





Pay Equity & Inclusive Practices

Equity is promoted through fair hiring, merit-based growth and transparent compensation aligned to role, performance and market benchmarks. Women's representation, including in leadership, is tracked through defined metrics and leaders' balanced scorecards, reinforcing accountability across the organisation. Inclusive practices extend beyond representation to creating a safe and supportive workplace. GMMCO continues to strengthen women's participation across technical, field and corporate roles, supported by POSH awareness and certification, safe travel provisions, well-being initiatives and programmes addressing unconscious bias. Together, these practices help create an environment where women are valued, treated fairly and empowered to grow based on capability, performance and potential.

Inclusive Leadership & Representation

Diversity is a leadership priority at GMMCO, with gender representation goals built into leaders' balanced scorecards. Women are supported through equitable hiring, development and opportunities in traditionally male-dominated roles. A breakthrough example is seven women engineers in critical condition-monitoring roles at the world's second-largest mine—reflecting GMMCO's values of Entrepreneurship, Empowerment and Excellence through inclusive leadership and business impact.

Work-Life Integration & Flexibility

Women are supported through parental leave, role-based flexibility, empathetic manager support and structured return-to-work assistance. Wellness and engagement initiatives help employees balance career and caregiving while staying connected and confident. These practices improve continuity, productivity and retention, creating a supportive workplace where women can thrive personally and professionally.





<https://www.gmmco.in/>

Upskilling & Leadership Development

Future-ready skills are built through technical training, digital learning, live projects, coaching and on-the-job exposure. Cross-functional assignments and operational responsibilities broaden business understanding and strengthen leadership confidence. This practical, performance-led approach improves career visibility, prepares women for larger roles and supports growth based on merit, potential and continuous learning.

Acknowledging Success & Contributions

Women's achievements are celebrated through leadership appreciation, internal platforms, employee stories and recognition forums—building confidence, pride and morale while creating visible role models across the organisation. Beyond recognition, GMMCO enables women to strengthen their capabilities through digital learning, leadership development and company-sponsored management education programmes. High-potential women are encouraged to build executive presence, communication and leadership skills, preparing them to take on broader responsibilities and challenging roles. By making achievements visible and creating opportunities for continued growth, GMMCO reinforces a culture where contribution, performance and potential are recognised and celebrated.

Diversity-Driven Innovation

Innovation is strengthened by ensuring women contribute across corporate, customer-facing, technical and operational functions. Women today are participating in engineering, service operations, digital solutions, workshops and mining environments—bringing diverse perspectives to problem-solving, customer engagement and decision-making. A breakthrough example is seven women engineers working in critical 24x7 condition-monitoring roles at a major mine, challenging traditional perceptions of women's roles in the mining industry. As operations increasingly adopt digital technologies, automation, remote monitoring and connected equipment, GMMCO is creating opportunities for women to contribute to technology-led roles and help shape safer, smarter and more productive operations.

Shaping the Future Through Leadership

Our leadership style empowers people to take ownership, contribute ideas and pursue excellence. We aim to build diverse, future-ready leaders who drive innovation, sustainable growth and meaningful impact.

Shahid Ashraf
Chief Human Resources
Officer
GMMCO Limited

