

MAPPING THE WOMEN'S EMPOWERMENT PRINCIPLES TO THE MALE CHAMPIONS OF CHANGE CHARTER

No	Women's Empowerment Principle	Male Champions Of Change Commitment	Theme
1	Establish high-level corporate leadership for gender equality	<ul style="list-style-type: none"> Building gender equality into our organisational strategy and operations, driven by the Male Champion for Change and their leadership team. Changing workplace conditions, cultures and mindsets to enable both women and men to advance equally within our organisations. Working to increase women on our boards, executive committee and in line management. 	LEADERSHIP
2	Treat all women and men fairly at work – respect and support human rights and nondiscrimination	<ul style="list-style-type: none"> Adopting and implementing policies and practices that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion. 	TALENT
3	Ensure the health, safety and well-being of all women and men workers	<ul style="list-style-type: none"> Developing workplaces where health and safety are prioritized and all forms of violence in the workplace, including verbal, physical, or sexual harassment, are prohibited. 	TALENT
4	Promote education, training and professional development for women	<ul style="list-style-type: none"> Recruiting, developing and retaining diverse candidates as a priority. 	TALENT
5	Implement enterprise development, supply chain and marketing practices that empower women	<ul style="list-style-type: none"> Note: The MCCs did not originally have a commitment that mapped directly to Principle 5, however it is recognized in actions subsequently developed by the MCCs (Supplier Multiplier, Panel Pledge etc) 	
6	Promote equality through community initiatives and advocacy	<ul style="list-style-type: none"> Sharing experiences and strategies for advancing gender equality across corporate, government and community sectors. Creating a catalogue of best practices for achieving gender equality. Being spokespersons for the promotion of gender equality, both individually and collectively. Working together to increase the dialogue among our peers and to build our network of Champions. 	PUBLIC ADVOCACY
7	Measure and publicly report on progress to achieve gender equality	<ul style="list-style-type: none"> Assessing and publicly reporting on our individual and collective progress and results, consistent with local and global leading practice reporting frameworks. 	ACCOUNTABILITY