



## Gender Policy

BMNS Services Private limited gender policy focuses on creating diverse, inclusive workplaces with equal opportunities, preventing discrimination and harassment (including sexual), and empowering women through targeted initiatives like leadership training, skill development, and inclusive hiring, aligning with the Code of Conduct (COC) for a respectful environment.

### Key Pillars of BMNS's Gender Policy:

- **Equal Opportunity:** No discrimination based on gender (or other factors like caste, religion, sexual orientation) in recruitment, promotion, training, and compensation.
- **Anti-Discrimination & Anti-Harassment:** Strict policies against sexual harassment (POSH Act compliance) and all forms of harassment, ensuring a safe environment for all genders.
- **Diversity & Inclusion (D&I) Initiatives:** Programs to increase female representation, particularly in traditionally male-dominated roles.
- **Empowerment & Development:** Focus on women's growth through leadership roles, mentorship, challenging assignments, and support during life stages, with community programs for women's skilling and financial literacy.
- **Supportive Culture:** Promoting gender-neutral language, extended leave, remote work, and fostering respect for individual differences to build an equitable workplace.

Managing Director

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