

# Gender Pay Gap Report

**STAMENS**  
SOFTWARE PVT LTD

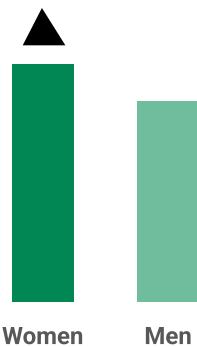
At Stamens Software Pvt. Ltd., We believe that a diverse and inclusive workforce is essential to our growth and success. We are committed to providing equal opportunities for all employees, regardless of gender, and ensuring that everyone is compensated fairly for the work they do.

We recognize that addressing the gender pay gap is an ongoing priority, and this report outlines our commitment to transparency, fairness, and continuous improvement in this area.

## 1. Overview of Gender Diversity at Stamens Software Pvt. Ltd.

Our workforce is made up of talented individuals from diverse backgrounds, skills, and experiences. At Stamens Software, we strive to create an inclusive culture that celebrates gender diversity at all levels. We continue to work towards achieving an equal balance in terms of gender representation across all departments, roles, and leadership positions.

### Gender Pay Gap



At Stamens Software, we understand the importance of ensuring fair pay for all employees. As part of our commitment to transparency, we regularly conduct gender pay gap analyses to evaluate whether there are any disparities in compensation between male and female employees.

Through these analyses, we assess various factors that may contribute to any differences in pay. This includes examining the distribution of employees in different roles, seniority levels, and departments to identify any areas where improvements can be made.

## 3. Root Causes of the Gender Pay Gap

While we aim to provide equal pay for equal work, there are several factors that can influence the gender pay gap. These may include:

**Representation in Senior Roles:** A greater proportion of leadership roles may currently be held by men, which can contribute to a gap in pay levels.

**Job Roles and Levels:** Employees in different roles may have different pay scales, and women may be more likely to be in lower-paying or entry-level positions.

**Workforce Flexibility:** We acknowledge that caregiving responsibilities often impact women more significantly, influencing their career progression or choice of part-time roles.

## 4. Actions to Address the Gender Pay Gap

Stamens Software Pvt. Ltd. is dedicated to reducing the gender pay gap and creating a more equitable workplace. Our efforts include:

**Regular Pay Audits:** We conduct periodic pay audits to identify any disparities and take corrective actions where necessary.

**Fair Recruitment and Promotion Processes:** We strive to ensure that our hiring and promotion practices are gender-neutral and based on merit, experience, and skills.



**Leadership Development Programs:** We offer mentorship and professional development opportunities to all employees, with a particular focus on empowering women to take on leadership roles.

**Work-Life Balance Initiatives:** We have policies in place that support flexible working arrangements, helping employees balance their personal and professional responsibilities.

**Salary Transparency:** We ensure that our employees have a clear understanding of how salaries are determined and the criteria for performance-based raises or promotions.

5. Our Commitment Going Forward

At Stamens Software, we are committed to continuously improving and fostering an environment where everyone is treated equally. Looking ahead, we aim to:

**Enhance Female Representation in Leadership:** We are focused on increasing the presence of women in leadership and senior management roles.

**Work Towards Closing the Gender Pay Gap:** We are taking concrete steps to address any existing pay gaps and ensure that all employees are compensated fairly for their work.

**Ongoing Education and Training:** We are committed to training our hiring managers and leadership team to recognize and eliminate unconscious bias, ensuring fair treatment for all employees.

6. Conclusion

Closing the gender pay gap is a long-term commitment, and at Stamens Software Pvt. Ltd., we are focused on creating an inclusive workplace where all employees feel valued and are compensated fairly. We remain dedicated to taking actionable steps to achieve gender equity in pay and leadership.

If you have any questions or would like more information about our gender pay gap efforts or our diversity and inclusion initiatives, please feel free to contact us.

