



Gulshan Spinning Mills Ltd

2nd Floor , Finlay House ,I.I Chundrigarh Road,
Karachi. (Pakistan)

Company HR Policy

GULSHAN SPINNING MILLS LIMITED

GENDER DIVERSITY POLICY

POLICY STATEMENT

The company recognizes the importance of gender diversity and the value it brings to our workplace culture, innovation, and overall performance. We are committed to fostering an inclusive environment where all employees, regardless of gender and religion have equal opportunities for recruitment, promotion/growth, development, and advancement.

PURPOSE

The purpose of this Gender Diversity Policy is to:

- Promote gender equality and inclusivity throughout the organization.
- Ensure fair and equitable treatment of all employees, regardless of gender.
- Encourage the recruitment, retention, and advancement of women in the workplace.
- Create a supportive environment that values diverse perspectives and experiences.

SCOPE

This policy applies to all employees including full-time, part-time, at all levels of the organization.

COMMITMENT TO GENDER DIVERSITY

The company is committed to:

- Promoting equal opportunities for men and women in all aspects of employment, including recruitment, hiring, training, compensation, benefits, and career advancement.
- Implementing measures to eliminate gender bias and discrimination in the workplace.
- Providing support and resources to help employees balance work and personal responsibilities, including parental leave and flexible work arrangements.
- Encouraging diversity in leadership positions and actively seeking to increase the representation of women in senior management and board roles.
- All employees are expected to support and uphold the principles of gender diversity, treat others with respect and dignity, and contribute to creating an inclusive workplace environment.

REPORTING AND MONITORING

All employees shall promote and safeguard the principles of gender diversity as outlined in this policy and shall report instances of gender discrimination, harassment, or other violations



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of this policy. Reports will be promptly and thoroughly investigated, and appropriate action will be taken to address any substantiated complaints.

COMPLIANCE

All employees are expected to comply with this Gender Diversity Policy. Violations of this policy may result in disciplinary action, up to and including termination of employment.

REVIEW AND REVISION

This Gender Diversity Policy is subject to revision based on any directive issued by SECP or any other competent forum/body/authority or whenever the company deems necessary.

CONCLUSION

The company is committed to promoting gender diversity and creating a workplace where all employees feel valued, respected, and empowered to succeed. By embracing diversity and inclusion, we can build a stronger, more innovative, and sustainable organization for the future. However, since the company is going through a period where we are working with few employees as the entire assets of the company have been sold pursuant to orders of the Sindh High Court in terms of the Scheme of Arrangement under Section 279 to 283 and 285 of the Companies Act 2017. As such the financial position of the company is not sound therefore, we cannot really compete with other listed companies which are functional. However, the commitment to promoting gender diversity and creating an inclusive workplace environment remains important and company will adhere to the same.




Company Secretary