



WILLIAMSON TEA KENYA PLC

GENDER EQUITY POLICY & SEXUAL HARASSMENT POLICY

GENDER EQUITY POLICY

Williamson Tea Kenya Plc is committed to advancing gender equity within the company. The company recognizes that in our societies, biased stereotypes and social norms prevent women and men from exercising their free choice and from taking full and equal advantage of opportunities for individual development, contribution and reward.

The company is therefore, dedicated to enhancing gender equity within the Farm through management of human resources and the organizational culture and within the communities associated with it.

Each person by virtue of his or her particular character and context has a unique identity and combination of aspirations and abilities and therefore, this forms the basis and adoption of this policy.

The company shall embrace gender equity that comprises fairness of treatment which is equitable in terms of rights, benefits, obligations and opportunities across all departments of employment and promotion within the company.

The company shall give equal opportunities for both men and women and also treat both men and women equally and further set goals that shall at all times use the no discrimination and no sexual harassment policy and address any related grievances/complaints.

SEXUAL HARASSMENT POLICY

Williamson Tea Kenya Plc commits to providing harmonious existence of all genders at the workplace. This is achieved through training, sensitization and enforcing workplace procedures, policies and legal provisions that protect employees from sexual harassment.

Sexual harassment is the unwanted physical, verbal or visual advances towards colleagues at the workplace which are usually sexually oriented. Such acts include derogatory or suggestive comments, slurs or gestures and offensive literature i.e. posters, cartoons, letters etc.

The Company does not condone unwelcome sexual advances or engagement in exchange for favourable employment decisions for particular employees or when such engagements unreasonably interfere with an individual's work performance or creates an intimidating, hostile or abusive work environment.

The Company commits its employees to uphold objective assessment of performance of individuals to inform decisions on promotions, awards, trainings and other work-related benefits



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without undue influence by sexual favours.

Williamson Tea Kenya will take the necessary action to address allegations of sexual harassment by employees at the workplace. The actions shall be coordinated by the Gender Committee and guided by the procedures, policies and legal practices in place. Upon determining the credibility of an allegation, appropriate actions shall be taken to resolve the matter or hand it over to the relevant Government departments for further processing.