

PAY EQUITY POLICY 2023

1. Equal Opportunities

Women and men employed at ADB SAFEGATE shall have equal opportunity for employment, promotion, and development at work.

ADB SAFEGATE workplaces, work practices, working conditions and work organization should be such that they are as much as possible for men as well as women.

Equal participation of women and men must be sought in such work areas or job tasks ADB SAFEGATE, where, if possible, career and recruitment possibilities are generated.

Salaries at the workplace for work of equal value, performance, and experiences should not differ between men and women.

2. Scope

The equality plan is based on short- and long-term objectives for ADB SAFEGATE regarding equality between men and women.

3. Responsibilities for all Managers

LONG TERM

- Work for a more even gender distribution within areas that have uneven gender distribution.
- Work actively for competence development and job rotation to stimulate interest among employees for seeking tasks that are typical for the opposite sex.

SHORT TERM

- Carry out employee appraisals with all employees in order to focus on individual development from an equality perspective.
- People on parental leave shall not be subject to discrimination on any occasion.
- Recruitment advertisements shall encourage the underrepresented gender for any position to apply for the job vacancy.
- In recruitment at least one person of each gender qualified for the job shall be invited for the first job interview if candidates match the required profile.
- At job interviews with applicants there shall be, if possible, at least one company representative of each gender present.

4. Responsibilities for all Employees

LONG TERM

- Work to become a role model for equality in our industry.
- Within ADB SAFEGATE there has in the past been a larger percentage of men in upper management positions – we shall encourage women to apply for male- dominated positions.

SHORT TERM

- All forms of victimization at the workplace are unacceptable.
- Encourage men as well as women to take opportunities for parental leave or part- time working.

ADB SAFEGATE staff work all over the world. Our equality-related work must therefore take into consideration the different values and cultures that exist in other parts of the world.

5. Wage Equality

A) COMMON INEQUALITY CAUSES

The gender pay gap is most often due to a number of variables linked to the characteristics of both the individuals and the sectors in which they work, such as:

- Educational attainments
- Fields of study
- Work experience
- Seniority in the company
- Full-time or part-time employment
- Trade union density
- Company size
- Type of industry
- Occupation type
- Skill level
- Labour market structure

B) INEQUALITY TYPES

There are two types of pay discrimination:

- The first type occurs when a different pay is given to the same job, for example to a female and male with the same qualifications, seniority and responsibilities. This form of discrimination contravenes the principle of equal pay for equal work and is relatively easy to prove and remedy. It would appear that today this type of discrimination goes hand-in-hand with the entry of women into particular traditionally male occupations. It is important that the means be devised to prevent its further development.
- The second type of discrimination occurs when jobs, different in content but of equal value, receive a different pay; for example when a stereotype male job, for example technician earns more than a stereotype female job, for example Admin. This form of discrimination, which conflicts with the principle of equal pay for work of equal value, accounts for the largest share of the residual wage gap.
- Being willing to call out unethical behaviour and report any failures.

C) POLICY MEASURES

Policy measures are required to solve wage inequality in the workplace. These include:

- Measures to ensure females are encouraged to apply for typically male- dominated disciplines.
- Policies that allow both parents to more easily balance work and family, so as to ensure that women's work experience and seniority are not penalized.
- Measures would also need to be taken whereby seniority continues to accumulate also during maternity leave.
- Recruitment, selection and promotion practices that enhance women's access to well-paid, male occupations such as electricians, engineers, senior executives, IT specialists and scientists.
- Measures that encourage unionization in jobs where women are heavily represented, such as part-time, fixed term and home-based work. Women must also be assisted in moving from the informal part-time or temporary roles to the formal economy, full-time roles.

D) PRECISE COMMITMENTS

- The factors taken into account in the evaluation include performance against set objectives, responsibilities, efforts and working conditions.
- ADB SAFEGATE management will carry out different analyses on pay policies and practices.