



GENER EQUALITY POLICY

RESILIENCE ACTIONS CONSULTING GROUP

Introduction

Resilience Actions Consulting Group is committed to promoting gender equality and creating an inclusive and equitable work environment. This policy outlines our principles and actions to ensure gender equality throughout the organization.

Objective Promote gender equality by eliminating discrimination and ensuring all employees have equal opportunities for development and professional growth.

Scope This policy applies to all employees, contractors, and anyone working on behalf of RA Consulting Group, at all locations and organizational levels.

Principles

1. **Commitment to Equality:**

- Treat all employees with fairness and respect, regardless of gender.
- Ensure equal opportunities in hiring, promotion, training, and development.

2. **Inclusive Work Environment:**

- Foster a work environment that values diversity and inclusion.
- Prohibit harassment, intimidation, or discrimination based on gender.

3. **Pay Equity:**

- Ensure fair and equitable compensation for all employees, irrespective of gender.
- Regularly review and adjust pay policies to maintain wage equity.

4. **Development and Training:**

- Offer professional development and continuous training opportunities to all employees, promoting gender equality in training programs.
- Encourage female leadership and support career development for women at all organizational levels.

5. **Work-Life Balance:**

- Implement policies and practices that allow employees to effectively balance work and family life.
- Provide flexible working hours, parental leave, and other family support measures.

6. **Communication and Awareness:**

- Promote gender equality awareness through training programs and awareness campaigns.
- Encourage open and respectful communication on gender issues in the workplace.

Specific Actions

1. Recruitment and Selection:

- Ensure fair and unbiased recruitment and selection processes.
- Actively promote gender diversity at all hiring stages.

2. Professional Development:

- Implement mentorship and leadership programs to support women's career development.
- Offer training and professional development opportunities without gender discrimination.

3. Pay Equity:

- Conduct regular salary audits to identify and correct gender pay disparities.
- Ensure transparency in compensation and promotion policies.

4. Work-Life Balance:

- Offer flexible work options and parental leave to support employees with family responsibilities.
- Implement family support policies benefiting all employees, regardless of gender.

5. Awareness and Training:

- Develop training programs on gender equality, including harassment and discrimination prevention.
- Raise awareness of the benefits of diversity and inclusion in the workplace.

Responsibilities

• Management:

- Lead by example and actively promote gender equality within the organization.
- Provide necessary resources for implementing this policy.

• Human Resources Department:

- Implement and monitor gender equality policies and practices.
- Conduct audits and report progress on gender equality.

• Employees:

- Adhere to this policy and promote an inclusive and respectful work environment.

- Participate in gender equality training and awareness programs.

Review and Update This policy will be reviewed annually to ensure its relevance and effectiveness, incorporating best practices and advancements in gender equality.

This Gender Equality Policy is a manifestation of our firm commitment to the values of equality, transparency, and responsibility in all our operations. By implementing this policy, each member of our organization commits to adhering to the principles and standards established herein, actively contributing to the creation of an inclusive and equitable work environment. This policy aims not only to meet legal and regulatory requirements but also to strengthen the trust and credibility our stakeholders place in us. With this commitment, RA reaffirms its dedication to gender equality, ensuring that our actions always reflect the highest ethical standards.

SIGNATURE

Santiago, May 2024