

Gender Diversity Policy (Premier Insurance Limited)

Objective of Gender Diversity in Premier Insurance Limited:

The purpose of PIL Gender, Equality and Diversity Policy is to build a diverse workforce and to ensure that job applicants and employees do not receive less favorable treatment at work on the grounds of age, gender, political beliefs, race, ethnicity, religion, disability, sexual orientation or gender identity.

PIL is committed to creating a working environment that is fair and flexible; promotes personal and professional growth and benefits from the capabilities of its diverse workforce.

We recognize that diversity in our workforce contributes to our business success and benefits our employees, customers, consumers and shareholders. Leveraging diversity in our workplace delivers a strong competitive advantage. Our aim is to ensure that our business policies, procedures and behaviors promote diversity and inclusion and create an environment where individual differences are valued

Scope:

PIL understands that gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Gender is part of the broader socio-cultural context, which also takes into consideration factors such as class, race, economic status, ethnic group and age.

Fortunately PIL at present has amiable conducive working environment for both woman and man. However, there is a need to put in place a policy for future guidance and compliance.

Statement:

PIL is committed to working towards a organizational goal, where the gender base rights are respected as human rights. In addition to our work toward gender equality in our

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employment programs, we are committed to promoting gender, equity, diversity, and inclusion in the workplace, which includes making sure everyone feels comfortable bringing their true selves to work. Our aim is to provide equality and fairness to all in our employment and not provide more or less favorable facilities or treatment on the grounds of age, disability, gender, gender identity, race, ethnic origin, color, nationality, national origin, religion or belief, or any other class or category.

Policy Frame Work:

In Premier Insurance Limited beside the scope of equal opportunity employer following will be the benefits exclusively for female employees:

Facilities for Female Staff:

1. Provision of Day Care Facility:

There is a growing awareness of the links among access to child care, parental employment, and overall economic growth. Child care challenges have become a barrier to work, especially for mothers, who disproportionately take on unpaid caregiving responsibilities when their family cannot find or afford child care PIL also accept this phenomena that mental relaxed mother will perform more good than of mothers have distance acre from their infants or toddlers therefore in year 2018 management build a daycare room specially for the mothers that if they want to bring their kids with them they should have a separate place to keep their kids out of working environment but in accessible place where the mother employees can see their kids in break times.

2. Maternity Leave:

The Management of PIL will ensure that we take account of the needs of our female employees' pregnancy or maternity.in both conditions considering eth situation management may grant special relaxation in work

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3. Harassment policy – to oversee the complaint pertaining to any harassment with female.

In PIL management will ensure that, where applicable, grievance and disciplinary procedures are carried out fairly and uniformly for all employees, whether they result in the giving of disciplinary warnings, dismissal or other disciplinary action. We will monitor redundancy criteria and procedures to ensure that they are fair and objective and do not directly or indirectly discriminate against employees.

Other responsibilities inter linked with Gender diversity:

- a workplace which is free from discrimination, harassment, bullying, victimization and vilification;
- treating employees fairly and with respect;
- a workplace culture that is inclusive and embraces individual differences;
- equal employment opportunities based on ability, performance and potential;
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- attraction, retention and development of a diverse range of talented people; and
- equitable frameworks and policies, processes and practices that limit potential unconscious bias
- Promote a working environment where all employees are treated with respect and dignity.
- Ensure that no-one is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.
- Respond swiftly and sensitively to any incidences of discrimination.
- Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible where the expression of those beliefs does not impinge on the legitimate rights of others.

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- Ensure that we take account of the needs of our employees' pregnancy or maternity.
- Celebrate a diverse workforce to ensure fair treatment.

