

MCB GENDER EQUALITY CHARTER

MESSAGE FROM PIERRE-GUY NOEL, CEO

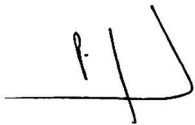
At MCB, we believe in equal opportunity for all. It is for this reason that Gender Equality is a key focus of the “Individual and Collective well-being” pillar of our Success Beyond Numbers sustainability program.

Our actions are focused on making MCB a great place to work, where people feel valued, respected and supported to reach their full potential. We are striving to build an organisation that is equal at all levels because we believe that an inclusive workplace environment is good for our colleagues, customers and community.

A gender-balanced workforce is a key component of this diversity and as such we have committed to create a more gender-equitable workplace. We have set ourselves the objective to ensure that MCB Ltd’s middle and senior management is composed of women for at least 40% by 2026. To reinforce this engagement, we have committed to the Gender Diversity Charter of the Africa CEO Forum – Women Working for Change and have defined an action plan based on the Gender Equality Self-assessment evaluation conducted with the Agence Francaise de Developpement (AFD).

We recognise that each of us plays an important role in promoting gender quality and believe that it is through the collaboration and commitment of each of us that we will achieve our objectives. **#Ansam**

PIERRE-GUY NOEL, CEO



OUR COMMITMENT

Gender equality at MCB Group

The MCB Gender Equality Charter is addressed to each and everyone at MCB and aims at making a formal commitment to adopt, implement and promote the fundamental principle of gender equality within the Group.

MCB Group is an equal opportunity employer and employs people based on their competence. Our company’s Equal Opportunity Policy aims at continuously promoting the ideal of a fair workplace where employees have equal opportunities and are treated equitably, irrespective of their gender. Despite existing efforts to ensure equality in every respect, we have observed a noticeable gender gap at higher levels of responsibility. The gap exists for many reasons and they stem from various aspects of life, be it cultural, social or educational.

At MCB, we are committed to bridge this gap and break the glass ceiling. We are confident that the adoption of targeted actions coupled with the involvement and cooperation of everyone, will help achieve and promote greater equality, which is key to social and economic success.

This charter further reflects MCB’s objective to provide a safe and supportive work environment that enables all employees to thrive, regardless of their gender. We recognise that a balanced workplace brings myriads of tangible benefits to work culture and performance and is viewed favourably by the diverse population we serve.

Gender equality in the community

MCB believes this principle should be extended to the community it serves and will commit to a greater involvement in community activities to advance gender balance.

MCB’s philosophy of greater inclusion for women at all levels is achieved through partnerships with external collaborators with the set objective of promoting the role of women in the Mauritian society, with a clear focus on entrepreneurship. We actively support women who want to fulfill their potential as we recognise that the economy will attain a higher level of development when women are fully able to play their role in society.

Furthermore, the MCB Forward Foundation(MCBFF) fully embraces the relevant Sustainable Development Goal, which is to: “Achieve gender equality and empower all women and girls” and believes that gender equality is pivotal to the construction of a sustainable society. We believe that providing women and girls with equal access to education, health care, decent work, and equal political and economic representation will benefit society and humanity at large.

OUR TARGETS

We aim to attain at least 40% of women in middle and senior management roles by 2026 at MCB Ltd.

OUR PRINCIPLES

We recognise the following principles as being fundamental to inform our actions towards enhancing gender equality at MCB:

Principle 1:

Raise awareness and establish leadership commitment to gender equality and attempt to reduce unconscious bias at all levels and in every action.

Principle 2:

Aim to have a gender-balanced shortlist of candidates and selection panel in every recruitment exercise and treat all candidates fairly and without discrimination.

Principle 3:

Promote a safe workplace free from any form of violence, bullying or harassment on any ground, be it of age, gender, race, religion or sexual orientation for both men and women.

Principle 4:

Ensure fair and equitable pay based on performance, with equal pay for equal work, irrespective of gender.

Principle 5:

Provide professional development and coaching to women employees to help them advance in Managerial and Leadership roles.

Principle 6:

Provide flexibility to employees to create a work schedule that balances work and personal life as well as cater for their personal commitments.

Principle 7:

Collaborate with external partners to empower women entrepreneurs through mentorship and networking opportunities to help support their business activities.

Principle 8:

Partner with NGOs to advocate for equality for women and girls in Mauritius and provide support to help them progress at different levels.

Principle 9:

Monitor gender diversity indicators and targets, and periodically report on implementation to the highest level in the company, board or shareholders and to all employees.