OUR VALUES IN PRACTICE

Gender Equality and Equal *Opportunity*

- *Equal access to growth*

Equality shows up in decisions, not just statements. **Hiring. Development. Recognition. Leadership.** When the criteria are clear, the reasoning can be explained, and the pathways are consistent across roles, sites, and levels, opportunity stops depending on who you know and starts reflecting what you bring.



HIRING	DEVELOPMENT	RECOGNITION	LEADERSHIP

Fair opportunity is not a favour. It is what lets the right people rise for the right reasons.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
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01 WHAT THIS VALUE MEANS TO US

Opportunity you can actually reach

For us, gender equality and equal opportunity are visible in the decisions we make, not only in the values we state. They mean fair access to hiring, learning, development, recognition, promotion, and leadership, with the same standards applied to everyone.

It means criteria that are clear, decisions that can be explained, and pathways that look the same whatever your gender, role, or location. It also means reducing the quiet, informal gatekeeping that can decide who gets noticed, so that opportunity is earned on merit and open to all.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Fair access builds stronger talent

Talent that grows and stays

When people can see a fair path forward, they invest in their work and choose to stay. Equal access to development and advancement deepens skills across the organisation and protects it from losing good people for the wrong reasons.

A measure of social accountability

Within any credible ESG framework, how opportunity is shared reflects an organisation's social accountability. Transparent, explainable decisions reduce bias, build trust, and earn lasting confidence with people and partners.

Equal access to growth

Opportunity becomes fair when the criteria are clear, the reasoning can be explained, and the path forward looks the same for everyone who is ready to take it.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Fair hiring
Selection rests on capability and potential, with the same standards applied to every candidate.

Equal access to development
Training, stretch work, and mentoring are open to all, not quietly reserved for a chosen few.

Recognition on merit
Good work is seen and credited fairly, regardless of gender, role level, site, or how visible it is.

Respectful conduct
Everyday behaviour stays professional and respectful across all roles, teams, and backgrounds.

Transparent expectations
Roles, criteria, and what good performance looks like are set out clearly, so no one has to guess.

Explainable decisions
Promotion and reward decisions can be explained on merit, with care taken to check for bias.

Fair participation
Projects and responsibilities are shared so everyone has a real chance to contribute and be seen.

Trusted reporting
Concerns about unfair treatment can be raised through channels that are safe and taken seriously.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Engage with opportunity fairly, support colleagues across differences, and raise concerns when access is not equal.

Our leadership
Keep criteria clear, decide without bias, document the reasoning, and own the opportunity pathways they create.

Our business partners
Uphold the same standards of fairness and non discrimination in how they hire, develop, and promote.

Clients and collaborators
Engage with us in a manner that respects fair opportunity for everyone who contributes to the work.

05 GOVERNANCE AND ACCOUNTABILITY

Equal opportunity becomes credible only when it is supported. We hold ourselves to clear criteria, fair review, documented decisions, consistent accountability, firm non retaliation, and continuous improvement. Where opportunity is not being shared fairly, we look at why and we act.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to a workplace where opportunity is open to all on fair and transparent terms. We will keep our criteria clear, our decisions explainable, and our pathways consistent, so that everyone can grow on merit.

Quantum Systems Management Pvt. Ltd.