	Samira Fabrics (Pvt) Ltd	Document No:	SFPL-WP-POL-01
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	Women Protection	Revised Date:	01-01-2025

Women Protection Policy

Samira fabrics, firmly believe in creating a workplace where women feel safe, respected, and valued. we commitment to ensuring the dignity, health, and protection of all women working with us.

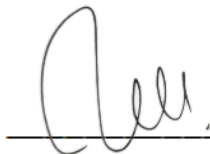
- **Zero Tolerance for Harassment:**
Any form of harassment, misconduct, or inappropriate behaviour towards women is strictly prohibited. We take such matters very seriously and have taken immediate action against offenders.
- **Safe Workplace Environment:**
Women working in our organization have the full right to work voluntarily, without any form of coercion or pressure. We respect their decisions and individuality.
- **Freedom of Work:**
Women working in our organization have the full right to work voluntarily, without any form of coercion or pressure. We respect their decisions and individuality.
- **Equal Opportunities:**
We ensure that women have equal access to opportunities for growth, training, and development based solely on their skills and abilities.
- **Complaint and Redressal Mechanism:**
We have a clear and confidential system in place for handling complaints. Any woman who faces an issue is encouraged to come forward and report it to the management. We will ensure her concerns are addressed fairly and without retaliation.
- **Awareness and Empowerment:**
We regularly conduct sessions to educate employees about workplace safety and women's rights, fostering an environment of awareness and respect.

Raising Concerns:

If at any point a woman feels unsafe or faces an issue, she is encouraged to report it directly to the management. We guarantee that her complaint will be taken seriously and resolved promptly. We respect the hard work and contributions of all women and are dedicated to building an inclusive and respectful workplace where they can thrive.

پالیسی برائے تحفظ خواتین

سمیرا فابریکس کی انتظامیہ اس بات کا عہد کرتی ہے کہ وہ ادارے میں کام کرنے والی تمام خواتین کی صحت و حفاظت کے ساتھ ساتھ عزت وہ آبرو کا بھی خیال رکھا جاتا ہے، خواتین کے ساتھ ادارے میں کسی بھی قسم کے زبردستی کرنا یا مجبور کرنا جیسے افغان سختی سے منع ہیں، ادارہ اس بات کی تائید کرتا ہے کہ خواتین اپنی مرضی سے کام کریں اور کسی بھی قسم کے شکایت کی صورت میں انتظامیہ کو آگاہ کریں۔

 کمپنی نمائندہ