

Gender Diversity Policy

1. Introduction:

The Human Resource Department at Mahaana Wealth Limited reaffirms the company's longstanding commitment to placing people at the center of all that we do. This commitment necessitates the integration of a gender diversity perspective across all areas of our work.

To be effective, our practices must ensure equality of power, opportunity, and access to resources and services for all individuals—regardless of gender identity, expression, age, ability, or background. By advancing gender equality, Mahaana Wealth contributes to empowerment, self-sufficiency, fairness, and sustainable development.

All employees are responsible for fostering an inclusive, accessible, and diverse workplace that reflects the communities we serve.

2. Effectiveness and Scope:

This Policy becomes effective upon approval by Board of Directors and applies to all employees of Mahaana Wealth Limited unless a specific exemption is granted.

3. Implementation:

The Human Resource Department is responsible for implementing this, policy. In case of disputes or ambiguity in interpretation, HR Department's decision shall be final.

4. Policy Revision:

Any amendments to this Policy must be approved by the Human Resource & Remuneration Committee and the Board of Directors.

5. Gender Diversity Programs and Objective:

a. Equal Employment Opportunity at Mahaana Wealth Limited:

Mahaana Wealth Limited is committed to providing equal employment opportunities without discrimination based on gender, religion, race, ethnicity, language, origin, nationality, physical ability, marital status, or social class.

- The HR Department will conduct annual (or as-needed) reviews of unfilled positions to ensure equal opportunity.
- Gender diversity hiring targets:
 - 25% in FY 2025
 - 26% in FY 2026
 - 27% in FY 2027

b. Commitment towards Retention and Development:

Engaged employees are deemed as the most productive employees; therefore, Mahaana Wealth Limited strives to achieve the following activities required in developing and retaining HR talent:

- To provide an all-inclusive, cordial, and free from biased working environment to motivate and encourage employees to grow and develop;
- There will be no discrimination between genders in terms of salary, remuneration or benefits for the same type of work performed.
- HR to highlight and propose the salary of female employees, if unjustifiable gaps are observed in any department for a longer period of time;
- Implement Professional Development Programs;
- Offer diversity focused mentoring programs;
- Track promotion rates of diverse groups;
- Use a mix of financial and non-financial tools for achieving a healthy balance of Gender Diversity at all times:
 1. Provident Fund
 2. Gratuity
 3. Company vehicle / Car allowance (refer to vehicle policy)
 4. Staff Finance
 5. Performance Bonus or Commission
 6. Health & Life Insurance
 7. In-patient and Out-patient medical facility
 8. Fuel
 9. Safe and Healthy environment
 10. Open Door Policy
 11. Recreational activities
 12. Maternity Leaves
 13. Flexible working hours

6. Protection against sexual harassment

Mahaana Wealth Limited strictly prohibits any form of sexual harassment by employees, applicants, visitors, or other affiliated individuals. Such conduct will result in disciplinary action, up to and including termination.

All employees have the right to a workplace free from harassment and hostility. The company recognizes such behavior as unlawful discrimination and adheres to **The Protection Against Harassment of Women at Workplace Act, 2010**. A dedicated Sexual Harassment Policy exists to address these issues with confidentiality and due process.

7. Management Commitment and Accountability:

It is imperative to note that the Management plays an important role in the execution and implementation of policies and procedures, thus HR Department through this policy commits the following actions:

1. Inclusion of aforesaid Gender Diversity-based objectives in Key Performance Indicators of Senior Management and staff serving in a supervisory role;
2. HR to maintain the Gender-based data with regards to employment within the company;
3. HR and Compliance department to ensure that each non-compliant department to submit their gender diversity plan;
4. Gender pay gap analysis;
5. Introduce learning programs for women on developing resilience, grit and assertiveness and handling harassment;
6. Review performance appraisal to highlight any gender-based anomaly.
7. Organize International Women's Day celebration and Breast Cancer awareness programs annually;
8. Conduct in-depth exit interviews of female employees to decipher the real reasons behind female attrition and take measures to curb future female attrition;
9. All aforementioned implementations and targets to be reviewed annually by the Management.
10. We aim to achieve an increase in our female staff employment ratio from 24% to 25% by the end of December 2025.

8. Monitoring and Evaluation:

Mahaana Wealth will ensure the success of this Policy through:

- **Annual Gender Diversity Audit:** An internal review of gender composition, pay equity, and promotion rates.
- **Quarterly Diversity Reports:** Prepared by the HR Department for review by the senior leadership team.
- **Compliance Dashboards:** Created in collaboration with the Compliance Department to track departmental performance against diversity benchmarks.
- **Feedback Mechanisms:** Surveys and feedback from employees on the inclusivity of the workplace environment.

Progress will be transparently reported to the Board of Directors and key stakeholders.