

Women's Empowerment & Gender Equality Policy

Organization: i4D Parishkaar Technologies Private Limited

Effective Date: May 2026

Scope: All Internal Operations, Hiring, and Community Capacity Building

Statement of Purpose

i4D Parishkaar Technologies Private Limited is dedicated to dismantling the digital divide and driving equitable outcomes for women. We recognize that true sustainable development is impossible without gender equality. We are committed to fostering an inclusive ecosystem where women lead in the development, deployment, and utilization of digital tools and Artificial Intelligence.

Core Commitments

- **Women-Led and Women-Owned Innovation:** As a company founded and directed by Sai Geetha, Parishkaar Technologies is a proudly women-owned and women-led enterprise. We embed female leadership at the highest strategic levels, ensuring that our technological innovations are guided by diverse and inclusive perspectives.
- **Bridging the Gender Digital Divide:** We are committed to designing digital tools and AI-driven solutions that are inherently accessible to women, particularly those in marginalized and grassroots communities. Our capacity-building curricula are intentionally structured to accommodate varying levels of digital literacy to ensure women are not left behind in the digital transformation.
- **Inclusive Workplace Practices:** We enforce strict equal opportunity hiring and maintain a safe, inclusive workplace free from discrimination or bias. We actively recruit, mentor, and promote women across all levels of our technical and mobilization teams.
- **Empowerment Through Capacity Building:** In all external projects, we prioritize the empowerment of women-led Civil Society Organizations (CSOs) and initiatives focused on women's economic empowerment. We ensure our training methodologies provide women with the practical AI and data analysis skills necessary for evidence-based advocacy and leadership.

Accountability The leadership team is responsible for ensuring these principles are integrated into our daily workflows, internal partnerships, and the delivery of all training and development programs.