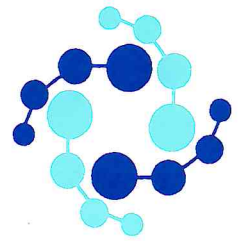


# Steelman Telecom Limited

(Formerly known as Steelman Telecom Private Limited)



## DIVERSITY AND GENDER EQUALITY POLICY

### 1. Purpose

Steelman Telecom Limited is committed to building a diverse, inclusive, and gender-equal workplace where all individuals are treated with fairness, dignity, and respect.

### 2. Scope

This policy applies to all employees, interns, contractors, consultants, and management across all departments and locations of Steelman Telecom Limited.

### 3. Policy Statement

The Company ensures equal opportunity for all individuals regardless of gender, race, ethnicity, age, disability, religion, or background. We are committed to eliminating discrimination and promoting inclusion across all levels of employment.

### 4. Key Commitments

- Equal employment and career advancement opportunities
- Fair, transparent, and merit-based recruitment processes
- Equal pay for equal work
- Zero tolerance for discrimination, harassment, or bias
- Promotion of diversity and inclusion in leadership and workforce

### 5. Recruitment & Workplace Practices

- Gender-neutral job descriptions and unbiased selection processes
- Diverse interview panels
- Equal access to training, development, and promotions
- Inclusive workplace culture that respects all identities

### 6. Workforce Diversity Tracking (Including Gender Metrics)

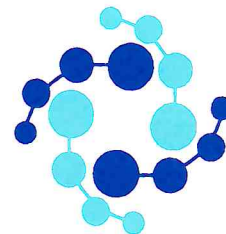
Steelman Telecom Limited will actively monitor workforce diversity using structured HR analytics and reporting systems:

- **Data Collection:** Voluntary demographic data collected during hiring and onboarding, ensuring confidentiality and compliance with privacy standards
- **Diversity Tracking Across Workflow:** Monitoring at each stage—applications, shortlisting, interviews, hiring, promotions, and exits



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- **Gender Representation Metrics:**
  - Tracking overall workforce gender ratio (Male / Female / Other)
  - Monitoring department-wise gender distribution
  - Tracking leadership-level gender representation
- **Women Hiring Percentage KPI:**
  - The Company aims to track and report the **percentage of women hired** in each recruitment cycle
  - Example formula:  
**Women Hiring % = (Number of Women Hired ÷ Total Hires) × 100**
  - Monthly/quarterly reporting of women hiring percentage to HR leadership
- **Dashboards & Reporting:** HR will maintain diversity dashboards for periodic review
- **Gap Analysis:** Identification of stages where women representation decreases in hiring or promotion pipelines
- **Corrective Actions:** Implementation of targeted hiring initiatives, bias mitigation measures, and recruitment strategy improvements where required
- **Leadership Review:** Senior management will review diversity and women hiring metrics regularly

## 7. Anti-Discrimination & Harassment

Steelman Telecom Limited maintains a zero-tolerance policy toward discrimination, harassment, or unfair treatment. All complaints will be handled confidentially, promptly, and without retaliation.

## 8. Training & Awareness

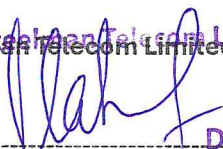
Regular training programs on diversity, inclusion, and gender sensitivity will be conducted for employees and management.

## 9. Monitoring & Review

This policy and its diversity metrics will be reviewed annually and updated as needed to ensure continuous improvement and compliance with applicable laws and best practices.

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For Steelman Telecom Limited

  
Director

(MAHENDRA BINDAL)  
DIN: 00484964

