

Gender Equality Statement

Gender equality means that the rights, responsibilities and opportunities of individuals will not depend on whether they are male or female, handicapped or able bodied, young or elderly, white or black, or from rural or urban settings. Gender equality is, first and foremost, a human right.

Avanti Coffees is a company that prides itself in continuous improvement. Not only with our services but also in how we treat our people. As a nation that comes from many difficulties and inequalities, we as Avanti Coffee are glad to partake in the support and promoting of gender equality. The South African constitution saw it fit to appoint a commission of gender equality as there was still a lot of discrimination passed our democracy. The Commission for Gender Equality is there to promote respect for gender equality and the protection, development and attainment of gender equality.

We as Avanti Coffees aspire to do just that. We aim to create conditions for our people to succeed—to challenge and enable them to do their best work and reward them for doing so, to value their unique perspectives and contributions, and to empower them to thrive for the best.

Women's empowerment is how women gradually gain power and control over their lives and make choices without being constrained by expectations placed on them. As women often lag behind men in terms of opportunities and rights, promoting women's empowerment is an essential step towards gender equality.

Gender equality is a key factor in achieving this goal, and is a big part in the success and growth of Avanti Coffees.

We at Avanti Coffees are committed to:

- Building an inclusive workplace where individual differences such as gender are valued and heard.
- Strengthen a culture of no discrimination and establish control mechanisms through behavioural change, systems, and processes.
- Equip all staff to access training, development, and progression opportunities.

DIRECTORS

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- Supporting women in all career stages and facilitate dynamic, inclusive and progressive environment.
- Promote gender equality as a human right and ensure women are recognized, supported, and promoted.
- Facilitate an enabling environment and adequate support for pregnant or parenting staff, irrespective of age, gender, or marital status.
- Sustain and maintain a workplace where all feel safe and secure.
- Assure zero tolerance to any form of intimidation, bullying, or harassment, and discipline those that breach this policy.

With a country faced with gender-based violence, we at Avanti Coffees stand against all and any form of violence, particularly against women and children.

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