

Supplier Gender Equality Policy

APG & Co's Commitment to Gender Equality:

At APG & Co we have built our business on designing and producing quality clothing, and endeavour to provide quality work for the people who are involved in our supply chains. As APG & Co is part of an industry which primarily employs women, we recognise the key role in which we play to drive gender equality not only through our business but also through our supply chain. As a signatory to the [United Nations Women's Empowerment Principles](#), we are working towards progressing UN Sustainable Development Goal no. 5 – Gender Equality.

As a signatory to **APG & Co's Global Sourcing Principles**, you are also committing to fair employment conditions. Gender equality is the basic human right which ensures that females and males have the same access to rights, resources, opportunities, and protections both within society and the workplace. Within the APG & Co business and our supply chain we can help to enact change through our ongoing commitment to awareness, education, and development of gender equality initiatives.

Hiring

- All suppliers which supply APG & Co must have a clear and standardised hiring policy in place to ensure all workers are hired based on their skill rather than any other attribute.
- It is prohibited that female workers are subjected to pregnancy testing during the hiring process, nor requested/required to take birth control as a condition of their employment.
- All employees must have access to the same terms of employment, based on their ability when they are employed.

Benefits

- Benefits provided by an employer can include but are not limited to hiring, job responsibilities, pay, sick days, breaks and hours.
- All workers must be able to access the same sets of benefits as the terms of their employment agreement.
- All workers must have the same opportunity to accept or reject working overtime within a business. Workers must not be punished or looked upon unfavourably for their decision either way.
- Women who are pregnant or have had children should not be treated unfavourably compared to other employees. Female workers who have taken maternity leave must not face a loss of their job, job title, or a reduction in pay when they return to work.
- Women must be able to access maternity leave benefits in line with local or national law if they are pregnant.
- All workers must be able to access marriage leave where appropriate in line with local laws.
- Suppliers must ensure equal access to health insurance, including for part-time workers, and respect women and men workers' rights to time off for medical care and for counselling for themselves and their dependents.

Working conditions

- All facilities within the work site and sponsored accommodation must be clean and offer facilities which meet the needs of all who use them, including access to sanitary services and separate gendered bathrooms.
- All workplaces and sponsored accommodation must be safe and comply with all local regulations in respect to fire, electrical, mechanical, and structural safety. They must also provide psychological safety to all who use them.
- Suppliers must seek to improve work-life balance and offer flexibility in work structure for parents, ensure there is no discrimination or penalisation associated with pregnancy and child-rearing, and guarantee provision of appropriate sanitary facilities.

Discrimination

- All suppliers must place a focus on reducing and eradicating discrimination, harassment, and abuse from the workplace.
- An inclusive workplace culture should be fostered, where women, men and gender-diverse people are treated with equal respect and dignity.
- Any physical harassment such as touching intended to cause harm, touching intending to have sexual implications, or requiring any form of sexual favour to secure or maintain employment is strictly prohibited.

- Any verbal abuse, intimidation, bullying or harassment such as making inappropriate sexual comments, threatening comments or comments that can psychologically damage are strictly prohibited.
- Managers and supervisors should be trained to recognise signs of violence against women, gender discrimination and sexual exploitation.
- All workplaces must have a mechanism which employees can report instances of physical or psychological discrimination, and a procedure in place to deal with any instances which are reported.

Leadership, Management, and Governance

- All employees who are employed to undertake the same role, with the same responsibilities and seniority must be equally remunerated.
- All employees have access to the same opportunities for promotion, training, termination, and retirement.
- All workplaces should work towards incorporating more women into senior roles within their business. This visibility of women in senior roles will improve female representation in management and wider governance of businesses, whilst also normalising female leadership.
- Suppliers should actively encourage and provide resources for career development and promotion of women workers and strive to ensure women are active in decision-making processes.