

ANNUAL REPORT AWARDS COMPETITION 2020

DISCLOSURE ON GENDER PARITY REPORTING

Workplace gender parity is an important tool to improve the business productivity and competitiveness of any organization. To support this task, the Annual Report Awards committee of the Institute of Chartered Accountants of Sri Lanka has taken the initiative to introduce voluntary disclosure requirements on gender parity reporting which will be considered for the Annual Report Awards [ARA] Competition 2020.

The following have been recommended to be incorporated to the upcoming annual reports to enhance gender reporting practices in Sri Lanka.

Will be considered from ARA 2020		Will be considered from ARA 2021	
Enablers	Composition	Gender Gap Indicators	Responsible Brand
<ul style="list-style-type: none"> • Strategies and Goals for Gender Parity • Gender Parity Policies <ul style="list-style-type: none"> • Diversity & inclusion policies • Gender pay equity policy • Specific policies on sexual harassment in the workplace • Systems and Processes <ul style="list-style-type: none"> • Process to handle grievance mechanisms for sexual harassment at workplace • Workplace practices to promote gender parity 	<ul style="list-style-type: none"> • Board of Directors/ Governing Body • Senior Leadership • Middle Management • Other Major Employment Categories • Composition of Male/Female under: <ul style="list-style-type: none"> • Recruitment • Promotions • Key Departments • Major Geographic Location • Exits 	<ul style="list-style-type: none"> • Gender Analysis in Each Pay Quartile • Raw Mean Gender Pay Gap • Raw Median Gender Pay Gap • Proportion of Women Who Received Training • Training Hours Analyzed by Gender • Retention of Women at Work 12 Months After Maternity Leave • Proportion of Females who Received a Performance Bonus • Proportion of Women in IT, Engineering and Production Related Activities 	<ul style="list-style-type: none"> • Evaluation of Gender Bias in Advertising and Communications • Activities that Support Gender Parity in the Supply Chain

These requirements are not mandatory for statutory reporting purposes and this will only be considered for the Annual Report Awards Competition purpose as an initiative to promote such reporting in organizations to reflect their strength in gender equality.