

## **GENDER POLICY**

### **1. Purpose**

EMIA's Gender Policy (the "Policy") outlines our approach to promoting gender equality and the empowerment of women in our organisation and our portfolio companies. This Policy extends to the investment activities under the ASEAN Frontier Markets Fund (the "Fund") and potentially future funds of EMIA. This Policy should be read inter alia with the EMIA Gender Lens Investing Framework document, which offers guidance on how to utilise the various tools and how gender performance impacts activities across the investment stages.

### **2. Commitments**

EMIA is committed to:

- Dedicating the necessary financial, human and other resources, as appropriate, to comply with the principles and requirements of this Gender Policy.
- Strengthening the Fund's broader investment team's technical knowledge, skills, and capacity in relation to gender lens investing, including gender-based risk identification and mitigation throughout the investment lifecycle, including gender-based violence and harassment, sexual harassment and other social safeguarding elements that may be relevant in the context of the investees.
- Creating and maintaining a gender-sensitive work environment, within the Fund and across the investment portfolio, where non-discriminatory working relationships and respect for diversity in work and management styles are encouraged and gender equality is promoted.
- Enhancing gender equality within the Fund's governing structure and day-to-day operations and encouraging gender equality in its investment portfolio.
- Prohibiting discrimination, including discrimination based on a person's gender and sexual orientation in the Fund and across its portfolio companies.
- Providing a safe environment for all employees of the Fund and encouraging a safe working environment and conditions across its portfolio companies.
- Fast-tracking any gender-related grievances (including those from investment activities) via the EMIA Grievance Mechanism.

#### a) Internal Fund Workforce Diversity and Investment Committee Diversity

- Based upon available talent, EMIA will strive where practical and feasible to balance gender across all levels of the organisation.
- EMIA will offer the Fund's employees a benefits package that is equitable and responsive to the needs of employees, providing for work/life and family balance and supporting the different gender roles of staff such as childcare, pregnancy and family care.
- EMIA will conduct a gender analysis annually to identify and address barriers to providing equal representation in staffing patterns. Once data is analysed, specific goals will be set for addressing staffing imbalances and modifying HR policies, practices, and benefits where applicable.
- EMIA will annually review and update its recruitment, selection and retention policies and practices, particularly the Non-Discrimination Policy, if any barriers are identified that limit or inhibit gender equality.
- EMIA will organise gender training, provide technical and material support wherever identified.

#### b) EMIA employees will work with portfolio companies to:

- Actively promote gender equality and women's empowerment within its portfolio companies.
- Ensure alignment with the principles and requirements of this Gender Policy.
- Promote its gender-intentional approach by providing technical assistance to identified portfolio companies to support gender performance.
- Ensure the collection and reporting of gender-disaggregated data, such as leadership data, workforce data, and/or projects supported or invested in.

### **3. Policy Review**

EMIA understands that the promotion of gender equality and the empowerment of women at the organisational and portfolio company levels is a long-term, progressive undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to gender equality and women's empowerment evolve over time. The Gender Policy will be reviewed and updated by a decision of the Board, as appropriate.