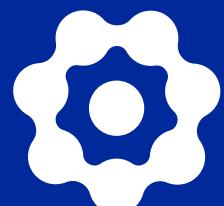




Equity, Diversity and Inclusion Policy



Profonanpe

Content

1.	Presentation	3
2.	Objective	4
3.	Scope	4
4.	Principles	5
	a. Access to employment, compensation and career development	5
	b. A work environment free from discrimination and harassment	5
	c. Work-life balance	5
	d. Inclusive language - non-sexist, non-discriminatory	6
	e. Equal participation and involvement in the projects implemented by Profonanpe and in the access to their benefits	6
5.	Commitments	7
	a. Gender diversity	7
	b. Generational diversity	7
	c. Affective-sexual diversity	8
	d. Cultural and religious diversity	8
	e. Functional diversity	8
6.	Diversity Team	9
7.	Mechanism for complaints and reports	10
8.	Communication strategy	10
9.	Review and update	10



Presentation

1

At Profonanpe, our purpose as an institution is to "promote the sustainability of life by connecting humanity with the environment", which requires placing people at the center by recognizing their individuality and diversity in terms of culture, religion, age, disability, sexual orientation, gender identity, gender expression and/or other.

In this regard, the Equity, Diversity and Inclusion Policy states the guidelines to ensure that Profonanpe is an institution open to all people willing to contribute to the conservation of our environment.

2

Objective

The purpose of this policy is to establish guidelines to promote a culture of equity, diversity and inclusion at Profonanpe and in the areas where we operate.

3

Scope

This policy applies to all employees, consultants and suppliers that provide services to and for Profonanpe, regardless of their employment status, contracting modality and/or financing source.



4 Principles

a. Access to employment, compensation and career development

We implement practices for selection, hiring, remuneration, training and other working conditions that meet the merit and capability criteria required for the job position.

b. A work environment free from discrimination and harassment

We promote an inclusive work environment, where any kind of harassment and/or offensive and/or disrespectful behavior is accepted.

c. Work-life balance

We promote measures to achieve a work-life balance for our employees.

d) Inclusive language (non-sexist, non-discriminatory)

We encourage inclusive language in all documents and communications we produce, and we do not use discriminatory references or expressions that imply prejudice.

e. Equal participation and involvement in the projects implemented by Profonanpe and in the access to their benefits

We promote an active participation and a fair and equitable distribution of benefits among all participants in the project's intervention areas managed and implemented by Profonanpe.



5

Commitments

In accordance with our institutional values and code of ethics, we are committed to the protection and promotion of human rights on equity, diversity and inclusion, ensuring equal opportunities and non-discriminatory, fair and impartial treatment of people in all areas of our organization, without prejudice associated with culture, religion, age, disability, sexual orientation, gender identity and/or gender expression.

In this regard, Profonanpe has prioritized the following pillars of action, in which the strategic lines of intervention in terms of equity, diversity and inclusion are set:

a. Gender diversity

Profonanpe promotes equal opportunities and encourages gender equity at all levels and in all projects implemented by us.

- Encourage the presence of women at all levels, especially in leadership positions.
- Eliminate the wage gap between women and men in similar jobs.
- Encourage work-life balance for all employees.

b. Generational diversity

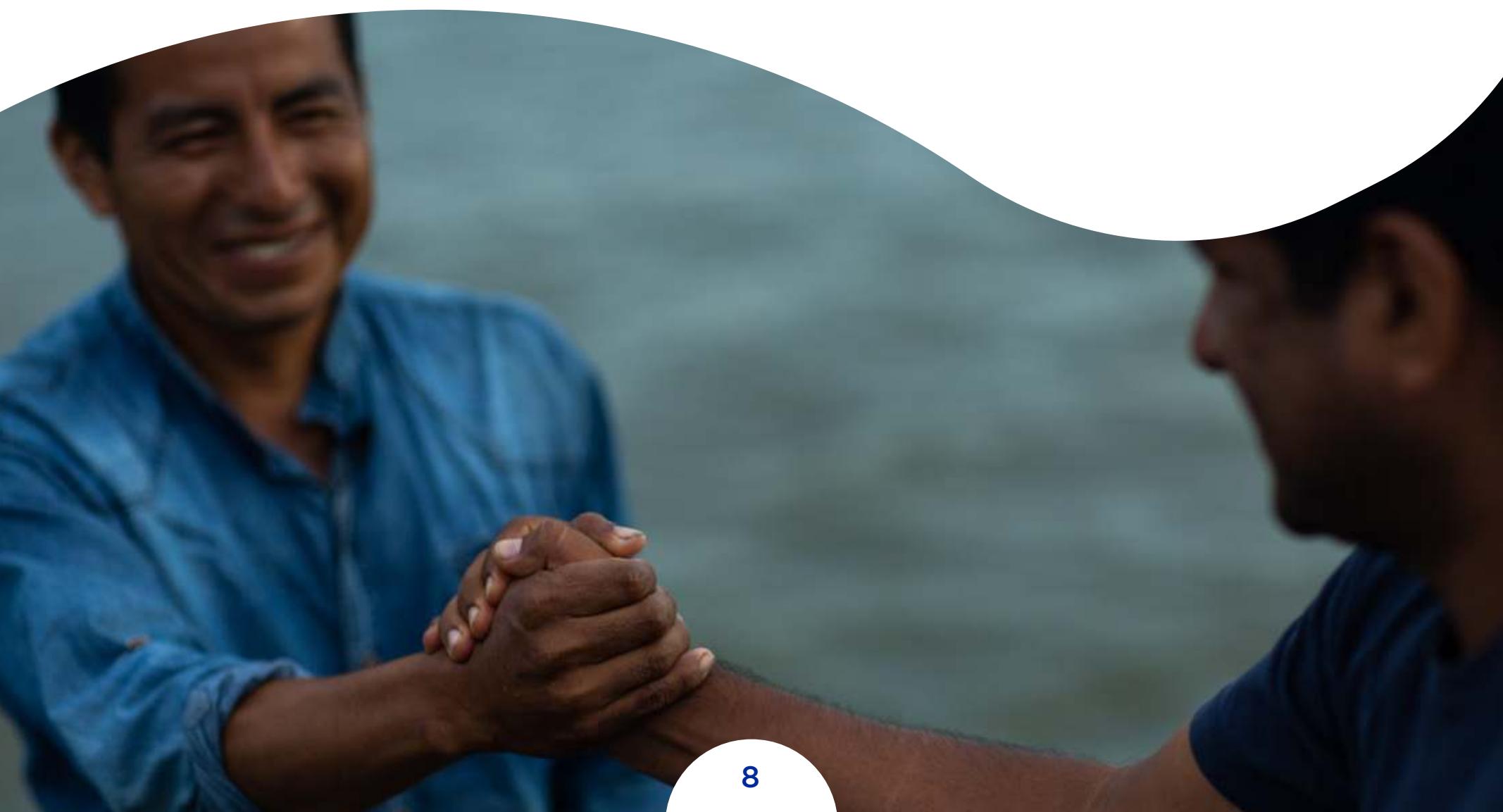
Profonanpe promotes coexistence of different generations.

- Promote intergenerational knowledge sharing in the organization.
- Ensure the management and capitalization of multigenerational talent in the organization.
- Actively work to manage the challenges associated with a multigenerational society.

c. Affective-sexual diversity

Profonanpe promotes respect for affective-sexual diversity and non-discrimination of people based on their sexual orientation, gender identity and/or gender expression.

- Highlight the commitment to non-discrimination of the Lesbian, Gay, Transsexual and Bisexual (LGTB) community and equal opportunities.
- Raise awareness among employees regarding affective-sexual diversity.
- Provide training to eliminate any practice of harassment and discrimination against employees from the LGTB community.



d. Cultural and religious diversity

Profonanpe believes and respects cultural and religious diversity.

- Promote the respect for cultural and religious diversity in the organization.
- Ensure the free exercise of religious diversity in the organization.
- Promote the integration of employees through awareness and understanding of cultural and religious diversity in the organization.

e. Functional diversity

Profonanpe promotes the unique potential of people with different abilities

- Promote the employability of people with different abilities.
- Assure to retain talented employees with different abilities in the organization.
- Break the physical, communicational and attitudinal barriers in the institution for the full integration of employees with different abilities.

6

Diversity Team

The Diversity Team is created to perform in a permanent basis, whose members are Profonanpe's employees who voluntarily commit themselves to promote a culture of diversity and to the implementation of this policy.

The Diversity Team will be in charge to formulate this policy's annual action plan together with the Research and Development Office, and to promote its implementation and monitoring. The Diversity Team will also be responsible for submitting semi-annual reports to the Office of Research and Development in order to report the progress in the policy's implementation

Mechanism for complaints and reports

7

Profonanpe has internal and external reporting procedures through which employees or any other person can consult or complain, anonymously or not, issues associated with the institution's values in general, and diversity and inclusion issues in particular.

Communications through this reporting mechanism are addressed in accordance with the principles of respect, confidentiality, fairness and thoroughness.

8

Communication strategy

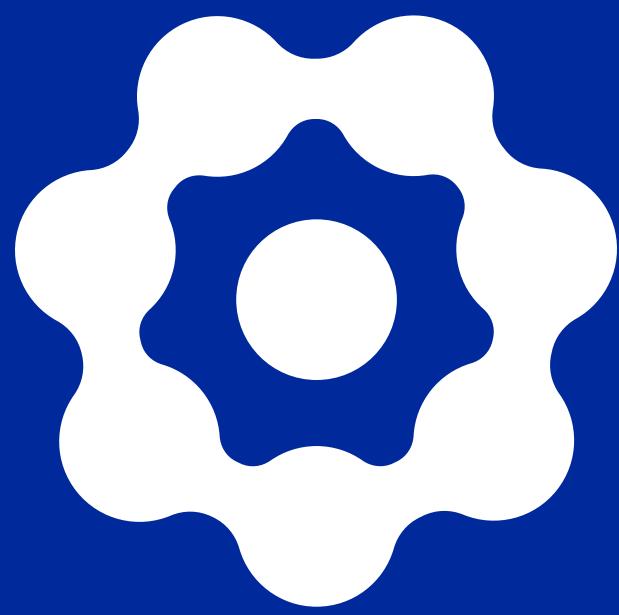
Profonanpe will post this policy and its respective annual action plan on the institution's website and will communicate the practice of this Policy through its internal channels.

Likewise, this content will be included in the induction program provided to all employees at the beginning of their employment process.

9

Review and update

We commit to update the policy at least once every 5 years and to communicate changes to the whole organization. The Head of Profonanpe's Research and Development Office is responsible for this purpose.



Profonanpe



www.profonganpe.org.pe