

# Gender Equality Policy

Symal Group Limited

Date of adoption: 1/11/2024

At Symal we aim to foster a work environment in which all individuals, regardless of gender, have equal opportunities to succeed. This policy outlines our commitment to gender equality in the workplace, ensuring compliance with Australian laws and promoting a culture of respect, diversity, and inclusion. At Symal we strive for a gender equitable and inclusive work environment.

This policy applies to all employees and contractors who perform work across Symal.

At Symal, we aspire for our employees to live and breathe our values with inclusion and respect at the centre.

- We strive to ensure that all individuals are treated equally, regardless of their gender. Employment decisions will be based on merit, qualifications, and experience.
- We aim to build an understanding of the part we can play at Symal in creating a gender equitable work environment.
- We will continually monitor, and address gender pay gaps within Symal to ensure that employees are paid equitably for work of equal value.
- We will foster an inclusive workplace culture where diversity is valued, and all employees feel respected and supported. This includes implementing measures to prevent and address any form of harassment, bullying, or discrimination.
- We recognise the importance of work-life balance and will offer flexible work arrangements that support both men and women in managing their professional and personal responsibilities.
- We are committed to developing and promoting women into leadership roles by ensuring equal access to training, mentorship, and career development opportunities.

By actively supporting gender equality, we aim to create a more equitable, productive, and innovative workplace that benefits all employees and the broader community. This policy reflects our ongoing commitment to making gender equality a reality.