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|  |  | ABC corporations23.10.2024 |  | | |
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|  |  | Women’s Wellbeing Policies | |  | |
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|  | **Purpose**: To create a safe, supportive, and inclusive environment for female employees, promoting their well-being and equal opportunity.  **Scope**: Applies to all female employees and related workplace interactions, ensuring compliance with legal standards and company values.  **Facilities for Women:**   * Sanitation: Well-maintained women’s restrooms with hygiene essentials. * Lactation Room: Designated spaces for nursing mothers to express milk in privacy and comfort. * Childcare Assistance: Assistance with on-site childcare facilities or subsidies for external childcare options.   **Grievance Redressal Mechanism**   * Women’s Safety Committee: A committee to address gender-related grievances, comprising HR representatives and female employees. * Confidential Reporting: A secure and confidential channel for reporting issues, with the assurance of protection from retaliation.   **Policies for Women’s Well-being**  **Anti-Harassment Policy**:   * Zero-tolerance policy towards any form of harassment, including gender-based or sexual harassment. Procedures for reporting and handling complaints confidentially.   **Maternity Leave**:   * 26 weeks of paid maternity leave as per statutory norms. * Offer comprehensive maternity leave benefits that comply with legal requirements and provide adequate support to new mothers.   **Health and Wellness**:   * Access to health facilities, gynaecological consultations, mental health support, and wellness programs for female employees.   **Safety Measures**:   * Ensuring a safe working environment with secure transport options for late working hours, well-lit premises, and safety escorts when necessary.   **Equal Pay and Opportunities**:   * Commitment to equal pay for equal work and opportunities for growth and development, regardless of gender.   **Work-from-Home Flexibility**:   * Flexible work options for women with small children or during pregnancy.   **Childcare Facilities:**   * Explore options for providing childcare facilities or subsidies to help working mothers balance their professional and personal responsibilities. | | | |  |