
GENDER

BASED

VIOLENCE

REMEDICATION

POLICY

HALLENSTEIN
GLASSON HOLDINGS
LIMITED

GENDER BASED VIOLENCE (GBV) REMEDIATION POLICY

UPDATED MAY 2023

Gender-based violence refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation and/or gender identity.

Hallenstein Glassons Group publicly commits to respecting human rights and is opposed to gender-based violence in all its forms.

No supplier to Hallenstein Glassons shall engage in or support the use of gender-based violence.

WITHIN 24 HRS OF RECEIVING AN ALLEGATION OF GBV IN ANY OF OUR FACTORIES, WE WILL ALERT QUALSPEC SgT AND ENGAGE THEM TO HAVE SOMEONE ON THE GROUND TO ASSESS THE SITUATION WITHIN 72HRS OR SOONER.

The remediation will be managed by:

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GBV REMEDIATION SCOPE

- Within 24hrs action (1) Policy Procedure
- Within 72hrs action (2) Immediate Action: Pt 1 thru to Pt.6
- Within 5 days action (2) Immediate Action: Pt 7 thru to Pt.9
- Within 7 days write an initial response report for Hallenstein/Glassons, documenting allegation, evidence, victim current status and support been offered, factory management response to allegation.
- Within 14 days identify and establish a remediation team who will manage the Remediation Programme and offer ongoing support.

1. POLICY PROCEDURE

If through observation, or upon receiving information or allegations that a worker in a factory has been or is a victim of GBV, the worker who raised the allegation is to be approached as part of a routine document process without raising any alarm.

It is important to validate the victim's experience and respond to their specific needs.

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2. IMMEDIATE ACTION

1. The victim is to be removed from all work immediately.
2. Ensure the victim is in a safe place.
3. Obtain contact details (ideally mobile phone number) of the victim's family/guardian, and, wherever possible, a home address.
4. Talk to the victim to ensure they understand what is happening and why. Listen to them to try to understand their needs. Explain the possible remediation options and other measures to be put in place. Ensure they agree to participate in the remediation programme.
5. Meet with the senior site management to communicate Hallenstein/Glassons' policies and basic position regarding GBV and obtain their consensus on the interim arrangement for the victim and their commitment for remediation.
6. Provide free food and free and safe accommodation to the victim until a remediation programme is operational.
7. Arrange payment of a stipend to the victim both during the exploratory phase and throughout the whole remediation programme. The stipend should be equivalent to the amount the victim was earning whilst employed, or at least the local minimum wage, whichever is higher. The stipend should be paid weekly or monthly, not as a lump sum.
8. Contact the family/guardian of the victim to ensure that they understand and agree with what is happening and to explain the ongoing provision of stipend, food and accommodation.
9. Arrange interviews with all personnel at the workplace to identify whether there are any other instances of GBV.

3. IMPLEMENTING A REMEDIATION PROGRAMME

Ensuring the victim's welfare is to be the first priority of the remediation programme.

1. Identify and establish a remediation team. This may include representatives from; Hallenstein Glassons, trade unions, local NGO's, government resources, health professionals (physical and/or mental), and knowledgeable individuals.
2. Identify an appropriate accommodation facility to match the needs and circumstances of the situation.
3. Reach agreement on who will fund the remediation costs, including education costs, any travel expenses and ongoing stipend.
4. Reach agreement on who will be responsible for monitoring the ongoing support programme, how much it will cost and who will pay for it.
5. Receive a commitment from the factory to participate in Gender Violence education and training.

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6. Consult with the victim to what form the remediation programme will take.
7. Obtain signed agreements from the victim and all parties to the remediation, setting out the elements of the programme and the duties of each party in ensuring the success of the remediation.

4. ONGOING SUPPORT AND MONITORING:

Ongoing support and monitoring is to be undertaken by representatives of; Hallenstein Glassons, local NGOs, trade unions and the other experts who formed part of the remediation team. The factory who employed the victim should not take part.