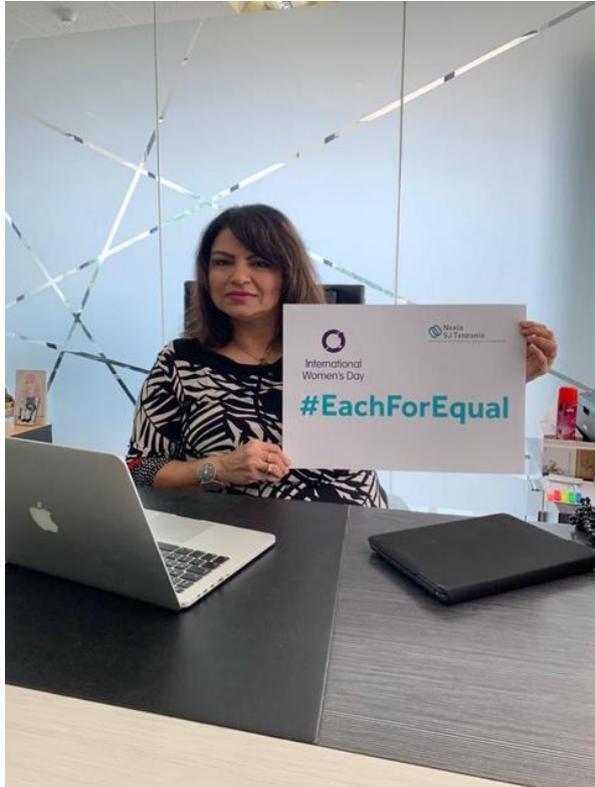


International Women's Day - 8 March 2021. Theme: 'Women in leadership: Achieving an equal future in a COVID-19 world.'



Both Women and Men must work together as **equal partners** in both their productive and reproductive life. Share their responsibilities at home in doing the household chores and caring and nurturing of children. If I would have not got the support and good values from my family at home – my parents, husband and children, I would have not achieved what I have. Today I can proudly say that I am independent woman and a proud mother of two lovely children. **YES** it is possible to pursue your dreams and at the same time be a good wife, mother and nurture the family. Therefore I urge all women to pursue their career and achieve their dreams. **You can do it too.**

Being a strong advocate of giving back to society, I regularly participate in

philanthropic activities and regard **women empowerment and equal opportunities as integral to my firm Nexia SJ's success.**

Throughout the firm's culture is a belief that financial, community and environmental performance can and do go hand-in-hand. As a result, the firm and our people have adapted their processes and behaviors in order to think and act more sustainably at every level. This includes developing a framework that supports:

- Social equality in the wellbeing of the community,
- Economic efficiency (innovation, productivity, prosperity)
- Environmental accountability (climate change, land use, biodiversity)

We listen to our clients, employees and the local community. This interaction ensures that any strategic decisions reconcile disparate views, minimising negative impacts and resulting in satisfaction for all parties affected, and are aligned to Africa's and the UN's Sustainable Development Goals (SDGs).

My firm is widely respected for being an **equal opportunity, gender equality and multi-cultural** firm to bring diversity at workplace. We have put in place Organizational Strategies, Policies and Practices to empower women. These are:

- Equal participation and equitable representation of women at all levels in our firm
- Allow flexible work shifts for women especially married and mothers.

- Grant appropriate maternity leaves - Support women who are expecting or recently had children and are transitioning back into the work environment.
- Formal and in-house training opportunity and skill development.
- Clear and Concrete Career Advancement Criteria - Provide promotion opportunities based on merit
- Mentorship programs - Creating a culture of mentorship and coaching for long-term career development,
- Diversified women workforce - Emphasize on diversifying women talent as much as gender diversity.
- Implement Strict and Clear sexual harassment policies

Women, are at the forefront of diverse and inclusive movements for social change, from fighting the pandemic to reengineering American politics, these influential women—including New Zealand Prime Minister Jacinda Ardern, Vice President Kamala Harris and voting rights advocate Stacey Abrams—are making history.

I believe that women should be given an opportunity to play a role in key decision making and be part of putting together strategies to recover from the COVID-19 pandemic – As the **choices made** now will affect the welfare of people and the planet for *generations* to come. Let us build together a **Generation of Equality!**

