

NCBA BANK RWANDA PLC GENDER EQUALITY CHARTER

PREAMBLE:

NCBA Bank is dedicated to fostering a workplace that champions gender equality, diversity, and inclusivity. Our commitment to these principles aligns with Rwanda's national objectives and the Sustainable Development Goals, aiming to create an environment where all employees, regardless of gender, have equal opportunities to thrive.

This Gender Equality Charter serves as a testament to our unwavering commitment to fostering gender equality within our organization. It outlines our principles, strategies, and actions towards cultivating a workplace that champions diversity, eliminates biases, and promotes fairness at every level.

Gender Equality Equality Principles: NCBA Bank upholds the principle of gender equality by providing equal opportunities, eliminating discrimination, biases, stereotypes and barriers that hinder equal participation and ensuring fair treatment for all employees, irrespective of gender identity or expression.

Diversity and Inclusion: We recognize and celebrate the diversity of our workforce. We actively promote an inclusive culture that values and respects individual differences, including but not limited to gender, ethnicity, age, and background.

Equal Access to Opportunities: NCBA Bank is committed to providing equitable access to career advancement, training, mentorship, and leadership development programs for all employees, ensuring a level playing field for professional growth.

COMMITMENTS:

NCBA Bank pledges to regularly monitor and assess gender-related metrics, striving for continuous improvement in gender equality and inclusivity.

We commit to engaging in partnerships and collaborations with stakeholders to further promote gender equality within the bank and the broader community.

The Bank, as an equal opportunity employer, will ensure the equitable application of all employment terms and conditions, without bias related to gender, race, religion, age, physical abilities or marital status.

We commit to maintain an objective and non-discriminatory approach in recruitment, selection, and promotion, as outlined in our Policy Statements and Responsibilities.

We pledge to continuously review our policies, practices, and culture to identify and eradicate gender biases and discrimination in all forms. This commitment involves fostering a workplace where diversity is celebrated, and where biases or discriminatory behavior are promptly addressed and rectified.

NCBA Bank will periodically review and update this charter, ensuring its alignment with evolving best practices and national gender equality frameworks.

Gender Equality-sensitive Policies: We strive to create and maintain policies that are sensitive to gender-related issues, ensuring that they are fair, unbiased, and support a healthy work-life balance for all employees.

Pay Equity: NCBA Bank is dedicated to ensuring that remuneration and benefits are fair and consistent, regardless of gender, for employees in similar roles and positions.

Support for Work-Life Balance: We promote initiatives that assist employees in achieving a harmonious balance between their professional responsibilities and personal lives, facilitating flexible work arrangements where feasible.

Education and Awareness: We are committed to continuously educating our workforce on gender-related matters, fostering awareness, and providing resources to eliminate stereotypes and biases.

CONCLUSION:

By endorsing this Gender Equality Parity Charter, NCBA Bank reaffirms its commitment to fostering a gender-equal environment that promotes the full and equal participation of all genders. Through collective efforts and continuous improvement, we strive to build a society where gender parity is not just a goal but a reality for all.

