

Gender Pay Parity Policy



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Commitment to Equity and Inclusion

At Sterling Wilson Renewable Energy Limited (SWREL), we are dedicated to cultivating a workplace that champions diversity, equity, and inclusion. Central to this commitment is our unwavering focus on achieving gender pay parity, ensuring that all employees receive fair and equal compensation, irrespective of gender identity.

Policy Statement

SWREL is resolute in upholding just and unbiased compensation practices that are devoid of gender discrimination. We believe in compensating our employees based on merit, skills, qualifications, experience, and performance. Our commitment to gender pay parity is deeply rooted in our core values of integrity, fairness, and respect for all.

Policy Objectives

- Eradicate gender-based pay gaps within SWREL.
- Uphold transparency and fairness in all compensation-related decisions.
- Foster a culture where diversity and inclusion are integral, ensuring all employees feel valued and respected.
- Adhere to all relevant legal and regulatory frameworks concerning equal pay and gender equality in the workplace.

Guiding Principles of Pay Equity

SWREL's approach to ensuring pay equity is underpinned by the following principles:

- **Equal Pay for Equal Work:** Compensation for employees engaged in comparable roles will be equal, regardless of gender.
- **Merit-Based Compensation:** Compensation will be determined by objective criteria, including job role, skills, experience, performance, and prevailing market conditions.
- **Transparency:** We are committed to openness in our compensation practices, providing clarity on how pay decisions are made.
- **Accountability:** Leaders and decision-makers are responsible for maintaining pay equity and preventing discrimination.
- **Continuous Improvement:** Regular reviews and updates to our compensation practices will be conducted to ensure ongoing pay parity and address any emerging disparities.

Implementation Measures

To realize our goal of gender pay parity, SWREL will implement the following actions:

- Regularly conduct pay audits and analyses to identify and address any gender-based disparities.
- Review and refine recruitment, hiring, and promotion practices to ensure equal opportunities for all candidates.
- Deliver training and awareness programs to educate employees and managers on gender pay parity and unconscious bias.
- Continuously monitor and assess the effectiveness of our gender pay parity initiatives.

Compliance and Accountability

SWREL is fully committed to complying with all applicable laws and regulations governing equal pay and gender equality. Any non-compliance or discriminatory behavior will be addressed promptly, with appropriate corrective action taken.

Communication and Feedback

We will ensure that the gender pay parity policy is communicated to all employees through various internal channels, including employee handbooks, training sessions, and company meetings. Employees are encouraged to provide feedback and raise any concerns regarding pay equity.

Policy Review and Updates

This policy will be reviewed periodically to maintain its relevance and effectiveness. Revisions will be made as needed to align with evolving organizational needs, industry best practices, and regulatory requirements.

SWREL is committed to fostering a work environment where all employees are treated with dignity, fairness, and respect. Our gender pay parity policy is a testament to this commitment and serves as a cornerstone in our ongoing efforts to promote equality and inclusion throughout the organization.

Approved On:
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Approved By:
SWREL Management

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