Women in STEM – Inclusive Workplace Framework

Creating an Equitable Workplace through Technology, Transparency and Continuous Growth

BlueTree Consultancy Services Pvt. Ltd.

Our Philosophy

We believe women in STEM succeed when organisations create transparent systems, continuous learning opportunities, flexible work practices and a culture of recognition. Our initiatives support women through different stages of their careers while ensuring growth is based on merit, capability and measurable impact.

WOMEN IN STEM FRAMEWORK

Flexible Work & Life Support

- Work-from-home support
- Flexible work schedules
- Childcare flexibility
- Maternity support

Transparent Growth & Recognition

- Work Desk – role clarity and measurable outcomes
- Goals & Rewards – continuous feedback and recognition
- Merit-based career growth

Continuous Learning & Capability Building

- Skill Academy
- Certification sponsorship
- AI, leadership and professional development

Outcome: Career progression based on measurable impact

Key Initiatives

Focus Area	Initiative	Outcome
Flexible Work	WFH and flexible work arrangements during childcare and critical family responsibilities	Improved work-life integration
Life Stage Support	Maternity benefits and supportive return-to-work environment	Career continuity
Transparent Performance	Work Desk provides role clarity, measurable outcomes and objective evaluation	Reduced subjectivity; equal opportunity
Recognition	Goals & Rewards enables continuous feedback, peer recognition and merit-based incentives	Recognition based on contribution
Learning	Skill Academy, certification sponsorship, AI and leadership programmes	Continuous capability development

Technology-Enabled People Ecosystem

BlueTree's internally developed digital platforms work together to enable an equitable and inclusive workplace for women in STEM.

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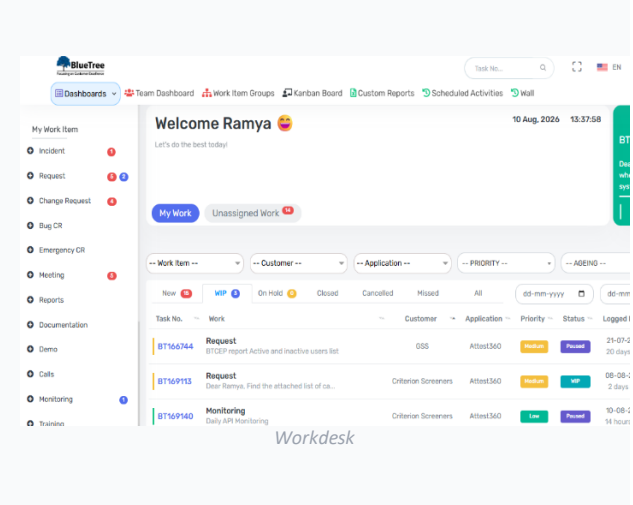
Digital Platforms

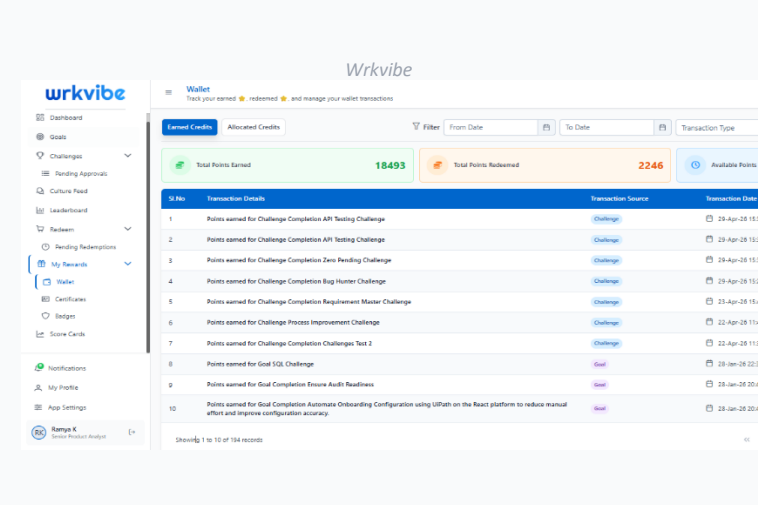
Work Desk – role clarity, task tracking and measurable outcomes.

Goals & Rewards – continuous feedback, peer recognition and performance incentives.

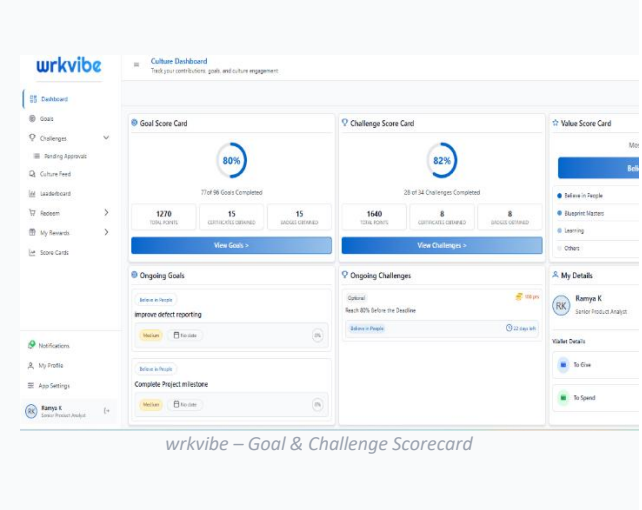
Skill Academy – technical, product, leadership, AI and certification learning.



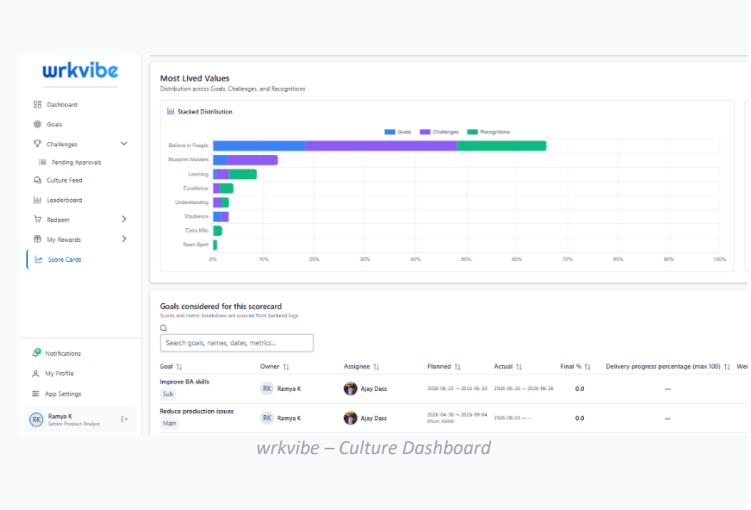
Workdesk – Role clarity, Every day activity ,task tracking



Goals & Rewards (wrkvibe) – culture dashboard and wallet



Goals & Rewards (wrkvibe) – goal, challenge and value scorecards



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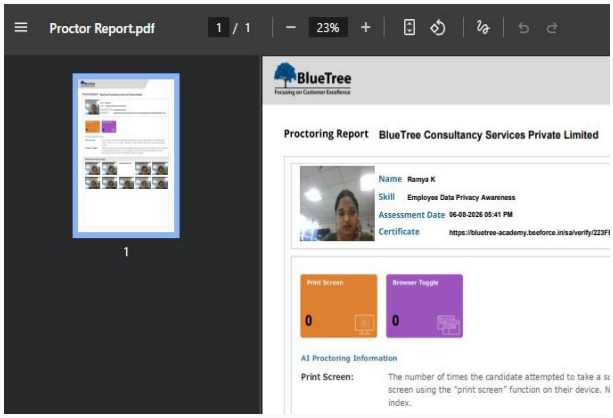
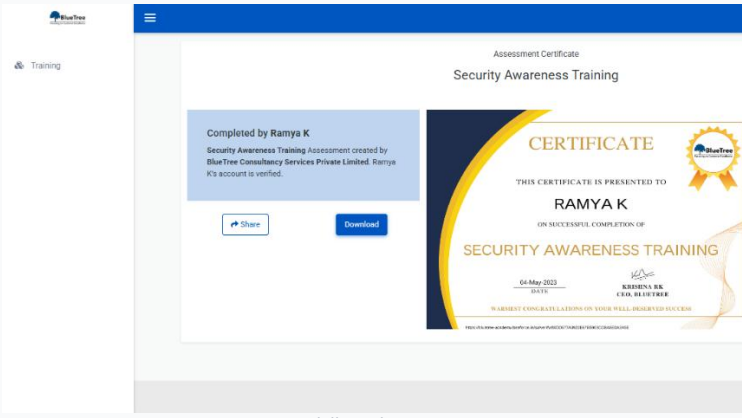


Skill Academy

Skill Academy - Learning ,Training, Certification



Skill Academy

Skill Academy- Learning ,Training, Certification

Women in STEM Enablement

- ✓ Flexible work arrangements
- ✓ Childcare flexibility
- ✓ Return-to-work support
- ✓ AI & leadership learning
- ✓ Performance incentives
- ✓ Work-from-home support
- ✓ Maternity benefits
- ✓ Certification sponsorship
- ✓ Peer recognition
- ✓ Marriage & childbirth milestone recognition

What Makes BlueTree Different

- ✓ Internally developed digital platforms supporting transparency and fairness.
- ✓ Continuous feedback replacing traditional annual-only reviews.
- ✓ Recognition driven by organisational values.
- ✓ Performance measured through outcomes, not presence.
- ✓ Learning integrated with performance development.
- ✓ Flexibility across different life stages.

BlueTree Women in STEM Promise

We are committed to creating an equitable workplace where women in STEM are empowered through flexible work practices, transparent performance systems, continuous capability development and recognition based on merit. Our goal is to enable women to build long-term, fulfilling careers and grow into future leaders.