

WOMEN'S WELFARE, RIGHTS, AND MANDATES POLICY

1. Statutory Rights (Government Mandated)

- Maternity Benefit Act, 1961:

- * 26 weeks of paid maternity leave for up to 2 children.
- * 12 weeks for more than 2 children or adopting a child < 3 months.
- * Work From Home: Available after maternity leave period if job nature permits (mutual agreement).
- * Nursing Breaks: 2 breaks/day until child is 15 months old.

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH):

- * Strictly enforced Zero Tolerance.
- * Internal Complaints Committee (ICC) details: icc@company.com.
- * Anonymity and protection from retaliation guaranteed.

- Equal Remuneration Act, 1976:

- * No discrimination in pay based on gender for same work.

- Factories Act, 1948:

- * Transport: Mandatory cab with security escort for women working between 8 PM and 6 AM.
- * Creche: Mandatory facility near workplace.

2. Company Specific Benefits

- Menstrual Leave: 1 day paid leave/month (Optional/Trust-based).
- Sabbatical: Unpaid career break option for 1 year for childcare/eldercare.
- Mentorship: 'Women in Tech' leadership program.