

Gender Action Plan | FY 2025-27

Satin reaffirms its commitment to gender equity through a structured, action-oriented two year plan that not only sustains but strengthens the culture of inclusion across levels.

1. Year-on-Year Increase in Women Representation

Target: Achieve minimum 12% YoY growth on a best effort basis in women representation across all roles, with a particular focus on branch and regional levels where current representation is comparatively lower.

Strengthen grassroots hiring of women in operational roles through regional recruitment drives and local partnerships.

2. Leadership Acceleration Program: “SHELeads”

Launch of ‘SHELeads’: A leadership development series led by existing women leaders such as Aditi Singh, Manvinder Kaur and others.

Format: Mix of workshops, fireside chats, mentoring circles, and experience-sharing forums.

Focus: Build confidence, strategic thinking, and communication skills in emerging women professionals, with tailored modules for branch-level and HO employees.

Outcome: A visible, empowered bench of future-ready women leaders across functions.

3. Gender Pay Equity Review

Annual audit of gender pay gaps at departmental and role-based levels to ensure fairness and eliminate unconscious disparities.

Maintain transparent reporting and communicate remedial actions where applicable.

4. Women in Field Roles – Enablement and Retention

Invest in safety measures and accommodation support where feasible to ensure that women in field roles feel secure and supported.

Build peer support groups for field officers to connect, share, and learn from each other’s experience.

5. Listening Forums and Feedback Mechanisms

Bi-annual “Voices of Women@Satin” forums to capture feedback from women employees and translate insights into action.

6. Enhanced Referral Program for Women Candidates

To encourage gender-diverse hiring, we will be introducing a special provision under our referral program. When an employee refers a woman candidate, the referral reward budget will be increased, recognizing and incentivizing efforts that contribute to building a more inclusive workforce.

7. #ShaktiSpotlight – Celebrating Women at Work

We believe every journey matters. Through our new initiative #ShaktiSpotlight, we will feature stories of women employees who have completed a significant tenure with us. These stories will be shared every Monday/Friday on our social media platforms and showcased on our office display. This initiative aims to celebrate their growth, resilience, and contributions.

8. Focused Female Representation in HO & Replacements

To strengthen women’s representation across the organization, we will adopt the following practices:

- **Replacement Preference:** When a woman employee exits, we will aim to replace the position with another qualified woman candidate wherever feasible.
- **Minimum One-Woman Policy in HO Departments:** We commit to ensuring that every department at the Head Office includes at least one female team member, fostering diverse perspectives and balanced representation at all levels.