



GENDER EQUALITY AND SOCIAL INCLUSION POLICY

East African Crude Oil Pipeline (EACOP) commits to respect and uphold women's rights and applicable laws in our business and organisational activities. This Gender Equality and Social Inclusion Policy defines and frames EACOP's commitments for the benefit of all stakeholders, internal and external.

This Gender Equality and Social Inclusion Policy is aligned with the EACOP Human Rights Policy which prohibits discrimination based on origin, gender, age, disability, gender identity or affiliation, as well as any form of harassment, forced/compulsory and child labour (EACOP Human Rights Policy, 2022). It also takes into consideration the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979) ratified by the Government of Uganda in 1985 and the Government of Tanzania in 1986.

Guided by the UN Global Compact Women's Empowerment Principles, EACOP fosters an equitable and respectful place, contributes to efforts to empower women in broader society, and enables a culture where women and men are given an equal opportunity to develop and thrive. We believe that gender equality is not only a fundamental human right but also a critical driver of social and economic progress.

EACOP PROMOTES SOCIAL INCLUSION AND CLOSING GENDER GAPS DURING THE CONSTRUCTION AND OPERATIONS PHASE. EACOP PLEDGES TO:

- Recognise the importance of the leadership's commitment and practice in driving gender equality within the organisation through gender balance, participation and women's leadership. EACOP corporate leadership will advance gender equality at all levels of the organisation, including board representation and senior management.
- Promote an organisational culture that supports a workplace free from discrimination, where all employees are treated with respect and provided equal opportunities for growth and development.
- Safeguard the health, safety, and well-being of all women and men employees and workers, recognising the roles men and women may have as care-givers in the household.
- Support the ongoing professional advancement of women within the organisation through training and mentoring, enabling women, youth and other vulnerable groups to access have a broad range of choices and opportunities, and to reach their full potential.
- Support enterprise development, supply chain, and procurement practices consistent with this Gender Equality Policy.
- Advocate gender equality in the broader community by actively engaging in outreach approaches, initiatives and engagement promoting gender equality, and that support social capital for women's networks. We show sensitivity to the social and cultural contexts that we work in.
- Commit to transparency and accountability by measuring and reporting KPIs on progress, both within the organisation and with our business partners and contractors in the field.

The implementation of this policy is developed in EACOP's GENDER ACTION PLAN and is subject to periodic review by the Human Rights Steering Committee and updating in line with EACOP's commitment to continual improvement. We express to host governments and stakeholders our commitment to respect women's rights. This policy applies to all EACOP personnel. We encourage our business partners and contractors to act in a manner consistent with the principles set out in this policy.