

## Gender Equity Policy

Faze Three Limited believes that both women and men have the right to access information and participate in decision-making processes that affect their lives, wellbeing and enjoyment of other human rights. Equality between women and men refers to the equal rights, responsibilities and opportunities for women and men. Legislations should recognize such equality and should be applied equally to men and women. Moreover, the principle of non-discrimination is the corollary of the principle of equality, as inequality, within the human rights framework, is understood as the product of discrimination. The Elimination of Discrimination against Women, discrimination includes direct discrimination, which occurs when a difference in treatment relies directly and explicitly on distinctions based exclusively on sex and characteristics of men or of women. It also includes indirect discrimination, when a law, policy or programme has the effect of creating or perpetuating inequality between men and women (e.g., a law on working hours).

- ✓ To promote diversity and offer equal opportunity to all employees based on merit and ability;
- ✓ To hire and promote employees on the basis of their qualification, performance and ability;
- ✓ To provide a work environment that is free from any form of discrimination, including but not limited to sexual harassment;
- ✓ To ensure that there is no discrimination amongst its employees in compensation, training and employee benefits, based on caste, religion, disability, gender, sexual orientation, race, color, ancestry, marital status or affiliation with a political, religious or union organization or majority/minority group.

We believe equality in all the areas.

This policy is communicated with all interested parties and all people working for on or behalf of our Faze Three Group.

**Authorized by**

**Faze Three Management**

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