

# Gender-Based Violence (GBV) Prevention Policy

## 1. Introduction

At Integral, we are committed to upholding human rights and fostering a culture of respect, equality, and safety in every aspect of our business. We recognize that gender-based violence (GBV) is a significant social and human rights issue that impacts individuals, families, and communities. We are dedicated to preventing and addressing GBV within our organization as well as our portfolio companies.

This Anti-Gender-Based Violence Policy establishes clear expectations and actions that Integral will take to address GBV, ensuring a safe and supportive environment for all employees and stakeholders.

## 2. Zero Tolerance Policy

Integral adopts a zero-tolerance stance toward all forms of gender-based violence. GBV in any form—whether physical, emotional, sexual, psychological, or economic—is unacceptable and will not be tolerated within our organization or our investment operations.

## 3. Scope and Definitions

Gender-based violence refers to harmful acts directed at an individual based on their gender. This includes, but is not limited to:

- Physical violence (e.g., domestic abuse, assault)
- Sexual violence (e.g., harassment, rape)
- Emotional and psychological violence (e.g., manipulation, intimidation)
- Economic violence (e.g., withholding resources, financial control)
- Discrimination or harassment based on gender, gender identity, or sexual orientation

## 4. Prevention and Awareness

We are committed to fostering awareness and preventing GBV through the following measures:

- **Education:** All employees and stakeholders will be provided information on recognizing, preventing, and addressing GBV.
- **Clear Policies:** We will ensure that all employees and portfolio companies have access to clear, comprehensive policies on GBV prevention, reporting, and response mechanisms.

- **Promoting Gender Equality:** We will actively support initiatives aimed at advancing gender equality, including policies that address systemic discrimination and promote diverse and inclusive environments.

## 5. Reporting Mechanisms

To ensure accountability and transparency, we will establish safe, confidential, and accessible reporting channels for anyone experiencing or witnessing GBV within our organization or portfolio companies.

- **Reporting Systems:** Employees and stakeholders will have access to multiple channels for reporting incidents of GBV, including an email address, or in-person reporting options.
- **Non-Retaliation Policy:** Individuals who report incidents of GBV will be protected from retaliation, discrimination, or victimization. We ensure that all reports will be taken seriously and investigated thoroughly.

## 6. Response and Support for Victims

We are committed to providing immediate and ongoing support to victims of GBV within our organization. Our response will include:

- **Support Services:** Access to counselling, legal assistance, and health services for those affected by GBV.
- **Workplace Adjustments:** Where applicable, workplace accommodations will be made to support victims of GBV, such as temporary relocation, flexible work arrangements, or other measures to ensure their safety and well-being.

## 7. Responsibilities of Portfolio Companies

As part of our ESG framework, we will support portfolio companies to:

- **Implement Anti-GBV Policies:** Develop and enforce their own anti-GBV policies and practices in line with Integral's zero-tolerance approach.
- **Awareness:** Provide information to all employees on GBV prevention, reporting, and response.
- **Monitoring:** Regularly monitor and assess GBV-related issues within their operations, and report back to Integral on their progress in combating GBV.