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	Title GENDER POLICY	Issue No. 1



GENDER POLICY

2022

HUMAN RESOURCES DEPARTMENT

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Gender Policy

We recognize that maximizing the inclusive economic growth that is required to achieve widespread prosperity requires the full and unencumbered participation of women and girls. Our commitment to programmatic excellence therefore necessitates that our work and our organization engage, empower and benefit both women and men. We believe that this gender policy, by providing a clear and consistent message on our gender equality commitment, will maximize project effectiveness, strengthen our organization, enhance program resources, improve coordination with internal and external partners, and increase accountability.

GENDER POLICY

This gender policy defines Desta P.L.C’s explicit commitment to advancing gender equality¹ through our work as we believe it will maximize operational and organizational effectiveness and improve our contribution to sustainable poverty alleviation. Desta commits to ensuring that:

- the contributions of both women and men are visible and valued;
- both women and men are listened to and exercise influence; and
- women and men have equal access to, and benefit from, information, assets, services and opportunities.

POLICY IMPLEMENTATION

We seek to achieve the policy’s objectives through actions focused on both our programming and on our corporate practices and culture.

Our Corporate Practices

Desta commits to the process of incorporating a gender perspective into our organizational policies, strategies, administrative functions and organizational culture. Desta is at its most effective at delivering gender-integrated programming when our own corporate policies and processes are gender-sensitive and support gender equality.

Desta recognizes that this is an ongoing process that will require sustained commitment of will, time and resources. We further recognize that gender inequality is a relational issue, and as such, it can only be addressed by working with men as well as women. In practice this will require us to examine and (where necessary) revise the policies, formal and informal practices, and characteristics of our organization to ensure that they support gender equality. Our activities will include:

Gender-sensitive policies: Gender-sensitive language and gender equality principles incorporated into policies.

Committed leadership: Leaders regularly communicating and demonstrating their commitment to organizational gender equality, e.g. through the recognition of efforts to advance policy objectives.

¹ **Gender equality** entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally.

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Gender training: Gender capacity-building opportunities made available to staff, e.g. through regular trainings and creating learning platforms.

HR practices: Gender-sensitive and gender-equitable practices integrated into:

- Job recruitment and hiring;
- Performance evaluations; and
- Remuneration-related processes to ensure equal pay for equal work.

Female staff targets: Our ambition is to achieve gender balance at all levels.

Desta will continue to insist that advancement and hiring through merit is critical to our success. Women's ability to enter and advance at Desta will not be because of their gender but because of their talent, insight and experience.

ACCOUNTABILITY

Desta commits to undertaking an organizational gender self-assessment to learn from our ongoing gender integration work and to identify opportunities for improvement.

Endorsed by

_____ Signature _____

Factory manager

_____ Signature _____

Managing Director

Date _____

Revised on 2022

The policy will be reviewed yearly by the Sustainability Manager.