

## Gender Equality Policy

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PAPTEX GmbH & Co KG is committed to providing diverse and equal employment opportunities to everyone, regardless of their gender, race, ethnic origin, disability, age, nationality, sexuality, religion or belief, marital status, or social status.

Most of the garment workers in the textile industry are woman. For these women, development is closely linked to their work conditions; fair wages, good work environment and access to health insurance among others. However, women in this industry are at a constant risk including occupational segregation, gender-based discrimination upon recruitment, gender wage gap, sexual harassment, excessive overtime, lack of Trade Union representatives, among others. The purpose of this policy is to promote and protect women's human rights and eliminate discrimination against women to achieve gender equality.

At PAPTEX GmbH & Co KG, we are committed to promote and uphold gender equality in each and every single aspect of our operations. We believe that everyone, regardless of their gender identity, deserves equal opportunities, rights, and treatment. This policy outlines our commitment to creating a fair and inclusive environment for all employees, clients, and stakeholders.

- 1 **Non-Discrimination:** We strictly prohibit any form of discrimination based on gender identity, including but not limited to hiring, promotion, compensation, and access to training and development opportunities. All decisions will be made solely based on merit and qualifications. All employees, whether part time, full-time or temporary, will be treated fairly, equally and with respect. Every employee is entitled to a dignified and respectful working environment. No intimidation, bullying or harassment will be tolerated. No employment contract shall be terminated on basis of their gender, race, ethnic origin, disability, age, nationality, sexuality, religion or belief, marital status, or social status.
- 2 **Equal Pay:** All employees receive equal pay for equal work, irrespective of their gender identity. Compensation and benefits will be determined based on job responsibilities, skills, and experience.
- 3 **Work-Life Balance:** The importance of work-life balance is recognized for all employees and therefore no excessive overtime nor unpaid overtime is allowed. Flexible working arrangements, parental leave, and support systems to accommodate the diverse needs of our workers as for example support for domestic abuse, will be provided.
- 4 **Gender Representation:** Gender balance at all levels is what we try to achieve. Recruitment, retention, and advancement of all gender identities and individuals from underrepresented genders and marginalised groups is actively promoted.

- 5 Training and Awareness: Regular trainings and awareness programs to educate employees about gender equality, unconscious bias, and the importance of fostering an inclusive workplace culture are promoted and held.
- 6 Harassment-Free Environment: A zero-tolerance policy towards any form of harassment or discrimination based on gender identity is maintained. Employees are encouraged to report any incidents promptly, and appropriate actions to address and prevent such behaviours will be taken.
- 7 Accountability and Monitoring: Breaching the rules of our gender equality policy can lead to a contract termination. We will regularly review and assess our gender equality policies and practices to ensure their effectiveness. We will hold ourselves accountable for progress and make necessary adjustments as needed.

By implementing this gender equality policy, we aim to create a workplace where everyone feels respected, valued, and empowered to reach their full potential, regardless of their gender. Together, we can foster a culture of inclusivity and equality.