



Gender Equality Policy

Weartek values the diverse skills and perspectives people bring to the workplace because of their gender, age, language, ethnicity, cultural background, disability, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, job function, socio-economic background, geographical location, marital status and family responsibilities.

Weartek acknowledges:

- the disadvantaged position some individuals have had historically in the workplace and general community because of their gender; and
- that achieving gender equality may require different treatment of men, women, intersex, transgender and gender diverse people in some circumstances to achieve similar outcomes.

Weartek is committed to promoting a culture that embraces gender equality at all stages of the employment cycle, particularly in the selection and assessment process, and in the retention of staff.

Definitions

Gender refers to the social, behavioural and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender or gender diverse.

Gender Equality in the workplace means ensuring all employees are able to access and enjoy the same rewards, resources and opportunities regardless of their gender.

Gender Equity means fair treatment for all according to their respective needs. It may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender Equity Within the Workplace

Weartek aims to:

- engage fairly and equitably with all staff, contractors and clients, regardless of their gender, in a positive, respectful and constructive manner;
- promote a gender-aware and gender-responsive culture throughout the company that values gender equality and integrates gender considerations in each aspect of the workplace;
- overcome barriers to gender equality in the workplace, including gender biases and gender-based stereotypes;



- ensure all employees understand gender issues and the objectives of this policy; and
- ensure all employees have equal opportunity to participate in and contribute at all aspects of the business.

Weartek recognises that equality within the workplace means:

- Not letting discrimination be an obstacle to getting the best candidates for the jobs at hand
- More flexibility for both the company and its staff by adopting family friendly leave policies that support both men and women
- Pay equity, based on skill and job function
- Addressing proactively possible gender-related barriers at all levels
- Equality of opportunity is providing challenging assignments and vertical mobility based on a candidate's merit and choice

Accountability for gender equality at Weartek starts at the top, with the Managing Director

Recruitment

In the delivery of this policy, Weartek commits to:

- Ensuring gender neutral language is used all advertising and recruitment
- Advertising positions internally and ensuring they are accessible to all employees
- Requiring all personnel involved in recruitment (both internal and external) to be understand equal employment principles and anti-discrimination recruitment and selection practices
- Having processes in place to evaluate job descriptions to ensure they are relevant, include the necessary skills, are non-discriminatory and gender neutral
- Including at least one female/male interviewer and at least one female/male candidate on shortlists

Retention

In the delivery of this policy, Weartek commits to:

- Conducting skills analysis to ensure the skills of all genders are valued equally
- Ensuring training and development opportunities are available to all employees
- Working with staff as required to identify and implement mutually agreed family friendly leave arrangements



- Implementing a process to ensure performance standards are equitable and transparent

Review Details

This policy was adopted by Weartek on 1st May 2022.

This policy was last updated on 4th May 2022.