRODUCTION

This Policy provides Implats with a mandate and framework for realising its commitment to gender equality and mainstreaming and integrating gender equity into its policies, structures, systems and operations. It is intended to strengthen and guide the collective effort of all employees to ensure that women and men benefit equally from their work and that inequalities are not perpetuated.

This Policy moves from the premise that gender inequality will not disappear on its own accord.

There is a need for conscious strategies to eliminate gender inequality within the Company and broader society. This should take the form of specific measures to recruit, develop and promote women with the intent to address inequality in the workplace. The development and empowerment of female employees, together with the elimination of unfair discrimination, practices and stereotyping of women, should be central goals in building gender equality. The full and equal participation of women on all levels will be the measure of gender equality at Implats.

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DEFINITIONS

2.1 Gender

Gender is an integral part of society's broader socio-cultural context and refers to the social attributes and opportunities associated with being male and female, the relationships between men and women, boys and girls, and interactions between women and men. These attributes, opportunities and relationships are socially constructed and learnt through socialization

processes. They are context-/time-specific and adaptable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in decision-making opportunities, the assignment of responsibilities and activities and access to and control over resources.

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DEFINITIONS

2.2 Gender Equality

Gender equality refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Gender equality is achieved when the different behaviours, aspirations and needs of both genders are equally valued and favoured, and does not give rise to different consequences which reinforce inequality. The equality clause in the “Bill of Rights” states that there may be no unfair discrimination directly or indirectly against any individual on one or more grounds, including race, gender, sex, pregnancy, religion, conscience, belief, culture, language and birth.

2.3 Gender Mainstreaming

Gender mainstreaming is a globally recognized strategy for achieving gender equality. It is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s, as well as men’s, concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

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OBJECTIVES OF THE POLICY

The Policy will challenge historical gender stereotypes and biases, and affirm the culture of gender equality across Implats by:

- 3.1 Removing gender discrimination in all practices and policies.
- 3.2 Promoting equal opportunity and eliminating unfair discrimination against women.
- 3.3 Building and developing women in leadership roles.
- 3.4 Developing and implementing deliberate initiatives and interventions focusing on the development and empowerment of women.
- 3.5 Ensuring gender mainstreaming in all programmes and projects.
- 3.6 Implementing affirmative action measures to redress employment disadvantages experienced by women to ensure their equitable representation and recognition at all levels.



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POLICY STATEMENT

Implats will ensure deliberate efforts aimed at promoting the provisions of the Employment Equity Act related to the elimination of barriers to the employment and advancement of women are put in place. Plans will be developed to promote fair treatment in the workplace, with specific reference to women, by:

- 4.1** Promoting changes in attitudes, structures, policies and practices in order to remove obstacles to the achievement of human dignity and equity;
- 4.2** Implementing reasonable accommodation measures for employees from the designated groups, in particular women, to achieve the progressive advancement and empowerment of women;
- 4.3** Implementing transformation interventions, which are aligned with the business strategy, to enhance a high performance culture;
- 4.4** Facilitating an equitable representation of the workforce by attracting, developing and retaining employees from the designated groups, with a particular focus on women;
- 4.5** Implementing effective diversity management initiatives to establish and maintain an all-inclusive gender appreciative culture conducive to transformation;
- 4.6** Implementing development programmes aimed at the entry and advancement of women;
- 4.7** Providing a safe and enabling work environment;
- 4.8** Focussing on recruitment, remuneration, development and promotion;
- 4.9** Addressing equal pay for work of equal value and
- 4.10** Addressing sexual harassment and violence against women.



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RESPONSIBILITIES

The responsibilities of key role players in the Company are as follows:

- 5.1** The Board Social, Transformation and Remuneration Committee and executive leadership commit themselves to the successful implementation of this Policy.
- 5.2** The Gender Equality forums at all operations commit themselves to the effective development and implementation of gender mainstreaming. The forums will monitor, track and report on progress to the Group Transformation Forum.
- 5.3** The Human Resources Department will facilitate the implementation of gender mainstreaming and will provide assistance to the Gender Equality Forums regarding processes and objectives.

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REVIEW

This policy document will be reviewed as and when necessary.

CONTACT DETAILS

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