

Ibex Ventures Co. Ltd

Gender Action Plan

Effective Date: 1st December 2024

Approved by: Executive Management

1. Objective

To promote gender equality and empower women across all levels of Ibex Ventures Co. Ltd by creating an inclusive, respectful, and equitable work environment that supports the full participation and advancement of all employees, regardless of gender.

2. Key Focus Areas & Implementation Roadmap

Focus Area	Actions & Timeline	KPIs & Targets (Within 3 Years)
Equal Employment Opportunities	<ul style="list-style-type: none">- Review recruitment policies by Q3 Year 1- Set gender targets in hiring from Year 1	<ul style="list-style-type: none">- Achieve ≥40% female representation across departments- 100% recruitment panels trained on gender bias
Gender-Sensitive Workplace Policies	<ul style="list-style-type: none">- Launch anti-harassment policy and training by Q4 Year 1- Introduce flexible work policies by Q2 Year 2	<ul style="list-style-type: none">- 100% employees complete gender sensitivity training annually- Zero reported harassment cases
Capacity Building & Leadership	<ul style="list-style-type: none">- Establish women mentorship program by Q1 Year 2- Provide quarterly leadership training sessions	<ul style="list-style-type: none">- 30% increase in women in management roles- At least 50% women participation in leadership programs
Work-Life Balance & Support	<ul style="list-style-type: none">- Pilot flexible working hours by Q3 Year 2- Explore childcare support options by Q4 Year 2	<ul style="list-style-type: none">- 70% employee satisfaction on work-life balance (via surveys)- 25% uptake of flexible working arrangements
Community & Supplier Engagement	<ul style="list-style-type: none">- Develop supplier diversity policy by Q4 Year 1- Support women-focused community projects annually	<ul style="list-style-type: none">- 20% procurement budget to women-owned businesses- Sponsor 2 girls' education initiatives yearly

3. Monitoring & Evaluation

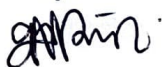
- **Bi-annual progress reviews** led by Human Resources and senior management.
 - **Annual employee gender equality survey** to track culture and engagement.
 - **Transparent reporting** in annual sustainability and corporate governance reports starting Year 2.
 - Adjustments to the plan based on feedback and results.
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4. Roles and Responsibilities

- **Human Resources:** Lead implementation, training, and reporting.
 - **Senior Management:** Champion gender equality, allocate resources, and review progress.
 - **All Employees:** Participate in training and uphold inclusive workplace culture.
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Signed:

Francis Karanja



Ibex Ventures Co. Ltd

Committed to Equality, Empowerment, and Excellence

IBEX VENTURES CO. LTD.

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Date: 1st December 2024