



Connecting Hearts
Spreading Smiles

SHIVAM INFOCOM PRIVATE LIMITED

AN ISO 9001 & OHSAS 18001 CERTIFIED COMPANY

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Gender Diversity Policy-Shivam Infocom Private Limited.

Shivam Infocom Private Limited Seeks To Offer Equal Opportunities, and Encourages the Recruitment And Selection of Underrepresented Groups.

The Company Also Seeks To Provide a Supportive Working Environment with Appropriate Conditions of Employment That Are Free Of Discrimination.

For These Reasons the Company Commits To: The Purpose of This Policy Is To Improve the Way in Which Gender and Diversity Considerations Are Integrated In All Aspects Of The Company Work. This Concerns Internal Matters (Composition of Staff and Working Methods), External Working Practices (Aspects of Collaboration with External Partners, Composition of Speakers at Events That We Organize or In Which We Participate), As Well As Substantive Elements of Shivam Infocom Private Limited Research.

Gender Diversity in the Workplace Is Becoming a Major Factor in Many Ways; Not Only Does It Help New Employees Determine Whether Or Not They Want To Work For the Organization In Question, but There Are Several Other Positive Effects That Organizations Can Take Advantage of If They Make Gender Diversity In The Workplace A Priority.

Gender Most Often Refers To Social and Cultural Differences between Male and Female, As Opposed To Biological Differences (Sex). It Refers To the Socially Constructed Characteristics of Masculinity And Femininity – Characteristics That Are Plastic. Gender Is Also an Analytical Perspective to Investigate The Implicit or Explicit Ways in Which Concepts of Gender Are Embedded In Social Institutions or Create Different Opportunities for Women and Men. Gender Balance Implies That Men And Women Are Represented Equally In Any Given Group. This Comprises both Quantitative Aspects, Equality in Numbers, And Qualitative Aspects, Equality In Terms Of Opportunity and Status.

Gender Parity Refers To A Condition Of Equality In Terms Of Status And Representation. Diversity Refers Here More Broadly To the Inclusion of Different Perspectives and Is Best Ensured By Including or Consulting Individuals of Different Backgrounds, Such As Training, Profession, Origin, Ethnicity, Gender or Religion.

Gender Mainstreaming Is the Process of Assessing the Implications of Gender on Any Planned Action, Including Policies. It Also Means Taking Different Experiences And Perspectives Into Account In Design, Implementation And Evaluation Of Shivam Infocom Private Limited Work.

For Shivam Infocom Pvt. Ltd.

Authorised Signatory