

SLOW

Regenerative Cocoa & Coffee

Gender Equity and Women’s Empowerment Policy

Slow’s commitments to gender equity and the empowerment of women across its operations and supply chain

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Document Title	Gender Equity and Women’s Empowerment Policy
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Owner	Social Lead
Approver	Chief Impact Officer (CIO)
Geographic Scope	All Slow employees, farm workers in the supply chain, smallholder farmers, intermediaries, and communities in sourcing areas
Standards Alignment	UN Guiding Principles on Business and Human Rights, ILO Conventions 100 and 111 (equal pay, non-discrimination), ILO Convention 183 (maternity protection), ILO Convention 190 (violence and harassment), CEDAW, UN Women’s Empowerment Principles, Equal Origins Gender Equity Index (GEI), International Women’s Coffee Alliance, IFC Performance Standard 2, OECD Due Diligence Guidance, EcoVadis, B Corp

1. Policy Statement

Slow is committed to gender equity and to the active empowerment of women across its operations and value chain. Women carry a disproportionate share of agricultural work in cocoa and coffee, yet face systemic barriers in pay, leadership, land tenure, training access, and safety. Slow recognises that achieving its mission — regenerative agriculture, decent

livelihoods, transparent supply chains — is not possible without addressing these barriers directly.

This Policy goes beyond non-discrimination. It commits Slow to identify and dismantle the structural barriers that perpetuate gender inequality, to set measurable targets, to monitor progress with disaggregated data, and to prevent and respond to sexual and gender-based violence (SGBV) wherever Slow has influence.

2. Scope

This Policy applies to:

- All Slow employees, directors, officers, contractors, and interns globally.
- All farm workers employed on Slow direct farms and on the farms of direct suppliers.
- All smallholder farmers in Slow's supply chain, directly or via intermediaries.
- All intermediaries (traders, cooperatives, aggregators) working with smallholder farmers on Slow's behalf.
- All communities in Slow's sourcing landscapes, to the extent affected by Slow's activities.

Employee-facing anti-harassment and equal-opportunity commitments are also held in HR-POL-01 Workplace Equality, Diversity, Inclusion and Anti-Harassment Policy; this Policy adds supply-chain-facing commitments and consolidates Slow's overall gender approach.

3. Guiding Instruments

- UN Guiding Principles on Business and Human Rights (2011).
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979.
- ILO Convention 100 (Equal Remuneration, 1951) and ILO Convention 111 (Discrimination in Employment and Occupation, 1958).
- ILO Convention 183 (Maternity Protection, 2000).
- ILO Convention 190 (Violence and Harassment in the World of Work, 2019) and Recommendation 206.
- UN Women's Empowerment Principles (WEPs).
- Equal Origins Gender Equity Index (GEI) for coffee.
- International Women's Coffee Alliance (IWCA) guidance.
- IFC Performance Standard 2 (Labor and Working Conditions).
- OECD Due Diligence Guidance for Responsible Agricultural Supply Chains.

4. Definitions

- Gender: socially constructed roles, behaviours, and identities associated with being a woman, man, or non-binary person. Distinct from biological sex.
- Gender equity: the process of being fair to all genders, recognising that historical and systemic disadvantage means that the same treatment can produce unequal outcomes. Equity may require different treatment to produce equal opportunity.
- Gender pay gap: the difference between the average earnings of women and men, for equal work or for work of equal value, expressed as a percentage.
- Gender income gap: in the supply chain, the difference in net income (after costs) between women and men farmers, accounting for farm size and productivity.

- Sexual and Gender-Based Violence (SGBV): any harmful act perpetrated against a person's will and based on socially ascribed gender differences. SGBV includes sexual harassment, sexual assault, rape, coerced or transactional sex, intimate-partner violence, threats and intimidation linked to gender, and gender-related verbal abuse and bullying.
- Women in leadership: women holding decision-making positions at board, executive, senior-management, middle-management, country-management, or cooperative/group-leadership level.
- Land tenure: secure rights to access, use, manage, and transfer land, whether held individually, jointly, or collectively, and whether formally titled or held under customary tenure.

5. Gender Risk Assessment

Slow conducts a gender analysis of its coffee and cocoa supply chain, refreshed at least every two years. The analysis covers, at minimum:

- Gender division of labour at farm level (who does which tasks, including unpaid work).
- Access to income, credit, inputs, training, and extension services for women.
- Land tenure: share of women farmers with formal or recognised land rights.
- Representation of women in cooperative governance and farmer-group leadership.
- SGBV risk: prevalence indicators, reporting channels, and gaps.
- Pay and income gaps for women employees, farm workers, and farmers.

The analysis is led by the Social Lead, with country-level inputs from Country Implementation Leads. Findings feed SOC-FRM-01 Human Rights Risk Register and the Materiality Assessment (MGT-02). Methodology and protocol are set out in SOC-SOP-06 Gender and SGBV Programme SOP.

6. Gender Equity in Own Operations

6.1 Equal Pay for Equal Work

Slow guarantees pay equity across genders for work of equal value. The HR Manager conducts a pay equity audit annually for all Slow direct employees, in line with HR-POL-02 Fair Compensation Policy, and any identified gaps are remediated within the same review cycle. Audit results are reported to the CIO and to the Board.

[CONFIRM: Pay equity audit cadence: annual. First audit baseline year to be confirmed.]

6.2 Representation in Leadership

Slow commits to gender balance across the board, C-suite, senior management, and middle management, and sets measurable targets for women in leadership roles. Recruitment and promotion practices are designed to avoid systemic bias.

[CONFIRM: Targets to be set per FWK-01 §5.9 ratification: minimum 40% women across (a) the Board, (b) the executive team, (c) senior management, and (d) middle management, to be reached by 2028.]

6.3 Parental Leave and Caregiving

Slow offers equal parental leave to women and men, encouraging shared caregiving. Maternity leave meets or exceeds local law and ILO Convention 183, including paid leave, job protection,

and breastfeeding breaks on return. Paternity and adoption leave are offered on equivalent terms.

6.4 Prevention of Harassment and Violence

Slow operates a zero-tolerance policy on sexual harassment, bullying, and gender-based violence. Implementation for employees is held in HR-POL-01 Workplace Equality, Diversity, Inclusion and Anti-Harassment Policy and GOV-POL-05 Grievance and Whistleblower Policy. Anonymous reporting channels, an investigation protocol, and protection against retaliation are guaranteed.

6.5 Equal Access to Promotion, Training, and Mentorship

Promotion, training, and mentorship opportunities are equally accessible regardless of gender. Slow tracks participation by gender annually and reports any disparities, with corrective action where gaps are persistent.

6.6 Inclusive Culture and Accountability

Annual employee engagement surveys include gender-disaggregated questions on culture, safety, voice, and career development. Results are reviewed by the CIO and CEO, and material issues are addressed through HR action plans.

7. Gender Equity in the Supply Chain

7.1 Women Farmers

Slow actively supports women smallholder farmers in its supply chain. The smallholder engagement and programme design cycle (SOC-SOP-05) includes gender as a mandatory programme dimension; programmes are designed to ensure that women farmers have equitable access to training, inputs, finance, and price benefits.

Slow records the share and number of women farmers in its supply chain, and the share and number of women in farmer-group leadership (cooperative boards, VSLA leadership, producer-organisation governance), and publishes these annually in RPT-01.

[CONFIRM: Programme participation target: at least 40% of all training and capacity-building activity reaches women, to be reached by 2028. Leadership target: at least 30% of cooperative and farmer-group leadership positions in Slow-supported groups held by women, to be reached by 2028.]

7.2 Women Farm Workers

Slow extends the protections in SOC-POL-01 Human Rights Policy and HR-POL-02 Fair Compensation Policy to women farm workers in its supply chain. Specific commitments:

- Equal pay for work of equal value, regardless of gender.
- No exposure of pregnant or breastfeeding workers to agrochemicals, night work, or other hazards (see SOC-POL-01 Annex C and Annex D).
- Access to grievance channels in the local language, with anonymous options.
- Where housing is provided by an employer, it meets minimum standards of safety, privacy, and hygiene, including provisions for women workers.

7.3 Women's Leadership Training

Slow deploys training and capacity-building programmes designed to strengthen women's capacity to take on leadership positions in farmer groups and cooperatives, where they wish to. The design and operation of these programmes are specified in SOC-SOP-06.

7.4 Women's Land Tenure

Slow works with supply chain partners, intermediaries, and civil society to support women smallholder farmers in achieving secure land tenure where they wish to. Slow does not require formal title as a condition of programme participation; customary, joint, and individual tenure are all recognised. Land tenure support is specified in SOC-SOP-06.

[CONFIRM: Target: by 2028, support land-tenure programmes that reach at least 25% of Slow's direct-sourcing volume.]

8. Sexual and Gender-Based Violence (SGBV) Prevention and Response

Slow has zero tolerance for SGBV and is committed to preventing it, responding to it, and providing access to remedy across all three populations covered by this Policy.

8.1 Employees

SGBV prevention for Slow employees is implemented through HR-POL-01 and GOV-POL-05. Includes mandatory annual training, anonymous reporting, independent investigation, and protection against retaliation. The HR Manager owns the protocol; cases involving senior leadership are escalated to the CEO.

8.2 Farm Workers in the Supply Chain

Slow extends SGBV prevention requirements to all direct suppliers via SUP-POL-02 Supplier Code of Conduct. Specific commitments:

- Suppliers must have an SGBV prevention policy and reporting mechanism.
- Slow's grievance channel (GOV-SOP-01) is available to farm workers in the supply chain in the local language.
- Worker interviews (SOC-FRM-04) include questions on harassment, intimidation, and unwanted attention.
- Where SGBV is reported, response follows the protocol in SOC-SOP-06 with referral to specialist services where appropriate.

8.3 Farmers in the Supply Chain

SGBV risks for women smallholder farmers include harassment by intermediaries (e.g. "sex for coffee" demands by buyers or traders) and intimate-partner violence linked to control over household income. Slow's response combines:

- Selection and ongoing engagement of intermediaries who share Slow's gender commitments (see SOC-SOP-05 §6 and SUP-POL-01).
- Awareness-raising in farmer training delivered under SOC-SOP-05.
- Direct payment to women farmers where possible to reduce financial-control risks.
- Partnerships with civil society and women's organisations for referrals and support.

- Grievance channel available in local language, with anonymous options.

9. Pay and Income Gap Assessment

Slow assesses and discloses three gaps annually:

- Gender pay gap for direct employees: difference in average pay between women and men, expressed as a percentage. Conducted by HR Manager under HR-POL-02.
- Gender income gap for women farmers: difference in net income from cocoa or coffee between women and men farmers in Slow's direct supply chain. Conducted by Social Lead using baseline household survey data (SOC-SOP-05).
- Gender pay gap for farm workers: difference in average pay between women and men farm workers on Slow direct farms and on direct supplier farms where data is available.

Results are reported annually in RPT-01 with year-on-year comparisons, alongside the actions taken to close any identified gap.

10. Disaggregated Data and Monitoring

All programmes and services that touch employees, farm workers, or farmers record gender-disaggregated data on participation and outcomes. This is the basis for credible monitoring. The minimum dataset:

- Employees: gender breakdown of total headcount, leadership at each level, recruitment, promotions, training, exits, pay.
- Farm workers: gender breakdown of total workforce per site (where available from suppliers).
- Farmers: gender breakdown of farmers in the supply chain, share with land tenure, share in farmer-group leadership, training participation, income.
- Programme participation: number and share of women in each Slow programme.

Data is analysed annually and used to update programme design under SOC-SOP-05 and SOC-SOP-06. The Social Lead reviews the data with the CIO; results inform KPI updates in MGT-05.

11. Targets

Slow commits to the following measurable gender targets. All targets are reviewed annually by the Social Lead and progress is reported in RPT-01.

- At least 40% women across Slow's Board, executive team, senior management, and middle management by 2028.
- At least 40% of training and capacity-building activity in the supply chain reaches women by 2028.
- At least 30% of cooperative and farmer-group leadership positions in Slow-supported groups held by women by 2028.
- Land tenure support programmes reaching at least 25% of Slow's direct-sourcing volume by 2028.
- Zero gender pay gap for direct employees by 2027.
- Annual public disclosure of all three gaps (employee pay, farm worker pay, farmer income) from RPT-01 2027.

[CONFIRM: All numeric targets above to be ratified by the CIO with input from the Social Lead and HR Manager.]

12. Partner Organisations

Slow works in partnership with organisations active on gender in coffee and cocoa landscapes. Partnerships are sought where they materially strengthen Slow's programmes, particularly on women's leadership, land tenure, and SGBV referral. Active partnerships are listed annually in RPT-01.

[CONFIRM: Initial partner shortlist for engagement: Equal Origins, International Women's Coffee Alliance (IWCA), country-level women's organisations to be identified per origin. To be confirmed by Social Lead.]

13. Youth Inclusion

Slow recognises that the generational transition of farming households is a material issue: ageing smallholder populations, youth migration from farming areas, and limited youth voice in cooperative governance all threaten the long-term resilience of cocoa and coffee landscapes. Slow's approach to youth is operationally aligned with this Policy, since young women and young men face overlapping but distinct constraints.

Slow commits to:

- Track youth participation (under-35) in its programmes alongside gender, in the smallholder engagement cycle (SOC-SOP-05).
- Provide training and leadership-development opportunities for young farmers, with attention to young women in particular.
- Engage with youth voice through farmer-group governance and community engagement (SOC-SOP-04).
- Pursue partnerships and funding that support intergenerational farm transition in Slow's sourcing landscapes.

[CONFIRM: Initial youth target: at least 25% of farmer training participants under 35 by 2028. To be ratified by Social Lead.]

14. Governance

The Social Lead owns this Policy and is accountable for its implementation. The CIO approves operational changes; the Board approves substantive revisions. The HR Manager owns the employee-facing portions (Section 6) and coordinates with the Social Lead. Country Implementation Leads execute supply-chain commitments in country, with field-staff support.

15. Implementation

- SOC-SOP-06 Gender and SGBV Programme SOP (primary operational document).
- SOC-SOP-05 Smallholder Farmer Engagement and Programme Design SOP (smallholder-facing implementation).
- SOC-SOP-04 Community Engagement SOP (community-facing implementation).
- HR-POL-01 Workplace Equality, Diversity, Inclusion and Anti-Harassment Policy (employee-facing implementation).
- HR-POL-02 Fair Compensation Policy (pay equity audit).

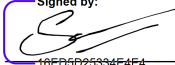

- GOV-SOP-01 Grievance Mechanism SOP (grievance and SGBV reporting).
- SUP-POL-02 Supplier Code of Conduct (cascading commitments to suppliers).

Evidence records: SOC-FRM-01 Human Rights Risk Register (gender risks); GOV-FRM-02 Grievance Log (gender-coded cases); pay-equity audit reports (HR); annual disaggregated data tables (Social Lead).

16. Revision History

Version	Date	Author	Description of Changes
1.0	2026	Social Lead	Initial release as Tier 3 policy. New document consolidating gender-equity and women’s-empowerment commitments previously scattered across SOC-POL-01 (worker protections), SOC-POL-02 (community engagement), and HR-POL-01 (employee anti-harassment). Structured to align with the Equal Origins Gender Equity Index (GEI) scorecard. Cross-references SOC-SOP-06 Gender and SGBV Programme SOP for implementation.

Sign-Off

Role	Name	Signature & Date
Chief Impact Officer	Sabrina Mustopo	<p>Signed by:  10ED5D25334E4E4...</p> <p>Date: <u>5/31/2026</u></p>
Social Lead	Saya Abdullahi	<p>Signed by:  2802048877E4449...</p> <p>Date: <u>5/31/2026</u></p>

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