



## Policy on Women and reproductive rights

### OBJECTIVES:

This women and Reproductive Rights Policy aims to promote and protect human rights and gender equality as they relate to sexual and reproductive health by developing strategies and mechanisms for promoting gender equity and equality and human rights for all workers in PRESCO.

### Commitments

PRESCO is committed to improve the lives and working conditions of all its workers especially by challenging the gender inequality, recognizing reproductive rights, freedom of association, freedom from discrimination and sex discrimination that can face the women workforce and in the same time by supporting their empowerment.

Therefore, PRESCO engages to:

- Include women perspectives in worker's unions or organizations to take into consideration women points of view and address issues influenced by women,
- Include women considerations in all activities, particularly policy and campaign work, and highlight women discrimination experienced by women workers,
- Collaborate with labor union and with women's organizations to win rights for women workers and empower women to join and take leadership positions in unions, community and workers' organizations,
- At equal responsibility and level or experience, promote women in executive position to maintain a reasonable gender balance within decision makers,
- At equal responsibility and level or experience, ensure that women are equally paid for their tasks in comparison to men's wages,
- During recruitment process, ensure that their abilities to fulfill a task are not questioned because of their gender status rather than their real professional experience and competencies,
- Promote understanding and learning on gender issues to workers and stakeholders, so that policy and priorities reflect SIAT's commitment,
- Respect the rights and obligations of women during the maternity period with regard to maternity leave and breast feeding.
- To make sure that pregnant or breastfeeding women commit not to accept any work position exposing them to hazardous chemical products,
- To punish any form of moral or physical pressure on women (threats, violence, insults, sexual harassment...),
- Ensure that our own internal practices and ways of working reflect our commitment to gender equality,



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- Ensure that all communication supports that come from the company (emails, notes etc....) do not exclude women and address also to them in their content.

## **Procedure**

In order to implement this policy PRESCO shall ensure the following actions:

- **Communication.** This policy, and related information, will be communicated to all Workers and the wider public using the full range of communication methods available to the company. Awareness on the subject will thereby be raised.
- **Monitoring.** PRESCO management will ensure that no non conformity will occurs at the workplace.
- **Monitoring complaints.** Women who believe that they have suffered any form of abuse are entitled to raise the matter. HR department will coordinate the follow-up of those complaints.
  - All complaints will be dealt with seriously, promptly and confidentially.
  - Every effort will be made to ensure that members who make complaints will not be victimised.
  - Victimisation may result in disciplinary action.
- **Documentation.** A system will be developed and implemented to collect eventual complains and follow-up on them.
- **Review.** This policy will be reviewed annually and revised as necessary in the light of eventual new laws and regulations.

**Felix Nwabuko**

**Managing Director**

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