GENDER EQUALITY POLICY

<table>
<thead>
<tr>
<th>Lead</th>
<th>Program Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>Version Number</td>
<td>1.0</td>
</tr>
<tr>
<td>Date of Approval by Executive Board</td>
<td>1 January 2020</td>
</tr>
<tr>
<td>Effective Date (if different from above)</td>
<td>1 January 2020</td>
</tr>
<tr>
<td>Review Date (3 years from Effective Date)</td>
<td>1 January 2023</td>
</tr>
</tbody>
</table>

Implementation of this policy
The Borneo Initiative will ensure that this policy is widely disseminated to all relevant persons. It will be included in the staff regulations and posted online on The Borneo Initiative website. All new employees must be informed on the content of this policy as part of their introduction into the organization. It is the responsibility of every manager to ensure that all employees are aware of this policy. This policy forms an integral part of the (sub)contracts drawn up by The Borneo Initiative.
POLICY STATEMENT

The Borneo Initiative recognizes that power relations between genders and ages are unequal, and that we must promote gender equality to achieve social justice. Through this policy, The Borneo Initiative commits to ensuring that gender equality is fully incorporated in all our work, both as a universal human right, to overcome poverty and social injustice more effectively. Working with others, we seek to promote equal realization of dignity and human rights for all genders and ages, and the elimination of poverty and injustice.

This policy will be implemented in the context of local legal environments. The Borneo Initiative recognizes that terms and definitions related to gender and sexuality are diverse and continue to evolve. To facilitate ease of reading within this policy we refer to ‘all genders and ages’ throughout. This demonstrates our recognition of and ability to work with adults and children and individuals of all sexual orientations, gender identities and/or gender expressions.

While rigid gender norms can limit all of us, The Borneo Initiative also recognizes that gender norms and hierarchies are constructed by people and systemically privilege some groups over others. Throughout this policy when reference is made to all genders and ages this includes women and girls, men and boys as well as people who identify beyond the binary; and people of all sexual orientations.

The policy defines our explicit intention to support gender equality and the principles expressed in relevant international agreements. The purpose of the Policy is to:

- Define and communicate clear commitments and consistent messages within The Borneo Initiative and with other parties.
- Continue to strengthen efforts to promote gender equality in our organization, increasing our integrity and credibility amongst donors, partners and allies.

Gender equality is an explicit internationally recognized human right and The Borneo Initiative seeks to promote equal realization of dignity and human rights and the elimination of poverty and injustice for all genders and ages. In order to enact the above principles, The Borneo Initiative will fulfill the following 9 commitments and ensure that they are monitored, evaluated and reported on as part of our responsibility of transparency and accountability.

1. Incorporate participatory gender analysis and data disaggregated by sex, age, and other relevant diversity factors to inform actions across our programs.
2. Articulate how to improve our contribution to gender equality.
3. Engage men and boys in support of gender equality and women’s empowerment when in line with programming and/or organizational objectives.
4. Identify potential programming risks throughout the program/project cycle and take steps to do no harm and mitigate unintended consequences of backlash and gender-based violence.
5. Ensure evaluations and reviews do no harm, are participatory and assess progress towards gender equality outcomes.
6. Ensure that human resources policies and practices are developed with a gender lens.
7. Recruit and retain staff with a commitment to gender equality; build staff and partner capacity and skills in gender equality and diversity, and ensure all annual operating plans, job descriptions and performance plans reflect a commitment to gender equality.
8. Take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults, promote staff awareness and training, and effective systems for reporting and monitoring.

9. Ensure external marketing, fundraising, and communications respect and uphold our commitment to social justice and gender equality including being respectful, using inclusive and positive language and images and avoiding stereotypes with particular attention to those based on gender and ethnicity.

It is the responsibility of all employees and staff of sub-contractors to uphold the Core Principles and Commitments of this policy. The Program Director must ensure that all employees and staff of sub-contractors understand and comply with this policy. Key partners of The Borneo Initiative in Indonesia will ensure this policy is implemented, monitored and reported against every two years to their respective board structures.

This policy is complementary to the set of standards of behavior that all employees are required to adhere to, notably including the Code of Conduct and Sexual Harassment Policy. This Policy is also a response to The Borneo Initiative’s accountability to the communities it works with. Any organization that has entered into partnership agreements of any form with The Borneo Initiative will be subject to due diligence processes to ensure relevant policy alignment.