

1. Eligibility Policy for WIM Nomination

- **Objective:** To ensure that nominations for the WIM program are open and fair, providing equal opportunities for qualified women to participate.
 - **Policy:**
 - Women in leadership positions or with leadership potential are eligible for nomination.
 - Nominees must demonstrate strong performance in their current roles and contribute to the organization's goals.
 - Nominees must have been employed within the organization for at least one year.
 - The organization encourages nominations for women from diverse backgrounds, departments, and levels within the company.
 - Self-nominations are allowed, but the nomination should be supported by at least one senior leader or peer.
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2. Nomination and Selection Process

- **Objective:** To provide a transparent, merit-based process for nominating and selecting women for the WIM program.
- **Policy:**
 - **Nomination Period:** Nominations will be accepted annually, with specific start and end dates for each cycle.
 - **Nominator Eligibility:** Any employee at the organization (including managers, supervisors, and peers) can nominate a candidate.
 - **Criteria:** Nominations should be based on:
 - Leadership impact and potential
 - Contributions to workplace diversity and inclusion
 - Mentorship or support to other women in the organization
 - Demonstrated commitment to the organization's goals and values
 - **Selection Committee:** A selection committee, consisting of senior leadership and external diversity experts (if applicable), will review nominations and select the final WIM candidates.

- **Decision Notification:** Nominated individuals will be notified of their selection and invited to participate in the program.
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3. WIM Leadership Development Policy

- **Objective:** To ensure that WIM participants have access to leadership development opportunities.
 - **Policy:**
 - WIM nominees will be offered access to leadership development training programs, mentoring opportunities, and specialized projects to enhance their skills.
 - The organization will provide resources, such as leadership coaching, public speaking workshops, and diversity training, to support the growth of WIM participants.
 - WIM participants will be encouraged to take on leadership roles within the organization to apply their new skills in real-world settings.
 - The program will include peer networking events and opportunities to share experiences and insights with other WIM participants.
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4. Workplace Diversity and Inclusion Policy

- **Objective:** To promote a diverse and inclusive workplace where women in leadership are supported and encouraged.
 - **Policy:**
 - The organization is committed to creating a diverse workplace by actively promoting the inclusion of women in management roles across all levels.
 - WIM will help support broader diversity and inclusion initiatives by ensuring women have equitable access to leadership opportunities and resources.
 - Mentorship and sponsorship programs will be established to assist women in navigating career advancement and breaking through potential barriers.
 - The organization will assess and measure diversity and inclusion efforts regularly to ensure the WIM program aligns with organizational goals.
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5. WIM Accountability and Reporting Policy

- **Objective:** To ensure transparency, track progress, and measure the effectiveness of the WIM program.
 - **Policy:**
 - Regular reports will be generated to track the success and progress of women participating in the WIM program.
 - Participants in the WIM program will be required to provide annual progress reports outlining their professional growth, achievements, and the impact they've made in leadership roles.
 - The organization will publish an annual diversity report, which will include the success and outcomes of the WIM initiative, to ensure that all stakeholders are informed about its impact.
 - The program will undergo periodic reviews, and any feedback or suggestions from participants will be used to refine and improve the program.
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6. Anti-Discrimination and Equal Opportunity Policy

- **Objective:** To ensure that the WIM program and the organization as a whole operate under principles of equality and non-discrimination.
 - **Policy:**
 - All WIM-related processes, including nominations, training, and selection, will be carried out without discrimination based on race, age, disability, or any other protected characteristic.
 - The organization is committed to providing equal opportunities for all employees, regardless of gender, in line with local and international labor laws and regulations.
 - Any reports of discrimination or harassment within the WIM program will be thoroughly investigated and addressed in accordance with the company's anti-harassment policies.
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7. Privacy and Confidentiality Policy for WIM Nominees

- **Objective:** To ensure that personal and professional information about WIM nominees is handled with confidentiality and respect.

- **Policy:**

- All personal data collected during the nomination process (including resumes, performance evaluations, and recommendation letters) will be kept confidential and only accessible to members of the selection committee.
- No information about the nominees will be shared with external parties unless explicit consent is given.
- All participants in the WIM program will be required to sign a confidentiality agreement to protect the integrity and privacy of the program and its participants.

8. Post-WIM Mentorship and Retention Policy

- **Objective:** To ensure that women who graduate from the WIM program continue to receive support in their leadership journeys.
- **Policy:**
 - Graduates of the WIM program will have access to ongoing mentorship, either from program alumni or senior leadership, to help them navigate further career advancement.
 - The organization will ensure that women who complete the WIM program are considered for future leadership roles and opportunities within the organization.
 - Regular check-ins will be scheduled to evaluate the long-term impact of the program and to provide further professional development opportunities to graduates.