

01 July 2019

Workplace Gender Equality Policy

For

Employees of Parami Energy Group of Companies

Parami Energy Group Of Companies is committed to a Workplace Gender Equality Policy (WGE). The WGE is neither about the women issue nor about the male and female employees' issue, rather it is about an equal access to resources and opportunities at all levels of the workplace positions (pay equity, equal career flows, inclusive culture, etc) regardless of gender to empower the business development as a whole.

Introduction

Equality does not mean that women and men will become the same, rather that human rights, responsibilities and opportunities will not depend on whether they are born male or female and when all people regardless of gender have equal access to resources and opportunities for attaining a satisfying workplace culture.

Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation, access to resources and opportunities, decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. Men and women should receive equal treatment, and should not be discriminated against based on gender.

The principle objects of the Act are to:

- promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace
- support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters
- promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities)
- foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace
- improve the productivity and competitiveness of Parami Energy through the advancement of gender equality in employment and in the workplace.

A formal workplace gender equality can benefit from:

- providing both women and men access to equal opportunities and outcomes for equal work of equal value
- removing barriers to the full and equal participation of women in the workforce
- providing full and genuine access to all occupations, including to leadership roles for women and men
- driving a culture where rewards are directly linked to employee contributions and performance
- eliminating discrimination on the basis of gender particularly in relation to family and caring
- It is the process of allocating resources, programs and decision-making fairly to both males and females.
- Increase organizational performance
- Enhanced ability of companies to attract talent and retain employees
- Incentive across occupational categories to reduce gender bias in the workplace

Recruitment Process:

- including at least one female/male interviewer and at least one female/male candidate on shortlists
- ensuring there is a process in place to evaluate job descriptions to ensure they are relevant, include the necessary skills, are non-discriminatory and gender-neutral
- including a requirement for internal and external recruiting personnel to be trained in equal employment principles and anti-discrimination recruitment and selection practices
- Having positions advertised internally and made accessible to all employees and using gender-neutral language in advertisements.
- providing a keep in touch program for employees on parental leave
- conducting skill analysis to ensure the skills of women and men are valued equally
- providing for training and development opportunities to be available to all Employees
- Monitoring and analyzing exits by gender to understand the reasons for employees staying and leaving.

Parami Energy is responsible to below concern points that against to the workplace equality and respectful workplace.

- Unequal pay
- Interview questions
- Diminished responsibilities
- Rest rooms
- Conversations
- Glass ceilings
- Positional bias
- Terminations
- Outdated views
- Sexual harassment

Employees are encouraged to:

- Read the company rules and regulations that prevented to the employees benefits, as well as to the individual
- be aware of the company grievance and redress policy and others related policies

Prepared By: Khaing Mar Oo, Assistant Project Manager

Reviewed and Suggested By: Management Committee

Approved By:



Ken Tun

CEO and Chairman

Parami Energy Group of Companies