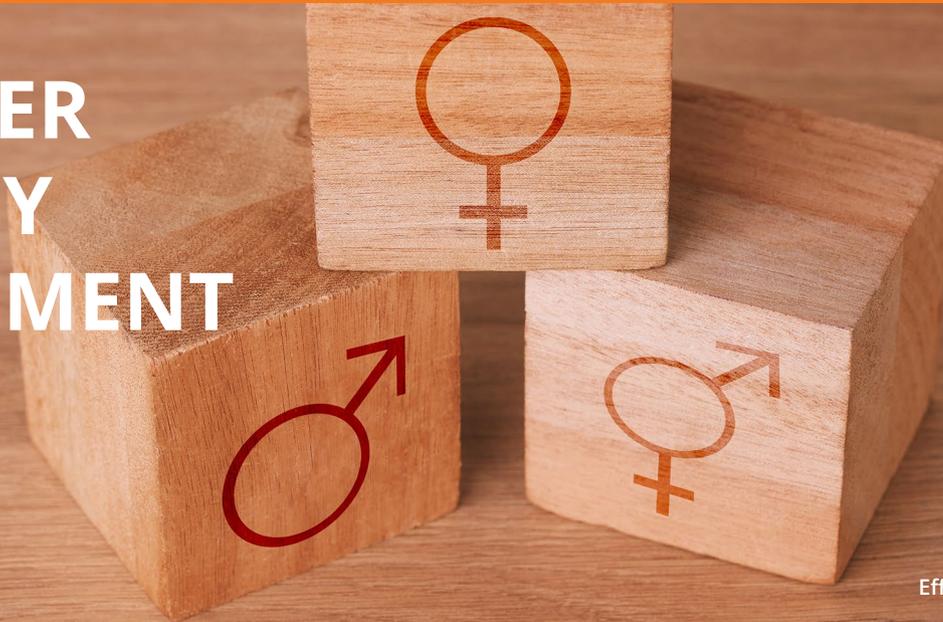


GENDER POLICY STATEMENT



Effective date: 24 February 2026

Eswatini Bank is committed to promoting gender equality, equity, and social inclusion across all its operations, services, and workplace practices. The Bank ensures that all individuals regardless of gender, gender identity, age, disability, or social status are treated with dignity, fairness, and equal opportunity.

The Bank integrates gender-responsive approaches into human capital management, credit and procurement, and stakeholder engagement to support inclusive economic participation and sustainable development.

We uphold:

- **Equal opportunity and non-discrimination** in employment and service delivery.
- **Fair access to finance**, including support for women-owned and women-led enterprises.

- **A safe and respectful environment**, with zero tolerance for gender-based violence, sexual exploitation and abuse, sexual harassment, or discrimination.
- **Accountability and transparency** through gender monitoring, reporting, and grievance mechanisms.

Implementation of this policy is guided by a Gender Action Plan under the oversight of Management and the Board of Directors, ensuring continuous improvement and alignment with national and international standards.

“Eswatini Bank remains committed to building an inclusive financial institution that empowers people and contributes to equitable and sustainable growth.”

Approved by:
Board of Directors