

# GENDER POLICY

Prepared by:

**Human Resources Department** 

Issue Date: **25.07.2025** | Effective From: **26.07.2025** 

Policy Number: ARV|COM\_GENP|001|260725

Arvind Limited, Naroda Road, Ahmedabad



# **OBJECTIVE:**

Arvind Ltd. is committed to fostering a workplace that respects and promotes gender equality and inclusion across all levels and functions. This policy ensures that individuals of all gender identities and expressions have equal access to opportunities, representation, and fair treatment in all aspects of employment — from hiring and advancement to workplace safety and organizational culture.

## **APPLICABILITY:**

This policy applies to all employees of Arvind Ltd., including full-time, part-time, contract staff, interns, consultants, and third-party partners engaged in business operations.

### **KEY DEFINITIONS:**

- **Gender:** Refers to the socially constructed roles, behaviors, and attributes a society considers appropriate for men, women, and gender-diverse individuals.
- **Gender Identity:** A person's internal sense of being male, female, both, neither, or anywhere along the gender spectrum.
- **Inclusion:** Creating an environment where people of all gender identities feel welcome, respected, supported, and able to participate fully.

## PRINCIPLES OF THE POLICY:

# 1. Equal Access and Opportunity

All employees shall have access to employment, development, and leadership opportunities without discrimination on the basis of gender, gender identity, or gender expression.

#### 2. Non-Tolerance of Gender-Based Harassment or Bias

Any form of gender-based harassment, inappropriate behavior, microaggressions, or stereotyping will not be tolerated and will be subject to disciplinary action.

#### 3. Inclusive Work Culture

Arvind aims to create a gender-sensitive work environment that values empathy, equity, and diversity. Team leaders are expected to promote respectful interactions across all genders.

#### 4. Support for Work-Life Integration

Arvind recognizes gender-based caregiving responsibilities and aims to provide a flexible and empathetic approach to work-life needs including maternity, paternity, parental leave, and return-to-work support.



# **GENDER-INCLUSIVE PRACTICES:**

Arvind Ltd. will actively work to ensure that:

- **Hiring and Promotions** are conducted based on merit, with attention to balanced gender representation where feasible.
- **Performance Evaluation** is fair, transparent, and free of gender bias.
- **Language and Communication** used in all internal/external materials is inclusive and non-discriminatory.
- **Facilities and Benefits** such as restrooms, uniforms, and policies accommodate the needs of all gender identities.
- **Career Progression** is equitable, and mentorship or leadership development programs consider gender representation.

# **GENDER DIVERSITY INITIATIVES:**

Arvind may, from time to time, take the following actions to support a more gender-inclusive workforce:

- Organize gender sensitization and unconscious bias training for employees and leaders.
- Celebrate key observances such as International Women's Day or Pride Month.
- Promote forums or affinity groups that support gender equity and representation.
- Monitor gender ratios across hiring, attrition, and promotions to identify any patterns that may require action.

## **COMPLAINT PROCESS AND PROCEDURES:**

Employees may raise concerns related to gender discrimination, bias, or harassment through any of the following channels:

First Level: HR Department (BUHR)

• Second Level: Line Manager

• Third Level: Head of Department (HOD)

• Fourth Level: Ethics Helpline

1. Web Portal: www.in.kpmg.com/ethicshelpline/arvind

Toll-Free Number: 1800 200 8301
Email: arvind@ethicshelpline.in

• Fourth Level: Group Ethics Officer

All concerns will be addressed in line with Arvind's **Whistleblower** and **POSH** policies. Confidentiality will be maintained to the maximum extent possible, and retaliation against individuals who raise concerns in good faith is strictly prohibited.

#### **REVIEW TIMELINE:**

This policy will be reviewed every two years or earlier if required by law, market practice, or internal compliance needs.