

GENDER EQUALITY POLICY

1. Purpose

Ready Guard Security Services (Pvt.) Ltd. ("RGSS") adopts this Gender Equality Policy to promote fairness, inclusion, and equal opportunity for all genders across the organization. The purpose of this Policy is to ensure that every individual, regardless of gender, has equal access to employment, training, development, career progression, and organizational participation. Gender equality is recognized as a core organizational value and an essential component of responsible business conduct.

2. Scope

This Policy applies to all RGSS employees including security guards, supervisors, managers, administrative staff, contractors, subcontractors, trainees, and any third party acting on behalf of the organization. It applies to all RGSS workplaces including offices, client sites, field operations, accommodations, and digital communication platforms.

3. Policy Commitments

3.1 Equal Employment Opportunities

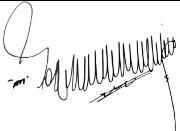
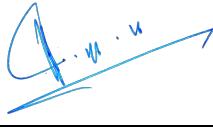
RGSS ensures that individuals of all genders have equal access to recruitment, job assignments, promotions, training, development, and organizational participation. Employment decisions must always be based on merit, qualifications, and performance rather than gender.

3.2 Fair Representation

The organization aims to promote fair representation of all genders in leadership roles, supervisory positions, administrative departments, and operational teams. Where gender representation is historically low, RGSS will encourage participation and remove unnecessary barriers.

3.3 Equal Access to Training and Capacity Building

Training opportunities must be accessible equally to all genders. This includes technical training, professional development, specialized certifications, and capacity-building programs. No individual shall be excluded from training based on gender.

	
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3.4 Equal Pay and Benefits

RGSS is committed to equal pay for equal work. Employees performing similar duties with similar responsibilities and performance levels must receive fair and comparable compensation. Any discrepancies identified will be reviewed and corrected.

3.5 Safe and Supportive Work Environment

RGSS ensures that all employees work in an environment where they feel safe, respected, and valued. Gender-sensitive measures such as safe facilities, secure transport planning, and operational adjustments will be applied when required.

3.6 Gender Inclusion in Operational Planning

RGSS integrates gender considerations into deployment planning, workload distribution, shift arrangements, and task assignments. Supervisors must ensure that operational decisions support inclusion and fairness.

3.7 Encouraging Women's Participation

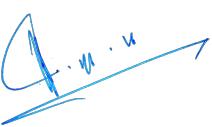
The organization will encourage the participation of women, especially in roles where representation is limited. RGSS supports women entering non-traditional roles, ensures necessary safety considerations, and provides mentorship and development support.

3.8 Non-Discrimination and Equal Treatment

RGSS guarantees equal treatment in all workplace interactions, performance evaluations, career advancement opportunities, and organizational decision-making. Gender-based bias, stereotyping, or unequal treatment is strictly prohibited.

3.9 No Retaliation

Retaliation against individuals who raise gender-equality concerns or participate in investigations is strictly prohibited. Any individual found participating in retaliation will face disciplinary action.

	
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3.10 Collaboration with Stakeholders

RGSS will work with clients, partners, government bodies, and community stakeholders to promote gender equality within operational environments where applicable.

4. Reporting Mechanism

Employees may raise gender equality concerns through supervisors, HR, the grievance committee, or written and digital channels. All reports will be acknowledged, reviewed, and addressed appropriately.

5. Responsibilities

Management must promote gender equality, allocate resources, and monitor equality indicators. Supervisors must ensure equal task assignment, fair access to training, and timely resolution of concerns. Employees must act respectfully, support inclusion, and report any barriers or discriminatory behavior.

6. Training and Awareness

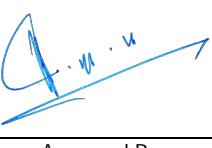
RGSS provides training and awareness sessions covering gender equality principles, unconscious bias, inclusive leadership, respectful workplace behavior, and reporting procedures. These programs reinforce a culture of fairness and participation.

7. Continuous Improvement

RGSS regularly reviews gender equality indicators including representation, training access, pay equality, and complaint trends. The Policy is updated periodically to align with organizational learning and global best practices.

8. Commitment

RGSS is committed to creating a workplace where individuals of all genders have equal opportunity to grow, contribute, and succeed. The organization rejects all forms of gender-based bias and remains dedicated to fairness, inclusion, and professionalism.

	
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