

## **GENDER EQUALITY AND EQUAL OPPORTUNITY POLICY**

Netweb Technologies India Limited is committed to fostering a diverse, inclusive, and equitable workplace where every individual—regardless of gender identity—is treated with fairness, respect, and dignity. This policy ensures a work environment free from gender-related bias, harassment, or discrimination, reinforcing our dedication to equality and mutual respect for all employees.

The aim of gender equality and equal opportunity in the workplace is to provide broadly equal opportunities and outcomes for all employees, irrespective of gender. Netweb Technologies India Limited upholds the principles of gender equality and equal opportunity as enshrined in the Constitution of India, which are reflected in the Preamble, the Fundamental Rights, and the Directive Principles of State Policy.

In alignment with national values and legal frameworks, we are committed to implementing policies and practices that eliminate gender disparities and promote equal rights and opportunities across all levels of employment and work-related interactions.

Netweb Technologies India Limited is committed to fostering a diverse, inclusive, and equitable workplace where all employees—regardless of gender identity or expression—are treated with respect, dignity, and fairness. This Gender Equality and Equal Opportunity Policy affirms our dedication to creating an environment that is free from discrimination, harassment, and bias based on gender or gender identity.

We recognize that inclusion and equality are essential to the success and well-being of our workforce. As such, all employees are expected to uphold these principles in their conduct and interactions, and the company will take appropriate measures to ensure a safe and supportive work culture for everyone.

Any form of gender bias in the workplace must be critically addressed and eliminated. Achieving gender equality requires more than just policy—it calls for the holistic integration of egalitarian principles into the very fabric of the organization's culture. At Netweb Technologies India Limited, we believe that true gender equality can only be realized when equal opportunities for growth, development, and recognition are available to all employees, regardless of gender.

To that end, the principles of gender equality must be deeply embedded in the organization's core values, culture, mission, and vision. Only through such a deliberate and systemic approach can we build a truly inclusive workplace where everyone is empowered to thrive.

Gender neutrality is the principle of treating all employees fairly and equitably, regardless of their gender identity, gender expression, or gender-related characteristics. At Netweb Technologies India Limited, we are firmly committed to upholding this principle across all levels of the organization.

The Company strictly prohibits any form of discrimination based on gender identity or expression in all aspects of employment. This includes, but is not limited to, recruitment, hiring, promotions, compensation, training, and career development. Our goal is to foster an inclusive environment where every individual is valued and empowered to reach their full potential.

## **1. Definition of Gender Equality:**

Gender equality refers to the principle of treating all employees equitably, regardless of their gender identity, gender expression, or gender-related characteristics. This principle ensures that every employee is afforded equal opportunities, rights, and protections within the workplace. Netweb Technologies India Limited strictly prohibits any form of discrimination based on gender identity or expression across all aspects of employment.

This includes, but is not limited to, recruitment, hiring, promotions, compensation, training, and professional development. The Company is committed to fostering an environment where every individual feels valued, respected, and empowered to succeed.

Discrimination on the basis of gender identity or gender expression includes, but is not limited to:

- a. Unlawful refusal to hire, promote, or provide professional opportunities based on gender identity or expression.
- b. Verbal, physical, or psychological harassment or abuse stemming from an individual's gender identity or expression.
- c. Unequal pay, benefits, or entitlements offered to employees based on gender identity or expression.
- d. Any other adverse employment actions, including demotions, terminations, or biased performance evaluations, that are influenced by gender identity or expression.

Workplace gender equality is achieved when all individuals can access and enjoy equal rewards, resources, and opportunities regardless of their gender. Netweb Technologies India Limited is dedicated to creating an equitable work environment where fairness and inclusivity are integral to our culture, policies, and day-to-day practices.

## 2. Implementation Measures to Promote Gender Equality:

To ensure a fair, inclusive, and equitable workplace, Netweb Technologies India Limited is committed to implementing the following measures:

- **Equal Pay for Equal Work:** The Company shall comply with the provisions of the Equal Remuneration Act, 1976, ensuring equal pay for work of equal or comparable value, irrespective of gender.
- **Full Workforce Participation:** Barriers to the full and equal participation of women and gender minorities in the workforce shall be actively identified and removed.
- **Equal Access to Roles:** All employees shall have access to all occupations and industries, including leadership and decision-making roles, regardless of gender.
- **Anti-Discrimination Practices:** Discrimination on the basis of gender—particularly concerning family or caregiving responsibilities—will not be tolerated and shall be addressed swiftly and effectively.
- **Promotion Criteria:** Promotion and advancement shall be based on transparent and unbiased selection criteria. The Company shall ensure:
  - Clear and equitable promotion processes across all levels of management.
  - Avoidance of favouritism and implicit bias through structured evaluation metrics.
- **Training & Education:** Regular training and sensitization programs shall be conducted to raise awareness on gender diversity, equity, and inclusion among all employees and management.
- **Gender-Balanced Policies:** The organization will institute policies that support gender balance across teams and leadership levels, ensuring a diverse and representative workforce.
- **Transparent Payroll Practices:** To address and eliminate gender pay gaps, the Company will introduce:
  - Transparent payroll policies.
  - Salary calculators, pay slips, and designated pay brackets for each role or designation.

- **Dress Code & Grooming Standards:** Dress code and grooming policies shall be gender-neutral and shall not compel employees to conform to gender stereotypes.
- **Restroom & Changing Facilities:** Employees shall have access to restroom and changing facilities that align with their self-identified gender.
- **Managerial Accountability:** Managers and supervisors shall be held accountable for upholding this policy and addressing any complaints or concerns related to gender equality or neutrality promptly and confidentially.

These practices are aimed at fostering an inclusive workplace where every employee, regardless of gender identity or expression, feels safe, respected, and valued.

### 3. Benefits of Workplace Gender Equality:

Workplace gender equality is not only a matter of fairness and human rights—it also contributes significantly to organizational success. Gender equality in the workplace is associated with:

- **Increased Organizational Performance:** Diverse and inclusive teams bring varied perspectives, foster innovation, and drive better decision-making, all of which positively impact productivity and performance.
- **Improved Talent Attraction and Retention:** Companies that uphold gender equality are more attractive to top talent and are more likely to retain high-performing employees.
- **Enhanced Organizational Reputation:** A strong commitment to equality and inclusivity enhances the company's brand image, stakeholder trust, and public perception.

### 4. Merit-Based Appointment and Selection:

Netweb Technologies India Limited affirms that all appointment and selection decisions shall be based purely on merit, qualifications, and performance. The following principles shall be upheld to maintain a fair and unbiased process.

- **No Gender-Based Discrimination:** Employment-related decisions, including recruitment, promotions, compensation, training, and benefits, shall not be influenced by an employee's gender or gender identity.
- **Equal Pay and Benefits:** Employees occupying the same designation and possessing comparable skills and experience shall receive equal pay and benefits, regardless of gender.
- **Equal Access to Opportunities:** All employees shall have equal access to professional development programs, mentorship opportunities, and career progression.

Netweb Technologies India Limited is committed to promoting a workplace that exemplifies fairness, equity, and inclusion at every level of the organization.

### 5. Non-Discrimination:

Netweb Technologies India Limited is fully committed to upholding the principles of equality, dignity, and respect in all aspects of employment. We shall not discriminate, either directly or indirectly, against any employee or job applicant on any grounds, including but not limited to Age, colour, Physical ability, Ethnic origin, Nationality, Religion or belief, Gender, Family status, Marital status, Gender reassignment, Sexual orientation, etc.

We recognize and respect the diverse backgrounds and identities of our workforce and are committed to creating an inclusive environment that embraces these differences.

We will make reasonable accommodations, wherever necessary, to support qualified employees or job applicants with disabilities.

Reasonable accommodation refers to necessary and appropriate modifications or adjustments, made without imposing a disproportionate or undue burden, to ensure that individuals with disabilities can enjoy or exercise their rights equally and effectively alongside others.

This commitment applies across all areas of employment, including recruitment, hiring, work environment, career development, and workplace accessibility.

#### **6. Bullying And Intimidation:**

Netweb Technologies India Limited is committed to promoting a harmonious, respectful, and inclusive working environment where all employees are treated with dignity and respect. We maintain a **zero-tolerance policy** towards any form of bullying, harassment, or intimidation in the workplace including but not limited to verbal, physical, or psychological abuse, unwelcome remarks or gestures, intimidation or threats, etc.

All employees are expected to conduct themselves professionally and respectfully at all times. Any violations of this policy will be taken seriously and may result in disciplinary action, up to and including termination of employment.

#### **7. Reporting and Complaints:**

Company encourages employees to report any incidents of discrimination, harassment, or bias based on gender identity or expression to their immediate supervisor, HR department, or designated reporting channel. Reports will be treated confidentially, and the company will investigate and take appropriate corrective action where necessary.

#### **8. Consequences of Violation:**

Violations of this Gender Equality and Equal Opportunity Policy may result in disciplinary action, up to and including termination of employment, depending on the severity and recurrence of the violation.

#### **9. Review and Revision:**

This policy will be reviewed periodically to ensure its effectiveness and compliance with evolving laws and best practices. Updates or revisions will be communicated to all employees.

#### **10. Compliance with Applicable Laws:**

This policy is intended to comply with all applicable federal, state, and local laws and regulations related to gender identity and expression.

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