

STL Gender Equality Policy



Société Congolaise pour le traitement
du Terril de Lubumbashi

TUWE MFANO
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1. STL Purpose

The purpose of this Gender equality policy is to ensure fair and meaningful representation of women at all levels of STL Mining, to promote inclusive workplace practices, and to meet the requirements of the Extractive Industries Transparency Initiative (EITI) and other international standards such as International Finance Corporation (IFC) and International Women in Mining (IWIM) that encourage gender equality and equity in the mining sector.

2. Scope

This procedure applies to all STL employees, management, contractors, suppliers, and covers all operations, internal committees (including remuneration committees, unions, and governance bodies), recruitment, promotion, training, and community engagement.

3. References

- EITI Standard Requirements 1.4, 6.3, 7.1, 7.4 – Gender balance in governance, gender-disaggregated employment data, inclusive communication and outreach, and documentation of gender-related efforts and outcomes.
- International Women in Mining (IWIM) Guidelines and IFC best practices on integrating women into the mining workforce.

4. Definitions

- **Gender Equality:** The fair treatment of women and men in opportunities, responsibilities, and rights.
- **Gender Equity:** The process of being fair and just to women and men, boys and girls, by providing them with the necessary resources to achieve equal opportunities and outcomes, even if it means differential treatment to compensate for historical disadvantages or biases.
- **Meaningful Representation:** Women's effective participation and influence in decision-making, beyond numerical presence.
- **Gender-Disaggregated Data:** Workforce and employment data broken down by gender, job category, and seniority.

5. Responsibilities

- **Top Management:** Adopt and endorse the gender equality and equity policy, set measurable targets, and allocate necessary resources.
- **Human Resources Department:** Implement equitable recruitment, promotion, and remuneration practices; monitor gender indicators.
- **Internal Committees (e.g., remuneration, union, CHSE):** Ensure balanced female representation and consider gender impacts in all decision-making processes.

6. Policy Statement

STL has an intrinsic commitment to human rights, recognising that human rights are for everyone, regardless of race, tribe, religion, ethnicity, disability, age, gender, class and socio-economic status. STL is committed to gender equality and equity throughout our operations. We recognize that gender equality—where women and men enjoy the same rights, responsibilities, and opportunities—is essential to responsible mining and sustainable development.

We understand that gender equity is the process of ensuring fairness by addressing women's historical and social disadvantages. Equity is therefore the pathway to equality.

STL will promote:

1. Equal Opportunities & Fair Treatment

- Guarantee equal rights, opportunities, and respect for all employees regardless of gender in recruitment, training, promotion, and pay.

2. Inclusive Governance

- Strive for gender balance in internal committees (e.g. remuneration, union, governance) and ensure women's meaningful participation in decision-making.

3. Workplace Equity Measures

- Provide safe, gender-appropriate facilities, anti-harassment safeguards, and support measures such as post-partum assistance.

4. Proactive Recruitment & Career Development

- Actively encourage women's applications, provide mentoring and leadership training.

5. Data Collection & Transparency

- Collect and report gender-disaggregated employment data and indicators (hiring, promotions, pay, retention) to track and communicate progress in line with EITI reporting.

6. Training & Awareness

- Deliver training on gender equality, unconscious bias, and respectful workplace culture for all employees and managers.

7. Monitoring & Continuous Improvement

- Review gender representation and workplace culture annually, identify gaps, and implement corrective and preventive measures.

7. Non-conformities and Corrective Actions

- Identify and correct any imbalances in women's representation on key committees.
- Investigate and respond promptly to any cases of gender discrimination or harassment.
- Implement corrective and preventive actions and track their effectiveness.

8. Review

This procedure will be reviewed at least every two years, or sooner if there are significant changes in EITI requirements, national laws, or STL's organizational structure.
