

GENDER EQUITY AND SOCIAL INCLUSION
(GESI) POLICY



Gender Equity and Social Inclusion (GESI) Policy

To TPL, achieving our purpose of empowering the poor, increasing economic opportunity, and preserving natural resources entails demonstrating a genuine commitment to all individuals who are at danger of social and economic marginalisation. Our objective is made possible by our deep understanding of a wide range of causes and characteristics that might increase exclusion, such as gender, race, ethnicity, age, sexual orientation, disability, and religion. We want to live in a society where all people are protected from danger, where their opinions are heard and respected equally, and where they have fair access to education, livelihood, and community.

To achieve transformational practices, systemic change, and inclusive decision-making, TPL is committed to addressing gender equality, racial equity, and social inclusion to the greatest extent feasible across our operations.

Our goal is to create and promote equitable opportunities for everyone to overcome obstacles, contribute to the growth of their enterprises, and realise their full rights and potential.

TPL's GESI policy has four main goals: Continue to enhance our organisation's efforts to promote gender equality, racial equity, and social inclusion via discourse, education, capacity building, and targeted learning.

1. Increase integrity and credibility among internal and external stakeholders as a leader who demonstrates a commitment to gender equality, racial equity, and social inclusion throughout all of TPL's activities.
2. Hold ourselves responsible for consistently building on demonstrated strengths, experiences, and lessons learned via performance monitoring, learning exchanges, and reporting.
3. Consistently create equal opportunities for people across all offices and provide staff with the awareness, knowledge and tools necessary to implement this policy. This policy reinforces our existing policies on anti-harassment and anti-discrimination.
4. Report against commitments on TPL's accomplishments integrating GESI into our operation through internal and external communications with staff, vendors and other stakeholders.

As an organisation, we recognise and respect individuals of all identities in our work and commit to understanding and responding to their unique needs to maximise equitable benefit. We will commit to ensuring that learning questions are embedded to assess progress towards gender equity and social inclusion outcomes; and that teams document best practices and challenges, creating mechanisms for cross-learning within the group of companies.