Best Companies for Women in India & Most Inclusive Companies Index
Yearbook 2023 | 8th Edition
The 2023 Avtar & Seramount Best Companies for Women in India
Be Equal
Progress is only possible when everyone is empowered to reach their full potential, not despite their differences, but because of them. IBM champions diversity and equal rights for everyone.

IBM is proud to be a Vision sponsor of Avtar and Seramount Best of the Best Conference 2023.

beequal.com
Avtar, set up in 2000, is India’s first diversity advocate & workplace inclusion expert. Renowned for its extensive work in the space of Diversity, Equity & Inclusion (DEI) and more specifically, women’s workforce participation, Avtar is the country’s largest provider of second career opportunities for women and is also the earliest to begin working on diversity audits and measurement. Lead by the visionary Dr Saundarya Rajesh, Avtar Group, has ventured into areas of gender inclusion and career creation, which are firsts to India.

- Creating platforms for second career women to meet potential employers,
- Developing a comprehensive set of career enablers which companies can implement in their workspaces
- Spearheading original research that has provided cutting edge insights to organizations
- Creating India’s first diversity hiring portal myavtar.com for women, LGBTQ, PWD, Veterans and Silver Generation
- Re-Skilling, Up-skilling and Counselling of women to pursue sustainable career paths and
- Building career intentionality amongst under privileged girl children.

Avtar Group, a Stanford Seed certified company, has built its DEI offerings under six EDs, which ensures that every organization can have a clear path towards moving forward, building and sustaining diverse, equitable and inclusive workplaces. The six EDs – Enrich Diversity, Embed Diversity, Enable Diversity, Experience Diversity, Extend Diversity and Endow Diversity are constructed along six key implementation dimensions of Diversity - for Audits & Advisory support, Recruitment Programs, Workshops and Training Programs, Conferences & Events, Extending Diversity to partners, suppliers and vendors, and Endowing underprivileged diversity talent, respectively. For its transformational impact in the realm of DEI, Avtar Group was listed in the prestigious Steward Leadership 25 Listing by Strait Times & INSEAD at Singapore in 2022.

Learn more at www.avtarinc.com.

Seramount is a strategic professional services and research firm dedicated to supporting high-performing, inclusive workplaces. Over four decades, we’ve established a strong, data-driven understanding of the employee experience, which lays the groundwork for everything we do. Seramount partners with over 450 of the world’s most influential companies, large and small, to offer pragmatic solutions including best practice DEI research, workplace assessment, employee learning and development, and talent sourcing. These offerings empower companies to navigate a dynamic corporate environment and to cultivate a resilient, connected workforce that achieves extraordinary outcomes.

Learn more at www.seramount.com.
Hello everyone,

I am delighted to welcome you to the 8th edition of Avtar and Seramount’s Best Companies for Women in India (BCWI). As we witness a bigger canvas with greater focus and deeper intentionality from the participating companies, I am reminded of the concept of micro habits. These habits refer to the steady steps taken every day to build momentum, which ushers in the dramatic transformation we seek. The findings of this edition illustrate how these incremental efforts, these micro habits, have helped organizations get closer to the metamorphic cultural change that looked distant in the past. Avtar takes pride in being a partner to all organizations finding a place in this canvas of the BCWI and be the first to applaud India Inc.’s steadfast pursuit of gender diversity, through strategic intent, competitive focus, and unwavering commitment.

However, let me be candid – when we launched the study in 2016, little did I imagine that within such a short period, the BCWI would become the gold standard for diversity benchmarking. With intense data harvesting efforts by the amazing DEI SPOCS of all participating companies, BCWI helps organizations capture, collate, and present benchmarks that unveil fresh insights each year on gender diversity. The happy consequence of the strong data analytics is the impressive advancement made by companies in gender inclusion. I am specially elated to watch organizations that have utilised the learnings from BCWI to improve their scorecard each year and create workplaces that shine with the power of diversity.
I strongly believe this is an outcome of leadership conviction. I have always felt that Diversity, Equity & Inclusion (DEI) is fundamentally a leadership sport. If leaders invest their energies in mastering DEI, the outcomes are phenomenal. Cohesive teams that always leverage and celebrate the power of diversity, are formed. Business thrives, supply chains deliver greater inclusive value, and the world becomes a better place to live in!

As India gallops towards growth (recently exhibiting a lot of market resilience in the face of global recessionary trends), companies have added to this glory with their initiatives. Among the 100 best companies, there is a commendable rise in women's representation at 36.9% - this is a 2% increase from 2022 (and a 12% jump from 25% in 2016, when we first measured this metric), a feat that establishes that our vision of gender balance could become a reality, sooner than we thought.

Another critical component of our study is the aspect of women's advancement. To our 100 Best companies this is non-negotiable. Enablers like mentoring, sponsorship and coaching are driven in a structured manner, as a result of which women leaders with business responsibilities are growing – crossed 20% for the first time this year; women's representation at the n-1 level or CXO level also crossed an average 20% mark, for the first time in 2023. Let us also acknowledge the fact that these enablers are provided against a backdrop of carehood – self-care support including period leaves and support during menopause are on the rise, child-care and elder care support continue to get innovative!

The Most Inclusive Companies Index or MICI (a study attached to BCWI) addresses other diversity strands including People with Disabilities (PwDs) and members of the LGBTQ+ community - MICI turns five this year and has had its own exclusive moments of triumph. Today, there is dedicated focus on PwD and LGBTQ+ in more than 90% of companies that feature in the index. The efforts are multipronged as 96% of companies on the index train their hiring managers to be culturally sensitive and competent, while 87% of companies on the index require their interview panels to be diverse (up from 85% last year). Adding more talent from underrepresented groups like persons with disabilities, supported by initiatives to enable their career advancement, the companies are pulling all stops to become more inclusive or most inclusive!

While we look at these numbers with a sense of achievement, we are amazed by this unflinching drive to raise the bars, constantly and consistently. Moon-shotting for the longest time was considered an ambitious goal setting exercise to aim and reach-out for the moon. But let us remember that a few months ago, we as a country actually got to the moon! This reaffirms my belief that diversity-rich workplaces are no longer elusive dreams – it is a synergic destination towards which India Inc's pace is increasing, by the minute!

Best Regards,

Dr Saundarya Rajesh
Founder-President, Avtar Group
Dear Colleagues and Friends,

I’m proud to present the results of the 2023 Seramount & Avtar 100 Best Companies for Women in India initiative. The 100 Best Companies for Women in India list represents the most progressive and forward-thinking companies for women.

This is our eighth report and with each year, the number of applications increases. This year is no different, receiving 354 applications from organizations in India spanning every major industry, geographical location and line of business. The increase in intent this year, shows how committed India and its business community remains to the advancement of women in the workplace. We celebrate their leadership, employees, and the efforts made to create an inclusive work environment where women (and all talent) can succeed.

We at Seramount also remain committed to empowering organizations to create inclusive workplaces. The talent landscape is changing and we help our partners get ready for what’s ahead by offering employee-focused solutions, including best practice DEI research, workplace assessment, employee learning and development, and talent sourcing, that cultivate a resilient, connected workforce that achieves extraordinary outcomes.

For 38 years, Seramount, has celebrated the U.S. 100 Best Companies for offering programs and policies that allow parents and caregivers to succeed at work and at home. We are pleased to again partner with Avtar led by Dr. Saundarya Rajesh, to name the 2023 Seramount & Avtar 100 Best Companies for Women in India.
Seven years ago, we launched the Inclusion Index in the U.S., which was created to drive change and help organizations accelerate progress in diversity, equity, and inclusion (DEI), while holding them accountable for their progress. But the requests to assess global efforts continued to increase. To address these needs, we launched the Seramount Global Index in 15 countries. I’m proud to report that this year’s Global Inclusion Index has grown to include 24 countries.

Avtar’s Most Inclusive Companies Index helps companies in India focus their efforts to understand gaps and provide specific strategies, programs, tools, and resources to help raise the standard on DEI strategies to improve the hiring, retention, engagement and career advancement for under-represented sectors including gender, LGBTQ+, People with Disabilities (PwD), and different generations.

We invite you to review the Avtar & Seramount 100 Best Companies for Women in India and the Most Inclusive Companies Index report for critical insights into the current status of women in India’s workforce as well as for other underrepresented groups—where there’s been progress and where the biggest opportunities exist!

Congratulations to all the 100 Best and the Champions and Exemplars. Let’s celebrate the inclusive workplace cultures these trailblazing organizations have built in India and around the world so that all their employees bring their most authentic selves to work each day. In doing so, they create success for themselves, their companies, and their communities.

Best Regards,

Subha V. Barry
President, Seramount
22 years at the forefront of DEI innovation

Avtar is a one-stop solution providing companies the tools they require to create a sustainable culture of inclusion, identifying the most impactful components that can change their cultural trajectory.

The 6 E Framework

What has proven to be effective for 100s of organizations on the path of diversity, equity and inclusion.

- Embed Diversity
- Enable Diversity
- Enrich Diversity
- Experience Diversity
- Extend Diversity
- Endow Diversity

For over two decades now

- Building supportive ecosystems
- Offering comprehensive ESG Solutions
- Transforming corporate landscape

Unlocking and Unleashing The Power of Diversity
www.avtarinc.com
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Fueling impact through diversity, equity & inclusion
The Best Companies for Women in India (BCWI)
India has seen a period of immense growth and the pool of companies across sectors has been growing steadily in recent years. Under the umbrella of India Inc. with every company trying to make its own space, what makes some stand out? What is that one common characteristic that distinguishes successful organizations from the rest? Undoubtedly, it is the culture that propels growth for people, for products & services, for all critical stakeholders in the ecosystem. This has been time and again established by high-growth organizations and testified by their employees’ world over. It was in 2016 that Avtar, India’s premier DEI Solutions firm, partnered with New York-based Seramount (then Working Mother Media) to bring the 100 Best Companies for women (Avtar & Seramount Best Companies for Women in India – BCWI) study to India.

2023 BCWI was launched in February this year. More than 300 companies from every major industry, geographical location and line of business comprised the applicants for BCWI. The application forms with close to 300 questions, required applicant companies to provide data of high-order granularity on their practices, programmes and policies to ensure gender inclusion at their workplaces. The study accepted applications from companies (meeting the eligibility criteria of at least 500 employees in India) between February and July, 2023. The Top 10 Best Companies and 100 Best Companies for Women in India were chosen based on their efforts towards gender inclusion, as represented in their applications.

This study looks into the following key dimensions of gender diversity policies and practices:

- Gender Profile
- Inclusion, Commitment, & Accountability
- Career enhancement program
- Work Life Programs
- Measures for PoSH
- Parental Provision
- Flexible Work Structure
BCWI transforming the gender inclusion landscape: 8 years of BCWI

**WOMEN’S REPRESENTATION**
(This denotes the representation of women as a part of the overall workforce)

**WOMEN AT MANAGERIAL LEVEL**

**Percentage of women amongst all hires**

**Career Sponsorship**
(a sponsorship program is similar to mentoring, although in this case the sponsor is held accountable for the development and success of the sponsee.)

**Leadership training**
E-learning for POSH
(These are e-learning modules to raise employee awareness on ‘Prevention of Sexual Harassment (POSH))

Structured process for flexible working
(This refers to a structured process to address flexible working request)

Remote work
(This refers to work from home)

Onsite child care support
(This refers to child care facilities/crèches within company premises)

Near site child care
(This refers to child care facilities near company premises with which the company has tie-ups)
**Second career programmes**
(This refers to the formal hiring programmes to identify and recruit women on career breaks)

**Maternity Retention Rate**
(This refers to the rate at which companies retain women after company provided maternity leave)

**Paternity leave**
(This refers to fully paid leave offered to male employees in the event of child-birth)

**Duration of fully paid paternity leave**
At Target, we champion workplace diversity and an inclusive work environment where everyone can thrive and bring their authentic self to work, irrespective of their race, gender, sexual orientation, age, physical abilities or religious beliefs.

Our culture of care, grow and win together defines who we are – a diverse team that takes care of each other, pushes the boundaries of innovation, and has a lot of fun along the way.

We are equally committed to fostering an environment of diversity and inclusion in the larger ecosystem through various initiatives we run in the community.

Learn more about how we stay true to our purpose of helping all families discover the joy of everyday life at https://india.target.com.
The Expanse:
2023 Best Companies' Profile
2023 Best Companies’ Expanse

The eighth edition of BCWI was launched in February 2023. The application had over 300 questions spanning seven different segments. Every company that applied to participate, submitted data towards a standardized application form. The companies were evaluated based on their application data. This year, we had more than 350 companies applying to participate. In this segment we present the profile of companies that emerged part of the 2023 – 100 Best listing.

100 Best companies: Industry Distribution

- **Information Technology**: 25%
- **Banking, Financial Services & Insurance**: 12%
- **ITES**: 11%
- **Professional Services, Management Consulting, Accounting**: 10%
- **Manufacturing**: 7%
- **Pharmaceutical**: 7%
- **Science, Engineering, Aerospace, Medical Devices**: 7%
- **Consumer Products (including Cosmetics, Food and Beverages)**: 4%
- **Automotive**: 3%
- **Hospitals/Health Care**: 4%
- **Chemical (including Petro)**: 2%
- **Media, Internet and Advertising**: 2%
- **Telecommunications**: 2%
- **E-commerce**: 1%
- **Logistics & Services**: 1%
- **Real Estate/Infrastructure development**: 1%
- **Retail and Apparel**: 1%

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100 Best companies: Employee Strength-wise Distribution

- 6%: 501-1000 Employees
- 49%: 1001-5000 Employees
- 22%: 5001-15000 Employees
- 6%: 15001-30000 Employees
- 16%: >30000 Employees

100 Best Companies: Distribution based on country of origin

- Indian Companies: 31%
- MNCs: 69%

100 Best Companies: Employee Base/ Women Distribution

- Total Employee Base: 22,08,486
- Total women: 8,13,728

100 Best Companies: Year of Incorporation-wise Distribution

- Before 1990: 1%
- 1901 - 1950: 6%
- 1951 - 1980: 9%
- 1981 - 1990: 12%
- 1991 - 2000: 29%
- 2001 - 2010: 29%
- After 2010: 14%
Hi, we’re Seramount
Your trusted partner in every talent environment

We help organizations prepare for what’s next with our expert solutions:

- Best practice
- DEI research
- Assessment and engagement strategy
- Learning and development
- Talent sourcing

Learn more at Seramount.com
Best Companies for Women in India: Winners Segment - 2023
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Description</th>
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<tbody>
<tr>
<td>Accenture Solutions Private Limited</td>
<td>Barclays in India</td>
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<td>Barclays in India</td>
<td>Citibank</td>
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<td>EY</td>
<td>IBM INDIA PRIVATE LIMITED</td>
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<td>Infosys Limited</td>
<td>KPMG in India</td>
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<td>KPMG in India</td>
<td>Publicis Sapient, a division of TLG India Private Limited</td>
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<td>Publicis Sapient</td>
<td>Tech Mahindra Limited</td>
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Companies are placed in **Top 10 - Hall of Fame** for featuring in the Top 10 list for 5 years
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<th>Company Name</th>
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<tr>
<td>Abbott India</td>
<td>Accenture Solutions Private Limited</td>
<td>Acuity Knowledge Partners</td>
<td>Aditya Birla Capital Limited</td>
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<tr>
<td>Aspire System India Pvt Ltd</td>
<td>AstraZeneca India Pvt Ltd</td>
<td>AstraZeneca Pharma India Ltd</td>
<td>AYA XL India Business Services Pvt. Ltd.</td>
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<td>Bain Capability Centre India Pvt. Ltd</td>
<td>Barclays in India</td>
<td>BASF INDIA LIMITED</td>
<td>Bayer</td>
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<td>Biocon Biologics Pvt Ltd</td>
<td>Boehringer Ingelheim India Pvt. Ltd</td>
<td>Cairn Oil and Gas, Vedanta Limited</td>
<td>Capgemini Technology Services India Limited</td>
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<tr>
<td>Citibank</td>
<td>Cushman &amp; Wakefield India Pvt. Ltd</td>
<td>DBS Bank India Limited</td>
<td>DBS Technology Services India Private Limited (formerly known as DBS Asia Hub2 Private Limited)</td>
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<tr>
<td>Deutsche Bank Group</td>
<td>Diverse India Hygiene Private Limited</td>
<td>Dow Chemical International Pvt. Ltd</td>
<td>Eaton Technologies Pvt Ltd</td>
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<tr>
<td>Enphase Solar Energy Private Limited</td>
<td>EPAM Systems India Private Limited</td>
<td>EY</td>
<td>Finastra Software Solutions Pvt Ltd</td>
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<th>Company Name</th>
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<td>Flipkart Internet Private Limited</td>
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<td>Genpact India Private Limited</td>
<td>IT Services</td>
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<td>GSK India Global Services Private Limited</td>
<td>Pharmaceuticals</td>
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<td>Healthcare</td>
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<td>HDFC Life Insurance Company Limited</td>
<td>Insurance</td>
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<td>HP Inc</td>
<td>IT Hardware</td>
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<td>IBM INDIA PRIVATE LIMITED</td>
<td>IT Services</td>
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<td>IMPETUS</td>
<td>IT Services</td>
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<td>Indegene Ltd</td>
<td>Healthcare</td>
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<td>Infineon Technologies India Pvt. Ltd</td>
<td>Semiconductors</td>
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<td>Ingram Micro India Pvt Ltd</td>
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<td>Integra Software Services Pvt. Ltd</td>
<td>IT Services</td>
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<td>Intercontinental Hotels Group</td>
<td>Hospitality</td>
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<td>KONE Elevator India Private Limited</td>
<td>Elevator Systems</td>
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<td>KPMG in India</td>
<td>Consulting</td>
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<td>Lear Corporation</td>
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<td>Lintas India Private Limited</td>
<td>Advertising</td>
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<td>Lowe's Services India Pvt Ltd</td>
<td>Retail</td>
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<td>Macquarie Global Services Pvt Ltd</td>
<td>Financial Services</td>
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<td>MAERSK</td>
<td>Shipping</td>
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<td>MakeMyTrip India Pvt. Ltd.</td>
<td>Travel</td>
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<td>Mastercard Incorporation</td>
<td>Payments</td>
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<td>Midland Credit Management India Private Limited</td>
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<td>Molecular Connections Private Limited</td>
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<td>Mondelēz International</td>
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<td>Morgan Stanley</td>
<td>Investment Banking</td>
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<td>MSD Pharmaceuticals Private Limited</td>
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<tr>
<td>Myntra Designs Pvt Ltd</td>
<td>E-commerce</td>
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<tr>
<td>NielsenIQ (India) Private Limited</td>
<td>Analytics</td>
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<td>Northern Operating Services India</td>
<td>IT Services</td>
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<tr>
<td>Optum Global Solutions (India) Private Limited</td>
<td>Healthcare</td>
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<td>Pegasystems Worldwide India Private Limited</td>
<td>Software</td>
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Companies are placed in **100 Best - Hall of Fame** for featuring in the 100 Best list for 5 years
PTC is a software company with a best-in-class CAD, PLM, ALM, IoT, and AR technology portfolio. Our competitive edge lies in our commitment to delivering innovative solutions to our customers that continue to revolutionize how products are engineered, manufactured, and serviced.

Our passion is fueled by the opportunity to innovate, to challenge the status quo, and to develop the solutions for tomorrow. We’re unconventional in our thinking, purposeful in our delivery, and ready to disrupt the norm to help our customers solve challenges in new ways.

At PTC, we don’t just imagine a better world, we help create it.

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TIAA Global Capabilities

We are a company of Acceptance, change & inclusion.

Join TIAA Global Capabilities and discover how different perspectives open greater possibilities for women all across India.

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The Trailblazers:
2023 – Top 10 Best Companies for Women in India
Accenture is committed to accelerating gender equality and is well on its way to achieving a global gender balanced workforce and 30% women’s representation at the leadership level by 2025. Accenture in India is catalyzing goals focusing on building an inclusive talent pipeline, embedding inclusion and fostering genuine belongingness.

Women represent 47% of the workforce at Accenture in India, and approximately 26% of Accenture India Leadership. Building a gender diverse talent pipeline across levels is a business priority. Key initiatives to boost women's workforce participation include:

- Real-time talent supply analytics to provide insights into gaps in the recruitment funnel
- Career Reboot - Assisted Return to work for women on a career break of 2+ years, through internships and full-time employment opportunities
- Flagship programs—Inclusive Internship Program and Aarambh, create career pathways at Accenture for women from under-served communities

**Inclusion by design to retain and engage women:**

Talent practices across the employee life cycle have been designed to create equitable experiences -

- Targeted programs and proactive initiatives to retain women on maternity leave, care givers, high performing individuals in all diverse segments
- Regular evaluation of existing benefits/programs/policies to ensure that they meet people’s emerging needs. This includes Gender-neutral policies and benefits such as POSH, parental leave policy (childbirth, surrogacy, adoption), flexible working and child-care benefits
- Returning Mothers Program is focused on enabling a smooth transition back to work with coaching support from colleagues who have traversed the motherhood journey
- “Speak up channels” such as Women Emergency Helpline, Business Ethics Line, and HR mailbox.

There are efforts to create a culture that celebrates and values inclusion through continuous engagements like -

- Vaahini, a pioneering network offers an opportunity to engage, enable and empower women in the workforce through networking
At Accenture, we are well positioned to be a gender-balanced workforce by 2025. We’re catalyzing our equality journey by embedding inclusion in everything we do, encouraging and enabling all our people to be champions of our culture of equality in all their actions – big and small. This is what makes Accenture a place where all our people can have vibrant careers and feel like they belong."

Lakshmi Chandrasekharan, Managing Director, Human Resources Lead, Accenture in India

- Vaahini Women in Leadership (VWIL) program for women MDs, to strengthen their networks
- Employee resource groups, including niche groups like those for Single Parents, Caregivers to neurodiverse people, to strengthen community support and belongingness
- I&D Celebrations beyond historic milestones, including - International Women's Day, Lesbian Day of Visibility, Transgender Day of Visibility

Creating future leaders through trailblazing programs:
To provide boundary-less career opportunities to women, there are targeted learning and development programs focusing on technology, functional and leadership skills. Bespoke programs such as: High-Tech Women (equips women to take on challenging technology roles), Grow Women in Leadership (develop high-performing women at mid-senior levels for future leadership roles), LeadHER (experiential learning program for identified women leaders).

Enabling sustainable community impact: Accenture's resolve to gender equality goes beyond the boundaries of the organization and focusses on the community through multiple transformational programs such as:
- **Women Founders Program**: Unique mentoring initiative for identified early-stage women led Indian startups in the B2B deep tech and enterprise SaaS domain
- **Skills to Succeed**: Equipping youth and women from economically weaker sections and persons with disabilities with skills for high-demand job sectors. Impacted 100,000+ lives since launch in 2010.
- **Unnati**: Mentoring women micro-entrepreneurs in remote villages, including artisan and weaver communities.
Barclays Gender Diversity strategy continues to remain focused on driving change, advocating for gender equity and building an inclusive culture. Barclays continue their efforts to identify and develop high-potential female talent within Barclays and in the market as they work towards their gender ambition.

**Gender Ambition**
Launched in 2018, Barclays' Gender Ambition is focused on improving gender diversity across the organization. Having achieved the initial goal of 28% by the end of 2021, in 2022, the organization announced refreshed Gender Ambition of 33% representation of women in senior leadership roles (Managing Directors and Directors) by the end of 2025. To make progress towards the ambition, they have been building a strong pipeline of gender-diverse talent at all levels through hiring initiatives and development programs. At the end of 2022, the representation of women among Directors and Managing Directors was at 29% globally.

**Developing gender diverse talent pipelines**
Win, Barclays' gender employee resource group aims to encourage, inspire and support women in achieving their career goals and potential at Barclays. Win is dedicated to attracting, retaining and developing female talent to increase the representation and decrease the turnover of women at every level of their business. As part of their Continuous Listening strategy, they conduct surveys for their colleagues, providing regular opportunities to feedback on their experience of working at Barclays.

**Supporting and developing women colleagues at every stage of their careers**
Barclays believe that attracting, developing and retaining talent that represents the communities served. Barclays India encourages individuals who have taken a career break and now wish to re-enter into workforce to apply through regular hiring channels. With multiple development programs to support the growth of colleagues, there are opportunities and resources necessary to strengthen key skills to progress and reach their full potential. Women development programmes that includes Launchpad program and Women in Machine Learning program address their development needs more effectively.
Socio-economic diversity as an asset
Bringing in intersectionality of gender, generational and socio-economic aspects together Barclays have hired candidates either raised by a single parent or first-generation graduates with an estimated 85% female representation. All hires were either raised by a single parent or were first-generation college graduates and voiced a strong sense of pride at being the first members of their families to work in a corporate environment, particularly one where socio-economic diversity is seen as an asset.

Supporting colleague wellbeing
Prioritising the wellbeing of employees is central to creating productive teams where all individuals feel valued and included. Barclays’ Be Well program provides a holistic and inclusive perspective on wellbeing which supports the needs of their diverse workforce.

“Strengthening DEI helps us build a stronger business and allows us to better support our clients, colleagues and communities. We continue to build on a culture in which all colleagues feel included and supported at every step of their career, and remain committed in our efforts to identify and develop high-potential female talent within Barclays and in the market.”

Jaideep Khanna, Head of Barclays Asia Pacific & Country CEO, India

“Fostering a workplace where everyone feels welcomed and has an opportunity to develop themselves is essential for us. This recognition affirms that our efforts are being made in the right direction. It is an indication of our strong commitment to promote diversity, and help everyone progress their careers at Barclays.”

Praveen Kumar, CEO BX India
Citi's commitment to Diversity, Equity, and Inclusion is longstanding. At an organizational level, they provide holistic support that encompasses the nature of work, infrastructure, policies, and development opportunities for all colleagues. This consistent effort and commitment have led to multiple recognitions, including the Gold Employer Award from IWEI (India Workplace Equality Index) for three consecutive years (2020, 2021, 2022), recognition as one of the Top 10 Best Companies for Women in India for four consecutive years, and being placed in the 'Champion' category of Avtar's Most Inclusive Companies Index for three consecutive years. In April 2023, Finance Asia recognized Citi as the Bank with the Most Progressive DEI, firmly establishing them among the top inclusive employers in India.

Citi's senior leaders hold themselves and their teams accountable for fostering an equitable and inclusive culture. They emphasize a sustainable business agenda backed by sound governance and comprise the Diversity Steering Committee, led by the CEO and CHRO, the India Diversity Council, and nine Inclusion Networks. Furthermore, the three leadership principles—We Take Ownership, We Deliver with Pride, and We Succeed Together—are at the core of everything they do.

To continue supporting their colleagues on maternity leave, Citi India recently launched the Mat Flex policy. A woman employee can now request to work from home for up to 12 months upon returning from her maternity leave. Additionally, on a need basis, a woman employee can request three months of work from home in the last trimester of her pregnancy.

Citi also takes pride in their unique Performance Guidelines policy implemented in 2015, with 100% coverage year over year. Women employees on maternity leave retain the better of the average of the two previous performance years or the current year's rating—whichever is higher. Citi's benefits for women on maternity leave go beyond this and include Maternity Matters Toolkits, Buddy Program, and Maternity Insurance Coverage that covers surrogacy, egg freezing, stem cell, and maternity coverage.
We are committed to creating an organization whose diversity is reflective of the varied communities we serve. This ensures that we have a multitude of perspectives to truly understand our clients’ challenges and opportunities and help them prosper. Diversity, Equity and Inclusion are foundational to Citi’s culture, while meritocracy remains at the forefront of all that we do. We strongly believe what gets measured gets done. We announced in 2022 that we had exceeded our aspirational diversity representation goals—increasing women’s representation at the Assistant Vice President to Managing Director levels. These efforts, along with our robust policies and a culture that encourages all colleagues to bring their authentic selves to work, is at the core of our Diversity, Equity and Inclusion strategy.

Ashu Khullar, Chief Executive Officer, Citi India and Regional Head for Citi South Asia
Exceptional experiences for women at EY:

Through the lens of equity - EY commits to advancing diversity, equity and inclusiveness (DE&I) and driving sustainable change for greater social equity. They recognize that the impact of any crisis isn't the same for everyone. It presents an opportunity for the organization to help ensure its DE&I agenda goes beyond multiple dimensions of diversity, considering intersections of social identities throughout the employee lifecycle.

1. Supporting women through leadership and development:
The organization recognizes the role of social equity in every career journey. To take this agenda forward, EY teams conduct bespoke programs such as CreatEY, Ascent, and Accelerate, which are their women leadership development programs across ranks. EY Women's India Network (EYWIN) helps their women access interventions like the Women Business Leaders network featuring women CXOs, Board readiness workshops, capability building sessions, and ‘Everywoman’: a self-development app. Another initiative is the newly launched Ask Me Anything (AMA) discussion series with women leaders across the EY organization. Through the six sessions of AMA in FY23, EY teams have helped create a space for over 4,000 women professionals to see more role models in action. Other very successful initiatives include the conversation café sessions on domestic violence, menstruation, and post-partum depression. With these sessions, they maintain a pulse on their DE&I goals through real-time dashboards that help them identify areas of improvement.

2. DE&I top-down accountability:
DE&I is a mandatory goal for their leaders, wherein each leader must sponsor at least one woman professional in the senior manager/associate director ranks. Their equitable sponsorship program has seen EY member firm partners sponsoring over 600 women impacting their career trajectories. They also have a robust DE&I Council comprising senior business leaders who drive accountability in their teams.
3. Hiring and supplier diversity:
Through their flagship recruitment program ‘recruitHER’, the EY organization is building a robust talent pipeline, enhancing hiring experiences, and positioning itself as the ‘Best employer for women’. They conduct focused recruitment campaigns, such as #WomenDisrupt - to onboard more women in STEM roles at senior levels, and ‘Double@Atime’ – with double referral bonuses for hiring women and meeting recruitment targets for recruiters. Their recruitment team and hiring managers are trained regularly against nonconscious biases, and they have introduced blind resume profiling and diverse panels in the interview process. They also have programs for their alumni and second-career women, such as BIG (Back in Game), ReInstate, RISE and Vayanashala – to recruit second-career women from diverse socio-economic backgrounds and offer them full-time and gig opportunities.

4. Employee wellbeing and engagement:
For EY, wellness is not just a top priority but also their purpose. Their accountability-driven wellness council focuses on flexibility and wellness within the organization. The EY organization believes in personalizing wellness and benefits to meet the unique needs of their professionals – program and policy updates for new parents; promotion of same-sex partner insurance; Employee Assistance Programs (EAP); hobby clubs; wellness campaigns including people impact and vendor benefits such as Cult fit subscriptions and wellness/doctor app subscriptions. They also heavily utilize technology to make wellness accessible and convenient for employees; they have built a communication platform plug-in with wellness partner Thrive Global for daily prompts. They also have an engagement platform where businesses can pre-book activities (chargeable projects) for hybrid team engagements. As inclusive and equitable leadership becomes the need of the hour and not just a business imperative and good practice, the EY organization continues to strengthen its policies and practices to visibly reflect equity and inclusiveness.

“At EY, equity is a key driver in fostering inclusiveness and belonging for all, helping us equip everyone to achieve success, as they define it. By driving gender inclusion through the lens of equity, we create an environment where women professionals feel supported to build careers that fit their needs and aspirations.”

Sreekanth Arimanithaya, EY GDS Global Talent and Enablement Services Leader
IBM strives to continually lead with its values & beliefs that enable IBMers to develop their potential, bring their full self to the workplace, and engage in a world of inclusion. Attracting, retaining and developing female talent across the world is not only essential to IBM’s company culture, it is a business imperative and part of its DNA. From 1899, when the company hired its first women employees till today, IBM’s commitment to celebrating the talent of women has been at the forefront of its business and a key driver of success.

IBM is focused on fostering an environment that supports women and acknowledges the multiple demands they experience daily—often taking the lead as caregivers at home. A significant focus has been put on improving retention, engagement and increasing representation of women at all levels of the company. Each business unit takes responsibility for hiring, retaining and promoting women at mid, senior & executive levels. Business unit leaders present data and the measures they take to improve & ensure diversity at all levels. It has benefitted the company hugely because diversity is a business imperative for IBM. By having a good mix of all genders at the top, IBM ensures that its policies and processes have a holistic vision.

- The Women Executive Council consists of highly accomplished executives passionate about the attraction, growth, development, engagement and retention of women at IBM.
- Career development programs for women at all levels to build a pipeline for executive positions.
- Mentoring and coaching programs to strengthen their leadership muscle.
- Program for women in technical professions across all sectors and service lines to foster technical vitality in the community.
- Programs to encourage and equip women to take up people management responsibilities
- Overcoming unconscious bias.
- Establishing a supporting work environment that offers IBMers flexibility and control over their work while integrating the needs of the business and employees
- Support programs & policies for parents.
• Celebrating not only the advancement of women but also those who create the environment to let women step up and succeed.
• Help women re-enter the workforce after a career break.
• Programs on self-inclusion, financial acumen and mental/physical health.
• Empowering IBM women with the tools to succeed.

“The G20 India presidency has brought a paradigm shift in the global outlook for closing the gender gap in the socio-economic and climate change sectors. Every effort that corporations make to address the gender gap will accelerate growth not only for the companies, but for communities, countries, families, and the world at large. Keep at it.”

Amit Sharma, Managing Partner, Global Delivery, IBM Consulting
Gender diversity is an important ambition of Infosys Limited’s ESG vision 2030. The organization’s focus on strengthening gender diversity in the workplace emphasizes the participation of women in technology, management and leadership. The efforts have resulted in 39.4% (1,35,355) women in their workforce in fiscal 2023. This is the highest % of women in the workforce across Indian IT companies. Infosys has 11.6% women in the leadership (>20 years’ experience) levels.

Some of the interventions include -

- **Maternity:** A strong return to work post-maternity program includes Infosys’ Maternity Handbook. The document serves as a ready reference for managers to articulate the organization’s promise to provide a considerate and enabling ecosystem to women before and during the maternity phase and on their return to work post-maternity. The InfyMe App, Infosys’ new digital experience landscape for employees, has a service called iMother, designed to help women stay connected, relevant and inspired during this important stage of their personal and professional lives.

- **IamtheFuture:** A 12-month-long integrated program, in collaboration with Stanford, to develop women leaders who are not only better prepared to take up expanded responsibilities but also inspire those who follow them. Since its inception in 2021, 450 women leaders have completed the IamtheFuture program logging over 35,000 learning hours. About 4,300 assignments have also been completed and graded by Stanford professors.

- **Orbit Next:** A year-long program for high-performing women at the middle management level. The current cohort includes 1,200 women high performers. The program has four key levers – a profile assessment through business simulation by DDI India, interventions to strengthen the digital quotient levels through additional reskilling and upskilling, Tech Talks by subject matter experts and an Impact to Elevate program to hone leadership skills. 26% of women from the Orbit Next program have been promoted to the next higher role in FY2023.
Our commitment to strengthen the participation of women is integral to our ESG Vision 2030. Strong policies, practices and programs have ensured we sustain our efforts by fostering professional and personal growth for all. Being in the top 10 companies for women in India for a fourth time in a row and being included in the Hall of Fame is indeed an honor. Thank you AVTAR.

Aruna C Newton, Head- DEI & ESG Governance and Reporting, Infosys Limited
KPMG in India remains committed to nurturing a culture that values and celebrates its women colleagues. Throughout the year, the organization has systematically driven actions and outcomes that have helped it build further on a culture of conscious inclusion; where trust is deep-rooted, innovation thrives, and people flourish. The policies, programs, and practices are designed to ensure women colleagues feel safe, included, and empowered. The organization's work culture and environment ensure there are ample opportunities for its women colleagues to grow and succeed at the firm. They have continuously strived to look at meaningful ways to build the childcare infrastructure they need so their colleagues and their families can #ThriveWithUs. The organization understands that childcare is not only a family matter but a business issue as well. It impacts how and when they work and for many of them, why they work. As their commitment to gender-neutral caregiving, after careful assessment of the requests from their people, they have moved to a 'wider choice utilization' model by engaging a childcare aggregator to provide a platform with a broader range of daycare service providers. Their Returning Women Programme is dedicated to hiring, retaining, and empowering women who have been on a career break. In the current context of the pandemic, which led to a significant loss of women in the workforce across industries in India, the programme aspires to reabsorb this talent pool.

KPMG envisions providing a conducive support ecosystem to returning women under the programme’s pillars of engage, enable, and empower, where they have aligned their hiring process and practices for this talent pool, bridging their learning gaps and harnessing their true potential. For them, the programme is a strategic business imperative that will embolden their goal to be a more inclusive and diverse firm. It helps women make a meaningful second career comeback by providing opportunities akin to their skills and experiential learning, supported by mentorship and a robust ecosystem of enablers. As an equal opportunity Firm that believes in building a culture of safety, they have the responsibility to create and maintain a workplace that is free of any forms of harassment or discrimination. The firm is committed to a zero-tolerance approach to address sexual harassment, and its utmost priority is to ensure every colleague feels safe and motivated, with high levels of morale. Creating awareness about specific risks that could compromise the safety, dignity, and respect of an individual is important. They have always done this in an easy-to-understand, accessible way by continuously reaching out to colleagues through communication and making the workplace a thriving one.
Our Firm has been and always will be committed to the advancement of women, their representation in the workplace, to gender equity and equality and growth, in every way. As we reflect on what role gender plays in our identity and in our lives, we will only move forward towards sustainability if everyone is aboard, and no one is left behind, while furthering our commitment to foster diversity and relentless pursuit of inclusion at KPMG in India.

*Sunit Sinha*, Partner and Head – People, Performance & Culture, KPMG India
Publicis Sapient values diverse teams as they foster belonging, human potential, creativity, and innovation. Through purposeful programs and policies, these programs empower women to bring their authentic selves to work, thrive in their careers, and make a positive impact. Launched in 2020, RISE is Publicis Sapient's mentorship program that empowers and uplifts women and underrepresented genders.

RISE stands for -
R: Redefine the future of the organization when it comes to gender equity
I: Inspire all to achieve their potential as they learn and grow at PS
S: Strengthen leadership skills
E: Elevate women leaders

The program's pillars include sponsorship, mentoring, and skill development. Women candidates are matched with executive leadership sponsors, who strategically prepare them for future career opportunities. Mentoring is facilitated through a global technology-enabled platform, connecting mentees with suitable mentors for career guidance. Skill development programs address workplace barriers at various career stages, combating gender stereotypes and supporting those in male-dominated roles. Underpinning each of these programs is Leadership Advocacy to ensure foundational support and engagement from leaders.

The RISE initiatives benefit around 300 women, offering unique development opportunities and fostering an inclusive and equitable organizational culture. Through RISE, Publicis Sapient empowers women and underrepresented genders by providing resources, mentorship, and skill development, facilitating their growth and success within the organization. Publicis Sapient also understands that women, who often take career breaks for life milestones face the toughest challenge in re-entering the workforce. They are committed to providing the right support and psychological safety, recognizing this as a crucial first step in women's career-return journeys.
The Spring Program at Publicis Sapient is dedicated to empowering women as they resume their professional journeys after a career break. What sets the program apart is its unique approach of enabling women to seamlessly continue their careers from where they left off. By offering full-time positions to women returnees, the program fosters a sense of security and eliminates psychological apprehensions. This commitment to providing a supportive and inclusive environment is vital in enabling women to thrive and bring their best selves to the workplace. Recognizing their experience and providing tailored integration support post-joining, the Spring Program ensures women returnees are equipped for success. Mentorship, comprehensive learning, and upskilling opportunities in engineering, business analysis, and product management are provided, allowing diverse voices to thrive within the organization. Since its launch in India in 2016, the Spring Program expanded globally with a maternity return rate of over 98%. Its growing alumni community endorses its inclusive approach.

“We have always believed in equal opportunities and have been a strong proponent of diversity and inclusion. Our efforts to enable transformation through this philosophy also extends beyond our own organization into the work we do as part of our corporate social responsibility initiatives.”

Sanjay Menon, Managing Director, Publicis Sapient, India
Human aspirations, needs, and expectations from work are evolving at the blink of an eye. Tech Mahindra (TechM) acknowledges that the "nice to have" benefits of yesterday have become a "must have" today. So, it continues to look for differentiators to create a workplace that is welcoming to people of all genders.

Bringing women to work: A great company for women starts with a company that has a sustainable representation of women. To ensure this, TechM mandated hiring 50% freshers and 30% lateral women through diverse recruitment drives. These included campus connects, focused hiring drives, buddy referrals, ReStart (return-to-work after a career break) programs, and impact sourcing. The Maternity Assistance Program has helped women return to work post-maternity leave with the assistance of experienced mothers trained as mentors. With hybrid working as the norm, TechM continues to ensure wellness, safety, and meaningful work are the top priorities.

Building women at work: TechM helps women grow exponentially through mentorship programs like COLORS, Role Model etc. Alongside this, TechM's flagship WLP-CROWN (Creating Result Oriented WomeN) program took women in middle management on 9-month personalized learning journeys with guaranteed stretch roles on graduation. They also have access to platforms like #NAD Learn and Harvard Spark that support self-learning. For women in technology, TechM organizes hackathons and sponsors women to attend external technology forums across the industry.

Supporting women at work: For those special moments in life where women require support, TechM created programs like reserved parking and ergonomic seating for pregnant women, crèche facilities, adoption and assistance. With focused interventions (for existing, expecting, or nursing mothers), special initiatives (like Culture Clubs dedicated to women, inclusive infrastructure, and gender sensitization efforts), and days of significance (Women's Day, Women Equality Day, and likes), TechM touched upon aspects of women's lives which would otherwise go unnoticed or unrewarded. There were also checks and balances in place like audits to ensure no discrimination during performance appraisals, neutral job descriptions, merit-based compensation, etc.
As a company with a purpose, we understand the power that Diversity brings in. It opens us up to new perspectives, different viewpoints and helps us craft human-centric solutions. We've made a concerted effort to improve our gender representation as that puts us on the pathway to achieve our purpose.

Harshvendra Soin, Global Chief People Officer and Head-Marketing, Tech Mahindra

Celebrating women at work: Finally, TechM connected women's success at the workplace with their success in their lives beyond work. The company created platforms where the women's parents, partners, and children could also become part of the TechM family and witness the magic they make daily. It recognized talents beyond skills at work (through a regular understanding of pain points and their expectations), supported their aspirations, dreams, and fears (through academic tie-ups for women pursuing higher education), gave flexibility (Sabbatical-leave option, work-from-anywhere option), and highlighted every achievement as a stepping-stone for long-term success.

All these initiatives collectively helped TechM create a unique value proposition for women, where they feel welcome and are given a fair chance to be their best selves every day. The impact is reflected in internal employee engagement surveys (women's engagement scores higher than the organization's average) – and hundreds of shining stories of success. TechM understands that respecting all people and valuing the differences among them will help it create connected experiences across a connected world.
In 2022, women represented 35% of the global workforce at ZS. The organization has been making progress toward achieving its goal of having 50% women and gender-expansive individuals at the company by focusing on hiring, engagement, and retention strategies for women. This has led to an increased representation of women in leadership positions at the organization.

To achieve these objectives, the organization has implemented a focused hiring approach that includes considering diverse leadership candidates. They have also launched multiple initiatives aimed at attracting, hiring, and promoting women in the workforce in India. These initiatives encompass activities such as Women's Ace-a-thons, Women Referral Blitz, Boomerang Referrals, Expanded campus partnerships (+18), and deliberate bias mitigation performance practices. Additionally, the organization introduced a month-long program that offers an increased referral bonus for referring women candidates. The Women@ZS LinkedIn Campaigns have also played a role in highlighting the organization's commitment to women-oriented programs, resulting in a higher number of women applicants.

In their commitment to diversity, equity, and inclusion (DEI), the organization partnered with an external DEI advisory firm to launch a training program aimed at eliminating bias and ensuring equity in their talent acquisition process. They have also implemented specialized programs, including parental leave and flexible work hours, to support returning mothers in their career journeys.

To foster the growth of women leaders, the organization has initiated the Path2Principal (P2P) program, designed to develop the leadership skills of women managers in India. This program equips participants with the skills and mindsets required for future leadership roles within the organization. Through workshops, coaching, learning sessions, and internal projects, P2P aims to empower women leaders and increase their representation in senior leadership roles. The positive impact of the program is already evident in terms of improved executive presence, self-awareness, and the development of a growth mindset among participants, with five out of 20 managers being elected to Associate Principal positions.
It is a feeling of immense gratitude and honor to be recognized as one of the 2023 Top 10 Best Companies for Women in India for the third consecutive year. It is reassuring to know that we are making progress in the right direction as we grow and diversify our workforce. ZS continues to center equity in the efforts and policies to build more expansive inclusion and diversity. Our endeavour is to make all ZSers experience a deep sense of belonging, to feel heard and respected and empowered to thrive.

Mohit Sood, regional managing principal, ZS

The organization also places a strong emphasis on allyship through programs like EACH (Enabling Allies & Champions). EACH supports employees on their allyship journey, providing education, interaction, and personal reflection opportunities to explore gender diversity in the workplace. Participants in EACH are actively working to improve the work experience of female colleagues and create a more inclusive workplace. These efforts have led to male allies taking action to support women.
The relentless pursuit of a world that works better for people

Exceed your potential

We are a continuous learning organization. Our multiple development programs and employee recognition initiatives ensure you reach and exceed your potential.

We are limitless
The Role-Models:
2023 - 100 Best Companies for Women in India
Abbott India

Diversity, Equity, and Inclusion are fundamental at Abbott – in their people, mindsets, and business models. It is core to fulfilling their purpose and is embedded in their values. Their continuous efforts in building a gender-diverse and inclusive workplace are best reflected in employee resource groups like Women Leaders of Abbott (WLA) – a platform to attract, retain, and empower women talent. Since its inception, WLA has hosted various initiatives. Wo-Mentoring, is a structured mentoring program, which accelerates the development of high-potential talent. Happy Feet, a maternity management program, provides support during this crucial life transition.

Additionally, the Working Mothers of Abbott employee network was established in 2022, fostering connection, support, and shared learning amongst working mothers at Abbott. Safety provisions, including late-night cab services and outstation allowances, are in place to enhance security. Abbott’s ASCENT program creates opportunities for veterans and women returning from career breaks to embark on second careers. Avenue, a support program, assists women with relocation requirements arising from personal circumstances.

Acuity Knowledge Partners

Acuity emphasizes professional development, career coaching, and grooming for bigger projects. Promotions, and guidance regarding each woman employee’s career trajectory are invaluable tools nurtured to grow female talent in the organization.

Project Velocity: The project aims to invest in talented women leaders at the mid to senior level to develop critical leadership skills to influence, empower, and mentor.

The MOM Project, Maternity Transition Programme: The objective is to build practices and initiatives to have a smoother experience for women employees going on maternity leave and returning after a break. The purpose is to increase the number of returning mothers and retain them.

RISE- The Group mentoring program: This mentoring program focuses on pairing senior leaders with junior female mentees. It is designed for participants to build lasting relationships, discuss, and take action on career objectives.

Aditya Birla Capital Limited

Aditya Birla Capital is committed to strengthening workforce diversity and ensuring a continuous focus on building a culture of inclusion. Their policies and workplace are centered on providing the best facilities for women employees. The
Maternity and Official travel policies are designed to focus on the unique needs of women employees. The POSH policy and redressal framework reiterates ABC’s zero-tolerance approach. Focused hiring initiatives enable the organization to reach a wider pool of women professionals, which also includes historically excluded groups like women after career breaks, etc.

ABC Her Cafe is a dedicated platform for women employees and is used to initiate conversations on varied topics most relevant to women professionals. Their women’s leadership programs focus on supporting and guiding women colleagues to build skills and develop leadership competencies.

Aspire System India Pvt Ltd

The organization believes diversity and inclusion bring better business results, ensuring people are happy and satisfied. Their multigenerational workforce belongs to different backgrounds, races, gender, culture, education, personality, and religion. However, none of these parameters define an Aspirian; their skills and passion do. Besides hiring people from diverse backgrounds, they ensure that all get equal opportunities to learn, grow, and excel in their careers, thus providing an inclusive work environment.

Aspire believes developing a culture of support and inclusivity lays the groundwork for diverse and underrepresented voices to be heard and for their work to be valued. In line with organizational values ORBIT—they strive to create a workplace that believes in improved reachability, unbiased recognition, respect for diverse viewpoints and perspectives, and the freedom to seek, learn, and grow.

AstraZeneca India Pvt Ltd

The organization has strived to focus efforts towards equality and diversity by bridging the gender gap and increasing the number of women across levels. They have a mandate that 50% of candidate profiles for every position are women. For director-level positions, the target is 28% women profiles. In talent acquisition, they have a target of 35% of total positions to be filled by women candidates. In 2022, they surpassed the target to reach 38%, an increase of 3%. For senior manager profiles, a female member is part of the panel to overcome bias. Exclusive training and developmental programs locally and globally target women at three levels. Empowerment for women employees in individual contributor roles or first-time managers who aspire to become leaders. Diversity by Design for women at the middle management, who are on the leadership threshold, and the third for women at senior levels. This year, women have assumed leadership roles, and 5% of women have taken up senior manager and above roles.

AstraZeneca Pharma India Ltd.

For enhancing leadership, the program Diversity by Design is for women who need to achieve their full potential in leadership roles. For talent acquisition, the organization prioritizes diversity by aiming for 100% diversity in growth roles and a minimum of 75% diversity in replacement roles. To encourage a diverse talent pool, there is a 2x reward for women referrals, actively involving employees in attracting talent from various backgrounds. Furthermore, diversity hiring and retention targets have been integrated with the goal sheets of F+ managers and talent acquisition teams.
AZDA (AstraZeneca Development Academy) & AZLA (AstraZeneca Leadership Academy) are two initiatives that invite all people managers to unleash their full potential, accelerate their careers, and unearth improvement areas through a robust assessment. It teaches how to be a role model and make an impact through better communication, conflict management, and decision-making.

AXA XL India Business Services Pvt. Ltd.

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

AXA XL’s mission is to drive the enterprise’s inclusion and diversity strategy by cultivating women leaders, driving gender equity, and fostering a more inclusive culture. Women colleagues account for 47% of the AXA XL India workforce. All the leadership have set strategic priorities on inclusion with a focus on improving gender diversity within their respective organizations. Three key initiatives in 2022 were:

- **Diverse Slate Policy**: AXA XL believes in attracting and leveraging the diverse talent market to win the war for talent and be more successful in achieving business goals.
- **Smart Working Policy for new Mothers**: In AXA XL, Smart Working means agreeing upon using and creating different working environments for different activities with the right support while maintaining our well-being and maximizing our individual and collective performance through a culture of accountability, trust, and empowerment.
- **AXA XL Manager Academy**: AXA XL People Manager Academy is a world-class digital learning experience for People Managers. The first batch of AXA XL Manager Academy saw a participation of 41% women employees.

Bain Capability Centre India Pvt. Ltd.

BCN emphasizes the thriving and flourishing careers of women through policies. Flexible-working policy allows women flexibility to work from home/office according to the situation. Women-centric policies like Maternity Leave policy, Childcare policy, Adoption policy, Caregiver policy, Health and Wellness leave policy, Marriage Leave policy, Compassionate leave policy - Professional abatement policies like MBA school sponsorship, Leave of Absence, Externship policy, Transfers and Domain role change. Insurance policy comprises flexible top-up plans for best-in-class OPD/IPD coverage, monthly allowance for well-being per employee, partnering with ‘Silveroak’, their wellness vendor on mental well-being, Legal, Financial, Diet counseling and work-life easing services, along with Mental well-being support apps like ‘Tranquil’, ‘Unmind’, ‘Headspace’ and ‘Sleep School’.

Professional development program allocates budget per individual, giving a chance to women employees to upskill themselves. BEACON is an exclusive mentorship program designed for emerging women leaders to support their growth.

Barclays in India

Also placed in Top 10 - Hall of Fame for featuring in the Top 10 list for 5 years

Barclays’ Gender Diversity strategy continues to remain focused on driving change, advocating for gender equity, and building an inclusive culture. Globally, the organization has increased its female representation at Director/Managing Director grades to 29% in 2022, in line with gender ambitions of 33% female representation by 2025.

Barclays India encourages individuals who have taken a career break and now wish to re-enter into workforce to apply through regular hiring
channels. Targeted development programs like the Launchpad program and the Women in Machine Learning program aim to address their development needs more effectively.

Win, Barclays’ gender employee resource group, aims to encourage, inspire, and support women in achieving their career goals and potential at Barclays. Across the board, the teams are dedicated to attracting, retaining, and developing female talent to increase representation and decrease the turnover of women at every level of their business. An annual Inclusion Summit is for and by the leaders and the regional DEI ERG representatives to move the DEI needle across the organization and at all levels.

BASF INDIA LIMITED

BASF India has been working towards a sustainable future that includes prioritizing the wellness of employees. In 2022, 63% of employees were given the option for flex time and hybrid working to meet personal commitments, out of which all employees fully utilized this opportunity. The policies for family care focus on inclusion, benefitting both mothers and fathers, along with children. Besides recognizing fathers as the second caregivers and extending the number of paternal leaves, the childcare policy was also extended to children up to 15 years old. Talent development is another focus. Employees have access to resources available across the regions, such as MentforMe (a mentor-mentee program), COH (executive candidates), and LeadX (talents recognized as future leaders). Presently, 114 candidates from BASF India, comprising 13% women, are a part of LeadX.

Bayer

The new parental support policy “Srishti” offers expecting parents expert advice and buddy support on several topics. Employees, who travel on the field, can also take along a caregiver for their newborn baby. The BSecure app with features like Panic, Follow Me & Report Incident caters to the security requirements of an individual while in distress and benefits women in field roles, providing immediate access to responders in case of a crisis. Bayer also provides policies to support flexible work arrangements like flexible work hours, home office/teleworking, Parental leave, Caregiver Leave, and Child Care facility. WEmpower is a 12-month developmental journey for high-potential women that gives them exposure to senior management, cross-border project opportunities, and a shadow experience to learn about another function.

Biocon Biologics Pvt Ltd

Biocon Biologics has implemented constructive inputs into strategic initiatives. As an extension of maternity/childcare benefits, the organization provides flexi work hours (50% of total work hours) during the first month after maternity
leave. They also offer extended maternity leave of up to 52 weeks for all women employees. There are reserved parking spaces for women, particularly those in advanced stages of pregnancy and/or with mobility issues. A quarterly Women Dialogue Forum to explore current and pertinent problems with experts. The Women in Leadership course is focused on career advancement, while the second-career program offers a revised hiring strategy to enable talented women to begin their return trip part-time and subsequently full-time.

Boehringer Ingelheim India Pvt. Ltd.

Boehringer Ingelheim has three action fields: people, behaviors, and work environment, to strengthen their diverse, and inclusive culture. Driving inclusion through their core values of trust, respect, empathy, and passion, they create an environment where employees are valued, heard, and experience a sense of belonging to realize their full potential.

The organization facilitates growth and career advancement through global leadership development programs for women and encourages diverse frontline talent hires by offering 200% referral bonus incentives. Their women safety policies extend beyond the office.

It includes transportation support for women employees traveling after 8 p.m. and for expecting mothers. They can avail of hotel accommodation to avoid traveling late hours, and young parents benefit from crèche facilities. In India, their consistent efforts have helped attract and retain women employees, resulting in a 100% increase in gender diversity in the last six years.

Cairn Oil and Gas, Vedanta Limited

Cairn has taken significant strides in creating an inclusive and empowering work environment for women through its flagship program, Together We Excel. Under the sub-cluster of Empowering Women Employees, Cairn has implemented various policies to support women’s career enablement.

Their key policies for new and expecting mothers include:

- Medical benefits for expecting mothers – additional claim up to INR 50000
- Flexi policy for returning mothers – 4 weeks Work from home post maternity
- Part-time working options for returning mothers – 8 weeks of partial work and partial pay options available for new mothers
- Sabbatical – new mothers can avail of a sabbatical of 1 year post-maternity
- Cab facility for expecting mothers for the first year after maternity and 6 months
- 12-month sabbatical post maternity break for new mothers
- Medical benefits, flexible policies, and part-time working options have been widely utilized, enabling women to maintain a work-life balance.
With an aim to ensure gender balance, Capgemini in India empowers its women colleagues to achieve their career aspirations and organizational milestones.

To strengthen their employer brand and positively impact gender balance, they introduced innovative hiring initiatives including CAPtivate-women career came back program, Sakhi Drishtikon-supporting under-represented unemployed women looking for employment. For enhancing their health and well-being, Capgemini introduced FareWelcome, an initiative to help women transition to and from maternity leave, counselling services like REACHout, Lactation rooms, creche and pre-school benefits, and monthly gynecologist clinics.

Capgemini is successfully running transformational programs like Women in Technology-WiTI, Women in Delivery-WiD, Women in Sales-WiS to enhance their skills, develop competencies, and help them succeed in client delivery.

Capgemini offers women leadership programs to empower their women talents advance in their careers and grow professionally. The outstanding execution and continuity of these initiatives has resulted in improved women attraction, retention, and development.

Cushman & Wakefield India Pvt. Ltd.

To pledge a challenge to the status quo of women across the world – equality, education, opportunities, employment, accessibility WIN chapter chose to tap the Data Literacy gap in women in Cushman & Wakefield. WIN provided learning pathways for Data Literacy to 100 women within the WIN Network through the Women in Technology program. The program was curated to build skills in Data Analytics, Data Visualization & Data Science. A program dedicated to the theme #CWBalanceforBetter featured a series of blogs by women employees. Women employees have built networks for themselves- close-knit groups that have become a formalized support system in all things personal and professional. The WIN Mentoring Program is a nine-month program intended to positively impact the career growth and advancement of up-and-coming women at Cushman & Wakefield. Various initiatives aimed to engage employees and families from diverse backgrounds.
At DBS, employee development revolves around the EEE framework (Experience, Exposure, and Education), with a 70:20:10 split. Experience remains an important ingredient to propel a successful career, but to enable it, they believe in offering exposure through a strong suite of career products and facilitating higher education. The career-related interventions include:

- **Be-My-Guest** is an opportunity to explore new platforms, technologies, and roles by participating in town halls and meetings, taking up cross BU/SU projects. It enables employees to delve into their aspirational role before making an official transfer.

- **Internal Mobility** encourages employees to explore different roles across the bank, and actively try to fill these vacancies internally based on meritocracy.

- **Career Café** is a platform where employees can engage in discussions with their HRBP and seek guidance on balancing organizational goals with their personal goals.

- **HiPo** identifies a high-performing cohort of employees, who undergo a structured program encompassing behavioral and process training, mentoring sessions with senior leadership, and fast-track promotions.

A 6-month phygital journey for women (AVP and below) enables to build a funnel for middle leadership. The group education sponsorship policy encourages employees to upgrade their knowledge base and skill set to keep abreast of industry changes and enhance performance. About 60% of costs or up to 4L INR course fee is reimbursed.

Deutsche Bank is committed to having women representing at least 35% of the Vice President and above levels by 2025. They have a robust infrastructure to support the hiring and retention of women. Programs like ‘Resume your resumé’ give people on professional breaks a fresh chance at a career. At least 66 people have joined the program over the last two years. They nurture talent by providing women in mid-management opportunities for skill enhancement and networking. Targeted employee networks for parents help employees navigate their professional and personal lives.
Diversey aims to shape an equitable work environment where every employee feels included, valued, and belonged. Aligned to the purpose of caring and protecting always, the organization supports and enables its women workforce to thrive at Diversey through the 3C strategy starting from Care. Care practices range from unique 360-degree well-being programs and wellness communities through a wellness app supporting women colleagues on their Physical, mental, and financial well-being. The childcare and flexible working policies support them through the parenting phase. A flexible parenting leave policy enables employees to distribute their parenting leaves over a period of time. For the field force, there are women's safety policies that offer them stay and travel flexibility as per their needs. The capability pillar supports and enables the women workforce to accelerate at Diversey. The third pillar connect and collaborate ropes in the Diversey Women India Network to play an active role in giving women employees a voice to curate and reshape Diversey employee policies aligned to unique needs.

Dow Chemical International Pvt. Ltd

Dow India plays an active role in promoting social and economic development in the communities where they operate. Dow India recognizes that empowering women and promoting gender equality through education, skill development, and awareness is crucial for the growth and well-being of communities. The organization has collaborated with the Mann Deshi Foundation, Humana People to People India, and Oasis India to encourage and equip women through entrepreneurship, skill development, and awareness respectively. Through the Mann Deshi Foundation, the organization has been encouraging women to hone the skills that will motivate them to pursue their aspirations of being financially independent.

Collaborating with Humana People to People India, Dow Chemicals has been focusing on providing skills to women from vulnerable backgrounds from Taloja and nearby areas. Oasis India has been actively participating in the holistic development of women with various interventions such as life skills, football, fitness, self-defense workshops, etc. In 2022-23, Dow Chemicals reached out to 8000+ direct beneficiaries and 40,000 indirect beneficiaries through various interventions in Lote, Taloja, Chennai, and Sriperumbudur.

Eaton Technologies Pvt Ltd

Eaton, a global leader in power management solutions, has consistently demonstrated a resolute commitment to Inclusion and Diversity (I&D), with a specific and unwavering focus on advancing opportunities for women within its organization. Eaton recognizes that diversity is pivotal to its success. The company ensures that all diverse candidates have equal access to opportunities for career advancement. This
Commitment is exemplified by the growing number of women occupying roles at all levels within Eaton, serving as role models and mentors for future generations.

Eaton is cultivating a culture where diversity and inclusion are at the core of its success. Some of the key initiatives for women's advancement at Eaton include – A dedicated Inclusion Employee Resource Group for Women called WAVE (Women adding value at Eaton), ReLaunch Program (Hiring women who were on a career break) 90+ hired; running women-specific development program including DISHA, STEP, and SHINE.

**Enphase Solar Energy Private Limited**

Enphase fosters mutual respect among diverse groups of employees. The organization takes pride in its welcoming climate for the women workforce by building a safe working environment, exhibiting zero tolerance towards sexual harassment, offering flexible work practices and benefits, emphasizing a gender-neutral career path, and consciously building a heterogeneous community by promoting more women into management roles.

Enphase spots ambitious, successful women and nominate them for development programs, including the Women Leadership program. The leadership development program brings together women employees from across functions and channels their aspirations for personal transformation and professional growth. The initiative is sponsored by women leaders at the VP level, who dedicate time to mentoring aspiring women employees. The organization's retention metrics confirm that women stay more engaged at Enphase, and play an integral part in its growth.

**EPAM Systems India Private Limited**

EPAM India is committed to supporting the well-being and personal growth of women employees. The organization offers a range of benefits that cater to various needs, including autism support, counseling sessions, fertility benefits, and learning programs. The autism support program provides resources and assistance to employees and their families, ensuring a supportive environment. Counseling sessions are available to ensure mental well-being and help individuals navigate personal challenges. Fertility benefits offer financial aid and guidance to those seeking assistance with family planning. Additionally, their learning programs foster continuous growth by offering training opportunities and educational resources. EPAM India believes in empowering employees to thrive both personally and professionally, creating a workplace culture that values their diverse needs.

**EY**

EY believes that gender equality is not a problem to solve, rather, it is the solution to business and society's most complex challenges. When jobs become more gender-inclusive, they redefine women's roles, creating a sense of social cohesion. EY's ambition is to inspire and accelerate gender equality in the workplace, mitigate bias in practices and policies to fulfill its purpose of "Building a Better Working World" and create long-term value for clients, people, and society. The organization trusts that developing and sponsoring women at all levels enables them to gain diverse perspectives and drive future success. Supporting the education of women and girls, EY is investing in the next generation of leaders who can deliver a better working world. By championing women leaders and girls in STEM, the organization emphasizes that the technology of the future is working for all.
Finastra strongly believes in gender inclusion and has strongly invested in Women@Finastra Employee Resource Group as a community that strives towards supporting and uplifting women and non-binary individuals at every life stage. Finastra is on a mission to 50:50 gender equality and currently at 38% women across Finastra and the Executive Leadership. The Hour of Code program has introduced 9000 girls to STEM.

Finastra has an Inclusive Leadership Masterclass series for Leaders to help break bias and be inclusive in hiring and advancement of women. The Women@Finastra Mentorship Program and Women@Finastra Leadership Program develop women's talent through three tracks - Learning track, mentoring track, and social track. A mentoring program supports women employees to accelerate their career development. This platform allows them to discover potential areas of development, and step-by-step guidance to accelerate in these areas by seasoned leaders.

The Finastra Career Returnship program is designed for candidates with more than 5 years of work experience and a career break of more than 2 years.

Flipkart Internet Private Limited builds a culture of inclusiveness and has been sacrosanct, with a dedicated focus on various dimensions of diversity and enabling workplaces for employees of diverse groups to be their true selves and reach their best potential. A Period Leave Policy launched in early 2022 is an enabler and an acknowledgment that realities are different for different people, and creating an environment of support and trust helps build an empowering workplace. Moreover, with COVID times being unprecedented, and the majority of the women workforce forced to cut back or give up on careers, the Part Work Part Pay policy was a beacon of hope and tremendous support to women with caregiving responsibilities. In addition, as inclusion is a continuous journey, the organization has repeatedly looked at efforts to craft policies and processes that are inclusive and applicable to all forms of diversity, one of the key enablers being a policy audit that allows us to benchmark against the best of the best.

Genpact has made steady progress towards the goal of becoming gender-balanced. Women represent 42% of its global workforce and 50% of the board. The organization is building women leaders through a Women's Leadership Program, a 12-month learning journey, that encourages women at mid-career stages to think differently, embrace new skills, and take charge of their careers. The organization's sponsorship program, Pay It Forward, connects women with sponsors, nurtures the relationship, and encourages them to become sponsors themselves, creating a supportive ecosystem. Their Returning Moms program ensures women returning from parental leave have a smooth transition, offering flexibility in location and shift timing. The organization's virtual parenting community for parents to connect, find mutual support, and access expert resources.
Genpact also has a curated learning channel and a dedicated module on managing non-conscious bias, with powerful networking sessions that inspire action.

GlaxoSmithKline Pharmaceutical Limited

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

At GSK India, women enablement starts with leadership accountability and championed by all employees. With an underpinning culture of inclusion, GSK ensures that all policies, benefits, and interventions are viewed from the lens of equity. The organization collaborated with Woloo, a loo-finding app, to provide hygiene dignity to women on the field. The childcare policy, applicable to all women, empowers colleagues to choose the care facility of their choice. Beyond 26 weeks of paid leave and a detailed phase-back program, the parental leave policy also encapsulates provisions for adoption and surrogacy.

The sabbatical policy allows women to take a career break without worrying about job security. From new hires to tenured professionals, GSK’s women mentoring program, women leader role modeling coffee sessions, and on-the-go leadership development training programs provide them with the inspiration, support, and guidance required. The hybrid working policy helps with flexibility. A strong inclusion culture, a network of women leaders & male allies, an empowered Women ERG, deep-listening sessions, contemporizing policies & benefits, and leadership accountability help attract, retain, and develop Women @ GSK!

GSK India Global Services Private Limited

At GSK Global Capability Center, the modern employer story is centered around three key pillars- Be You, Feel Good, And Keep Growing. Employees have to work from the office (WFO) for 4 to 10 days a month and can work from home the remaining days.

Keep Growing GCC Women’s Engagement Network (GWEN) was created in 2021 for women to network, share, and grow. The forum develops opportunities to connect with men and women leaders and colleagues to share perspectives and reflections on topics ranging from psychological safety to career growth and learning from one another. The Women’s Leadership Initiative (WLI) in the GCC chapter is part of the GSK WLI global chapter.

The Women’s Leadership Action Program (WeLEAP) was designed and executed starting April 2022 to build a pipeline of women leaders for the organization. The program (designed in collaboration with an external vendor) covered 4 core skills that were crucial for women to succeed in their careers at GSK:
- Building confidence through Resilience
- Improving self-branding through Influencing
- Negotiating for Self & team through Stakeholder Management
- Inspiring the team to challenge bias against others and self

Haleon (erstwhile GlaxoSmithKline Consumer Healthcare)

Haleon is committed to equity and inclusion that are woven into the fabric of the organization. Gender diversity is not just a goal; it’s a foundational principle. The organization aims to attract, recruit, promote, develop, and retain diverse talent, employing Gender Intelligence and inclusive processes to eradicate bias.
The organization’s systems and processes have been engineered with inclusivity in mind. These include partnering with Woloo to guarantee safe and hygienic washroom access to women employees. A pan-India creche facility reinforces their commitment to nurturing and enabling our female colleagues.

A 26-week parental leave policy transcends gender and orientation to ensure employees' holistic well-being, whether they are welcoming a child through birth, surrogacy, or adoption. A four-week paid Caregiver Policy ensures colleagues can be with their loved ones during tough times.

The Women@Haleon ERG continues to shape an inclusive, diverse, and attractive workplace for all talent.

Happiest Minds Technologies
Private Limited

Providing women with career enablement is part of the organization’s commitment to an inclusive workplace. Central to the approach is 'AURA – The Women's Network,' a vibrant forum that facilitates the exchange of best practices, mentorship, and women empowerment. The organization's commitment to pay equity is unwavering, with promotion and increment ratios showing no gender differences. Performance Enhancement Process involves diverse stakeholder and leadership reviews unaffected by maternity leave.

The 'Women in Excellence Leadership Development Program' nurtures leadership potential, covering personal development topics. The organization has regular diversity training, collaborates with diversity vendors for hiring, and offers referral bonuses for women candidates.

Their thought leadership sessions, led by accomplished women leaders, inspire employees and the broader community. All of these aspects contribute to a workplace where women thrive and lead.

HCLTech

The organization has benefitted from the innovative ideas put forth by women. A critical aspect of the organization is the presence of women in the workforce. Tapping into the talent, ASCEND is a Focused Leadership Development Program applicable for high-potential mid-level women leaders. The program focuses on addressing the growing needs of businesses to induct women in changing technologies and leadership trends. It also aims to equip them to create a strong network with senior leadership teams, and address the challenges a women leader faces. The measurable benefits are 100% retention of women leaders and cost savings due to women leaders being trained and deployed to advanced roles, which saved external hiring costs. Ascend program retention has reached 98%, and promotions have doubled in the last three years.

HDFC Life Insurance
Company Limited.

HDFC Life’s inclusive talent strategy under the DEI brand ‘Celebrate YOU’ ensures trust, fairness, and respect for all. As evident from the growing gender ratio, the organization focuses on attracting, retaining, and supporting women throughout their lifecycle as HDFC lifers. While programs like Punarāgaman and #Myjobmyterms empower women to restart their careers on their terms, the Women Mentoring Circle helps them get support for reaching their full potential.

The Maternity Transition Program helps women through pregnancy, surrogacy, and adoption. The organization has set up the Women in Insurance (WIN) ERG led by a senior male leader. Such endorsements by the leaders are the key to building an inclusive culture and allyship for women. The organization communicates on non-conscious bias, maintaining zero tolerance for discrimination or harassment against women.

HP Inc

HP is committed to being an equal opportunities employer and ensures there are no pay discrepancies. Some of the key initiatives are: The Disha Program focuses on equipping women with the skills required to lead with confidence, claim a seat at the table, create a better work-life
balance, and address any other deterrents that might crop up in the leadership pipeline. At the end of 2022, 150 of the 169 DISHA graduates continue to work at HP with a significant jump in the role changes (lateral & promotional) from 57% to 75%.

The Reboot Program aims to help women transition back to the corporate workforce and restart their careers through a 6-month internship program.

The Society of Women Engineers (SWE) is the global go-to forum for women in engineering for career development resources, guidance, and networking, and mentored by different global leaders. HP India today has 95 women engineers, of which 19 members registered with SWE membership in 2022. The engineers submitted 10 papers for WE Local India'23, and one of the employees was nominated for the Global Leadership Award '22.

Attracting, retaining, and developing female talent across the world is not only essential to IBM's company culture, but also a business imperative. Women have played a critical role in driving innovation at IBM since its founding in 1911. The organization’s efforts towards empowering women are around three main dimensions – strengthening an inclusive ecosystem, equipping and enabling women talent, and leadership accountability. IBM has multiple programs and resources available for women to advance their careers. “Step up” is an intentional career pathing program for women at mid-level. It focuses on enabling women with people management skills. LEAD, one of the leadership development programs, focuses on enabling women leaders to build resilience, be strategic leaders, challenge self-limiting beliefs, and enhance their internal and external eminence. The commitment to equal opportunity, focus on non-discrimination and anti-harassment in the workplace, efforts to support returning mothers with smooth transition back to work, and creating a pipeline of women for leadership roles through career development programs make IBM the leader in creating an inclusive workplace.

**Impetus Technologies India Pvt. Ltd.**

At Impetus, women have multiple avenues for upskilling on technology advancements and soft skills that empower them to be prepared for their current jobs and qualify them for subsequent higher levels. The women leadership program, as part of SHEroes, aims to foster women’s growth and leadership potential. Raise the Bar program guarantees upskilling of all employees on two skills every year in specialized technical fields. Exceed program, a peer-to-peer mentoring program, helps women acquire new proficiencies beyond their current roles.

The New Mom's Club serves as an inner circle for all the expecting and new mothers returning from a break. Journey 2.0 helps them settle with their additional responsibilities without hampering their career aspirations. All employees work on flexible timings on a project/team's availability basis. The organization's wellness programs focus on physical, mental, and physiological wellness initiatives curated for women. Counsellors are available 24*7 to provide support to all employees.
Indegene Ltd

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

Indegene's initiatives like equal pay and workplace gender equality, flexible work arrangements, leadership development, and mentoring programs enable women to grow and advance in their careers. With over 45% of the workforce comprising women, Indegene actively looks to foster an inclusive culture and is committed to enhancing their representation in leadership roles. Athena, iamPOWER, a women's network, and specialized professional development programs enable them on this path.

Indegene provides flexible work arrangements, including the opportunity to work as independent consultants to support women in managing personal commitments while staying in the workforce. The organization has implemented policies that ensure equal pay for equal work and promote workplace gender equality, including regular pay audits, enforcing pay transparency, and creating mechanisms to address gender-based discrimination and bias in recruitment, promotion, and compensation. There are dedicated services for new mothers and progressive leave policies that have helped create an enabling environment at Indegene.

Infineon Technologies India Pvt. Ltd.

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

In the hybrid model, women employees at Infineon can balance home and work. The organization also reassessed its child care policy, and shifted from offering a near-site day care facility to an integrated child care facility, which covers 7000 plus creches across India as per the employee’s convenience. Last year, the organization introduced Lean In circle for women employees; these circles are safe places for women to share and learn from each other.

InfoBeans Technologies Limited

InfoBeans Technologies Limited

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

The organization consistently aims to deliver an all-round experience. The organization's policies aim to bring IBians together, ensuring that people continue to advance even through challenging times. The High Potential program helps team members prepare for the next level in their careers and be a part of decision-making. Parents take advantage of daycare centers; after a birth or adoption, women get twenty-eight weeks off, and men get five days off at full pay.

Infobean's flexible work timings at all levels make it possible for each team member to strike the right balance between their personal and professional life. Long-term employees who reach milestones like completing 6/10/15/20+ years can avail of longevity leave. They can avail of two weeks of paid leave to enjoy a vacation with their families or take time off to spend some quality time to rejuvenate and return.

Infosys Limited

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

The hybrid work model focuses on three dimensions of Work, Workplace and Workforce. It has helped the organization to define the best-fit working model for the long term that also meets the requirements of business and the
expectations of employees, particularly women employees, by offering hybrid, remote, flexi-time, and part-time work options.

Infosys’ career framework includes Career Gambit, a simple and intuitive framework focused on three important actions – Get, Set, and Go.

- Get: Access to world-class learning and personalized learning paths with digital readiness through Lex, an online learning platform.
- Set: Employees are encouraged to set themselves up to win, acquiring Skill Tags and setting sights on specialized careers through tools such as Digital Specialist.
- Go: There are multiple pathways into exciting technology spaces through Bridge programs and Accelerate projects. Learning interventions through Women in Technology, Orbit Next, Iamthefuture, and Marketplace enhance women’s mobility in this fast-paced technology world. These efforts have resulted in faster growth, broader career options, increased talent mobility, and sharper compensation differentiation.

**INGRAM MICRO INDIA PVT LTD**

Three key initiatives differentiate Ingram Micro from other organizations, making it a workplace embracing inclusivity, acceptance, and diversity.

Women WIZARD associated with NASSCOM helps build awareness among women from all job roles about the technical capabilities of future technologies.

Campus to Corporate hiring program focuses on hiring female freshers/Graduates across India.

The Employee Resource Group at Ingram Micro India aims to foster inclusivity in the workplace by creating a space for employees who share a common interest or affinity to support one another.

**Integra Software Services Pvt. Ltd**

Integra has a task force dedicated to women empowerment, known as WInGS (Women at Integra: Nurturing Growth and Success). This initiative consistently prioritizes the advancement of Integra’s women employees. They have implemented comprehensive policies to recruit, support, and protect women workforce. With around 70% of annual new hires being women, they emphasize fostering women’s career opportunities. To promote growth and well-being, the organization offers flexible work-from-home options, transportation assistance, on-site childcare, and flexible working hours, resulting in higher retention rates. Safety is a top priority, and it actively addresses security concerns.

Additionally, Integra identifies promising talent among women and provides them mentorship and guidance, enabling them to assume more challenging roles. The leadership is deeply committed to fostering the growth and development of women, actively creating an environment which offers equal opportunities to excel and progress.
Intercontinental Hotels Group

The organization offers a host of policies for women from the time they join. Surrogacy leave equates surrogacy to maternity leave practices. All new mothers receive 26 weeks of paid leave, irrespective of role or designation. Adoption Leave policy permits all female employees/single parents to take a 12-week Adoption Leave. Extended Maternity Leave ensures that new mothers can extend their maternity leave for another three months, the first three months at 50% payout and the next three months at 25 % or LWOP. Other benefits include:

- Help with Childcare: All hotels have a tie-up with the nearest crèche services, making it easy for returning mothers
- Flexi work Hours: The new mothers can avail of 6 hours of work from the office and can work from home till the newborn is 18 months.
- Returning Mother’s Program: This program is an effective way to help women return to the workforce after a pause of 24 months or more in their careers.

JSW Steel Ltd

JSW is actively involved in various initiatives aimed at promoting gender equality, environmental sustainability, skill development, and community empowerment. In these initiatives, the organization celebrates the success of women through the "Springboard-Making a difference" platform, providing opportunities for them to reach their full potential and inspire others.

- The "Women's Network Forum (WNF)" is a network of leaders within JSW that focuses on advancing gender balance and equality, encouraging the exchange of ideas, best practices, and inspiration for women's professional growth.
- JSW also provides a "24*7 POSH helpline" to report sexual harassment, conducts workshops to educate employees on workplace harassment, and ensures a gender-neutral POSH committee.
- JSW has a “Cadre Building” program that recruits talent from top college campuses, offering summer internships, a graduate rotation program, management internships, and management training positions.
- Under "Project Sakhi," JSW Foundation aims to rehabilitate vulnerable women in Karnataka through health counseling, awareness seminars, parental counseling, and vocational training.
- The organization's “TalenTech” program, JSW Group's centralized Graduate Engineer Campus Program, attracts talent from various engineering institutes, providing an equal opportunity for students across institutes and building a strong talent pipeline, with a focus on digital AI-powered processes.

Kaya Ltd

Kaya encourages women employees to grow and advance from the time they join the organization through unique policies:

- One Month Settling Down Period: Every new employee gets one month from their joining date before their performance gets monitored. They receive 3-3-3 feedback-- check-ins after 3 days, 3 weeks, and 3 months of a new member joining the organization.
- Policy for Higher Education: Women employees can pursue higher education by availing of leave and reimbursement of fees apart from guidance by mentors.
- Part-Time Work: The model encourages women to work at their convenience (between 4-7 hours), giving them an opportunity to pursue their ambition without impacting their responsibilities.
As a result, 50% of the Sales Operations leadership team (Area/Zonal Managers) are home-grown. 70% of these are women. All three Senior Zonal Managers are home-grown. Two of them (West & South) have grown from Clinic Manager to Area Manager to Zonal Manager and then Senior Zonal Managers—both women. 30% of Clinic Managers are home-grown and identified through PACE.

Kellanova India Pvt. Ltd

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

Kellanova's focus is to Build Equity (Lift-Up), Improve Diversity (Seek-Out), and Cultivate Inclusion (Lead-In) in their workplace. The organization passionately drive this focus through 4 strategic pillars:

- **Women of Kellanova Talent Strategy** - ‘Nourish Your Great’ - the organization’s employer brand is brought alive by the pillars - ‘Be the Real You’, ‘Make a Mark’, and ‘Do a World of Good’.
- **Inclusive Workplaces** – Lift and level the playing field for women with policies removing barriers across different life stages and flexi options to enable focus on wellbeing.
- **Inclusive Mindsets** – Inclusion is integral to the company's culture echoed in strategy, values and talent philosophy; leaders play a strong role in role-modelling these mindsets and reinforcing them through structured programs.
- **Inclusive Allies** – Lead in and drive inclusion by getting champions of change - men & women as allies to gender equality through WOK & Allies ERG.

KONE Elevator India Private Limited

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

KONE strives to create a working environment that embraces diversity and fosters inclusion through the DEI Council.

At a global level, KONE has constituted SPARK, a forum to empower women employees and promote a diverse culture with country-level representation.

KONE India’s DEI initiatives are as follows -

- **Growth & Leadership for Outstanding Women** program: GLOW is a 12-month comprehensive & phased development intervention to double the managerial representation across business lines. The organization has completed the first batch, and some women employees have already taken up higher responsibilities and enhanced roles.
- **Male Allys Award**: KONE recognizes chosen Male Allys every year through nominations from employees.
- **WoW Awards**: Recognition for inspiring women employees and showcasing women’s talent.
- **Supermoms**: A platform to support returning mothers to rebuild their careers and grow within the organization.

KPMG in India

Over the years, KPMG in India has been and always will be committed to the advancement of women, their representation in the workplace across levels and functions, gender equity and equality, growth and development in every way. Work programs are designed to support women with longer maternity leaves and a seamless transition back into the workplace after parenthood. KPMG in India’s policy supports maternity leave for a rolling period of twelve months. Parents have a choice of any of the subsidized daycare centres within a city, caregiver leaves, shared leave and enhanced parental leaves.
The organization's 200+ allies, same-sex insurance coverage and gender reassignment surgery make a stronger LGBTQ community. Women's networks like KNOW and strong professional development opportunities promote women's development. KPMG in India brings together a multicultural workforce to create a positive ecosystem where people can bring their true selves to work.

**Lear Corporation**

Lear continuously strives to create a better workplace for women by understanding their aspirations. The core purpose of the India DEI Project is to embrace and celebrate diversity by ensuring creative collaboration leading to increased productivity and engagement. DEI program plans to achieve the said objective by rigorously working on the pillars of Talent Attraction, Talent Management, fostering a Together We Win Culture, ensuring Health and Safety and providing Flexible Benefits.

Below are the results of Lear’s DEI Program:
- Diversity-focused hiring increased by 192% from 2018 to 2022.
- Lear India ranked in the Top 100 Best Companies for Women in India in 2020.
- 100% of female employees joined back post maternity leave.
- Lear India ranked 1st in anti-sexual harassment policy.
- 25% increase in diversity positions at the Leadership level in the last year.
- Brand Equity: The organization hired 30+ diverse candidates through their campus interventions by 2022.
- Based on the gender pay equity study, necessary pay corrections were made for 5 women employees in 2021-22.

**Lintas India Private Limited**

Lintas India Private Limited has formally announced it to become 50:50 by 2025. In the last two years, the organization has moved the needle from 2% to 39:61. The organization follows the DEI M.A.P. strategy to ensure commitment.

Here are a few key examples to give perspective:
- **Measure:** The people and organization analytics dashboard has a diversity and inclusion lens across the employee lifecycle. Starting from basic metrics like vendor partner mix (partner diversity) to candidates’ ratio and moving on to more specific aspects like hiring mix, promotion ratios, attrition split, and succession pipeline diversity is shared with the leadership team along with the mention of a healthy number across each of these.
- **Awareness:** Awareness is the greatest agent for change. Conscious Inclusion Playshop encourages all employees to be conscious of implicit biases that exist in the organization.
- **Policies:** The organization’s conscious decision to continue with hybrid work is being received very well by their talent.

**Lowe’s Services India Pvt Ltd**

Lowe’s is committed to fostering an inclusive work environment where women associates can build thriving careers. High-pot women associates can avail of programs such as developing engineering women's careers and aspiring leadership experience to train, upskill and prepare for management positions. Amidst various other opportunities for career growth, the Do-It-Herself returnship program onboarded more than 18 women since 2021. Women can also benefit from support groups and global knowledge-sharing sessions. In terms of wellness, expecting mothers can avail of the Bring-Her-Back program for
personalized support through pre-maternity, maternity, and re-integration into work post-maternity. Women can avail of maternity leave of 26 weeks and creche benefits when they return, alongside flexible work schedules. Those on the journey to become parents can avail of differentiated leaves for surrogacy and adoption along with support through infertility treatment, miscarriage and tubectomy. As a result of strong policies and carefully designed initiatives, the gender ratio at Lowe’s stands at 33% - much higher than the industry average.

Macquarie has two Employee network groups (ENG):
- Women in Tech focus on advancing gender diversity and technology.
- Women in Finance Employee network group (ENG) that focuses on creating a gender-balanced workforce by attracting, engaging, developing & empowering female talent.

Maersk India

Maersk is committed to enabling career advancements for women through various initiatives that promote networking, resource sharing, and mentorship programs. The MIX Mentoring Program is a key initiative to support diversity and inclusion within Maersk. The RISE network specifically targets women in the technology field, aiming to advance their careers and promote gender diversity in the technology sector. This network not only provides support but also drives improved performance by harnessing the talents and potential of women.

The Power Women Network (PWN) is a platform that brings together brave women and allies dedicated to creating inclusive leadership and equitable career progression. By addressing career inequities and providing a safe space for women to connect and support each other, PWN aims to drive meaningful change and foster better performance at Maersk.

These initiatives have three key focus areas: empowering women to seize opportunities, addressing career opportunity inequity, and supporting the development of female-focused programs.

Through these efforts, Maersk is actively working towards creating an inclusive and supportive environment that allows women to thrive and advance in their careers.
**MakeMyTrip India Pvt. Ltd.**

Also placed in **100 Best - Hall of Fame**
for featuring in the 100 Best list for 5 years

At MakeMyTrip, Diversity, Equity, and Inclusion (DEI) isn’t just a concept—it’s the heartbeat that strengthens the fabric of the workplace. The organization prides themselves on championing a culture of meritocracy and fairness. Taking the lead in industry innovation, the organization has introduced game-changing initiatives like the “Holiday Expert” channel, an avenue for women taking career breaks to work from the comfort of their homes.

Our “BackToFuture” program recognizes the immense potential of talented women resuming their journey after a hiatus, one that the industry often overlooked. Another key driver for MakeMyTrip is also dedicating support to working mothers. From the organization’s network of maternity mentors to creche amenities, manager sensitisation, and a unique travelling toddler policy, they are wholeheartedly invested in ensuring that motherhood is a phase of empowerment, not an impediment. At MakeMyTrip, they are reshaping the narrative, one innovative step at a time.

**Mastercard Incorporation**

Also placed in **100 Best - Hall of Fame**
for featuring in the 100 Best list for 5 years

Mastercard offers support to employees in all stages of the journey and is making them better. No matter what stage of life or career an employee at Mastercard enables The Whole You, which addresses four critical buckets of the employee's life: Work/Life, Health and Wellness, Finance and Retirement and Career.

- **Time Off:** 22 days annual leave for each calendar year/ 8 days of casual leave/ 7 days sick leave/ 5 giving days for volunteering for a charitable cause/ 8 days of study/education leave (2 days per subject)
- **Parental Leave:** 16 weeks of leave eligible for new parents to bond with a newborn baby, newly adopted or newly fostered child born, adopted or fostered after January 1, 2021.
- **Maternity Leave:** 26 weeks leave for up to 2 children; not more than eight weeks shall precede the date of her expected delivery.
- **Bereavement Leave:** 20 days paid time off for the death of a Spouse/Domestic Partner or child/stepchild

**Midland Credit Management India Private Limited**

Also placed in **100 Best - Hall of Fame**
for featuring in the 100 Best list for 5 years

Midland Credit Management drives diversity and inclusion through intent and practice. While they are a part of the company’s scorecard and functional goals, in letter and spirit, the efforts are concentrated on addressing the larger issue – which is around changing the mindset and creating an environment where every individual can thrive and realize their potential. To this end, the organization has introduced forums like Women@Encore that promote a culture of allyship, mentorship initiatives and career pathing programs for high potential women leaders, and gender sensitization training for all people managers.

Furthermore, MCM has deployed a variety of best practices, like ensuring gender diversity in selection funnels and differential payouts to vendors when hiring women candidates. With a remarkably diverse workforce of over 35%, considering night shift predominance, the organization continuously strives to empower women and foster a culture of growth and inclusivity.

**Molecular Connections Private Limited**

Also placed in **100 Best - Hall of Fame**
for featuring in the 100 Best list for 5 years

Since its establishment in 2001, Molecular Connections Private Limited has ingrained a culture of empowering women and advocating for women in leadership positions. Despite the challenges posed by the pandemic, MC hired 301 employees in...
2021, with women comprising 70% of the new hires. Noteworthy statistics within the organization include a workforce composed of 78% women, approximately 50% women in managerial to corporate executive positions, and over 50% of women promoted to managerial or critical roles in 2021. The Rewards and Recognition system at MC acknowledges exceptional performance, with more than 65% of the recipients being women employees.

MC is devoted to cultivating a collaborative culture and invests in employee development through coaching, mentoring, and learning initiatives. The CEO’s club comprises nominated employees working on strategic projects, with a strong emphasis on including more than 62% women in this esteemed group. With a workforce of over 2,500 employees, MC takes pride in its representation of approximately 70% women and looks forward to sustaining its legacy of inclusivity and empowerment.

**Mondelez India Foods Pvt Ltd**

**Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years**

At Mondelez India Foods Pvt Ltd, diversity is a strength that drives innovation and growth. The organization is committed to building a more diverse, inclusive and equitable world - socially and economically; and advocating for everyone’s voice to be heard – colleagues, the supplier/community partners and consumers. In India, Mondelez now has 50% representation of women colleagues in the CLT. This year, the focus has been on offering customized learning interventions. For instance, flagship mentoring program for women colleagues, inclusive leadership train-the-trainer workshops for senior leaders and function-wise everyday inclusion series. The senior leaders at Mondelez also play a crucial role in facilitating learning sessions consistently. ZERO pay gap, gender-neutral/inclusive policies, visible leadership commitment, mitigation of biases, ‘listening’ exercises and consistent focus on flexibility, work-life balance, and mental health have been key highlights of the year.

**Morgan Stanley**

**Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years**

As a firm, Morgan Stanley has shown consistent commitment to having a greater diversity of workforce and creating an inclusive environment for all its employees to bring their whole selves to work. Morgan Stanley's hiring efforts span across the organization, with dedicated drives aimed at attracting women into roles within Technology and Operations. Campus recruitment drives and the Return-to-work program assist in ensuring an equitable gender mix. To actively engage and retain women employees, Morgan Stanley offers a range of structured and unstructured development programs, mentoring opportunities, and avenues for career mobility.

These initiatives go beyond the daily work routine, providing women employees with the tools and networks needed for personal and professional growth. Furthermore, the firm holds itself accountable for progress in inclusion at both the business and individual levels. Business-specific Diversity and Inclusion (D&I) reviews help monitor and drive progress toward inclusivity within different units of the organization. At the individual level, performance evaluations support and recognize employees who contribute to the firm’s D&I efforts.

**MSD Pharmaceuticals Private Limited Pvt Ltd**

**Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years**

Embracing diversity & inclusion is one of the strong pillars of working at MSD Pharmaceuticals Pvt Ltd. A few initiatives for this year include the Women Externship - a step to encourage women colleagues...
to upskill themselves and work in an agile environment to come back with an outside perspective in the organization.

- Guftaroo (Connect with MD) – Open forum for a fireside chat with the MD initiative helped women colleagues share their thoughts and ideas on how to build a workplace that could be more inclusive.
- Paid Parental Time Off - The organization increased the no of paternity leaves from 5 days to 12 weeks.
- MSD introduced a childcare allowance to support women colleagues in their journey of motherhood and balance their work and personal responsibilities.
- Increase in maternity insurance coverage from 50,000 Rs to 75,000 Rs to support their financial needs.

The organization has been awarded the Hall of Fame from AVTAR for being one of the 100 Best companies for women in India consecutively for the past 6 years.

**Myntra Designs Pvt Ltd**

**Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years**

Myntra’s all-inclusive leave policy includes the provision of unlimited wellness leaves, family care leaves, parental leaves, adoption leaves, pet adoption leaves, bereavement leaves and wedding leaves extended to same-sex partners. The organization continued their efforts towards growth and development interventions for women and de-stigmatize career breaks.

To this view, Myntra launched the Phoenix - Career Returnship program for women to restart their careers. WeForShe, a women’s ERG group, and WeEmpowHER are some of the initiatives aimed towards grooming the organization’s mid-senior women talent cohort into leaders of the future. #BeYourself program created a dedicated channel for women employees to raise their concerns/feedback/queries anonymously to the D&I team. In addition, the organization has undertaken many steps towards hiring more women, including gender-neutral JDs, mandatory woman panellists for every woman candidate going through the interview process, sensitization of interviewers towards unconscious biases, and helping them side-step them.

**NielsenIQ (India) Private Limited**

**Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years**

NielsenIQ India takes pride in strong workforce diversity, with over 50% female employees globally. In September 2022, the organization launched a six-month flagship program - Woman in Leadership, which provides group coaching, facilitator-led sessions, and dialogue with internal & external female leaders across various professional circles to help women accelerate their career journey at NIQ.

NIQ has pioneered work-from-home and flexi hours since 2008-09. The program - Workplace with Purpose lays out the framework for flexible working hours and opportunities for collaboration to retain women employees. The creche facility has been enabled in six office locations since mid-2022 to support onsite work post-pandemic.

The organization promotes the importance of psychological safety at the workplace through awareness sessions about ‘Unconscious Bias’. Before the formal maternity law mandate, NielsenIQ facilitated paid leave for child adoption for 26 weeks. The organization also supports paid leave arrangements for women employees who face critical conditions related to pre-natal and post-natal journeys.
**Northern Operating Services India**

*Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years*

At Northern Trust, advancing gender diversity and creating a gender-inclusive culture is a key priority. In India, the organization employs a wide array of approaches to hiring women across all levels, including a returnship program as well as women-only hiring drives. There are several talent development programs focusing on themes related to the business, developing skills for the future and interventions for developing junior and mid-level female leaders.

As part of the company’s culture, Northern Trust endeavours to ensure employee safety and well-being. Women in Leadership Employee Resource group supports the organization’s female employees with professional development opportunities. The work towards gender diversity and gender inclusion is ongoing, and Northern Trust believes they are making positive steps towards this journey.

**Optum Global Solutions (India) Private Limited**

*Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years*

Optum in India is focused on hiring diverse talent groups that include gender, people with disabilities (PWD) and veterans. In addition, building allies for the LGBTQIA+ community through awareness and educating employees about unconscious bias have helped the organization create a safe and supportive environment for all.

- Gender diversity has advanced steadily over the last 4 years, from 29% in 2020 to 34.57% in 2023.

- SOAR (Strength, Opportunities, Aspirations and Results) - a second career program for women aspiring to join the workforce after a career break. 75% of hires through this program are still active employees at Optum.
- CareNine, an award-winning program, is part of Optum’s well-being initiative, LiveWell. It is a company-sponsored program that provides personalized support for mothers and fathers-to-be through all stages of pregnancy and delivery, including antenatal support, labor preparation and post-partum care.
- Our parenting pillar ‘RaiseWell’ provides support during the entire parenting journey. It includes interactive sessions, a child concierge, a parenting coach and career counselling for older children.

**Pegasystems Worldwide India Private Limited**

*Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years*

Pega is committed to empowering women and fostering their career enablement through a range of policies that address key areas of support.

Women Employee Resource Group (ERG): Pega’s Women ERG operates year-round, focusing on engagement, learning, and exposure as its core pillars. Through a variety of activities, such as workshops, seminars, and networking events, the ERG facilitates a vibrant community that promotes knowledge-sharing, mentorship, and empowerment.

Evolving Suite of Benefits: Pega recognizes the importance of providing comprehensive benefits that meet the unique needs of women employees. With a commitment to higher base coverage, phased return-to-work programs, flexible work hours, and location flexibility, Pega ensures that women can strike a balance between their professional and personal lives.
Regional Mentoring Efforts: Pega invests significantly in mentoring efforts, specifically targeting leadership and senior management involvement. This focus on mentorship aims to scale the impact and empower women with the necessary guidance and support to advance their careers.

**Procter & Gamble India Ltd.**

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

P&G India is focused on creating a workplace which is inclusive for ALL, regardless of gender, orientation, identity, or any attribute. The organization is committing to this by introducing gender-inclusive policies, building capability on inclusive leadership, and driving a culture of belonging.

- **Lead with Care - Program to support caregivers of children with special needs:** First of its kind within P&G and industry, this program enables employees to avail holistic caregiving support through additional extended medical coverage, specialized day care support with trained facilitators, and an employee assistance program for caregivers.
- **Daycare/ Creche support policy for all employees with children upto 6 years of age.**
- **Fertility Treatment Policy:** Industry-leading policy extended to all employees, spouses and same-sex partners, enabling them to seek support for fertility and towards inclusive, progressive family structures.
- **Share the Care - A gender-and-orientation agnostic leave policy for primary & secondary caregivers of 6 months and 8 weeks, respectively.**

**PTC Software (India) Pvt. Ltd**

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

PTC Software (India) Pvt. Ltd has implemented the work-from-home model across all offices. The organization has launched employee wellness programs and conducted over 850 sessions. They have digitally onboarded new joiners and interns during the pandemic period. PTC India continues to hire with a focus on candidate and employee experience. They are going the extra mile to ensure their employees feel secure and happy to be associated with PTC India.

Along with quarterly engagement surveys, the organization also offers teleconsultation services to all employees, contractors and families. PTC India is currently reopening offices across locations but has given their employees the option to choose based on their personal preferences, adhering to the Flex@PTC guidelines, which require the employee to work from the office 1/2/3 or all days a week.

**Publicis Sapient, a division of TLG India Private Limited**

Publicis Sapient has three impactful initiatives to empower women and promote inclusivity. The RISE program connects women and underrepresented genders with resources and executive leaders for sponsorship, fostering career growth. Through a global technology-enabled platform, mentoring relationships are facilitated, enhancing career opportunities. The HOWathon, a flagship event, challenges biases by having every team led by a woman technologist. This showcases the exceptional skills of female talent while fuelling their ambition and driving innovation within the organization.

The Spring program facilitates seamless career reintegration for women returning from breaks. The program offers comprehensive upskilling, mentorship, and support with full-time positions for returnees. By empowering women, fostering inclusive problem-solving, and supporting career restarts, Publicis Sapient is not only creating a more equitable workplace but also unlocking the full potential of their talent and driving innovation that propels them forward in the digital age.

**PWC in India**

At PwC, bold and purposeful actions are taken with various programs, initiatives, and policies to attract, develop, and retain diverse talent.
The organization’s My+ strategy is centered around bringing choice and flexibility for their people to better manage work and home responsibilities. From focused hiring drives to hire more people under the DEI charter to multiple development programs that promote women through programs like ENRICH, One Firm Leadership Skills Development Journey, Forward Together Women Development Program, and collaboration with Nasscom - Women Wizards Rule Tech (W2RT) Program PwC supports women in their journey at the company, in addition to the robust policies and benefits.

**Qualcomm India Private Limited**

Also placed in *100 Best - Hall of Fame* for featuring in the *100 Best list for 5 years*

Qualcomm India is dedicated to upholding a culture where all employees feel welcome, inventive, and inspired through initiatives and programs that foster an equitable and inclusive work environment for all. The organization promotes programs for employees and mentorship for women entrepreneurs, encouraging diversity of thought, skills, and expertise, helping achieve strategic organization and development goals.

At Qualcomm India, focused development programs for women aspiring to managerial and leadership roles contribute to their accelerated growth. Diversity and inclusion can be achieved collectively by pledging to check biases. All recruiting teams and supervisors are trained to have meaningful conversations while interviewing diverse candidates. In addition, the organization engage their workforce to support and enrich the communities they are a part of. Through its India CSR initiative, the Aqriti Programme, Qualcomm India works with young girls to inspire and encourage them to pursue education and careers in STEM.

**R1RCM Global Pvt Ltd**

At R1, everything is rooted in "The R1 Way," the organization's framework of everyday behaviours and expectations, giving its employees a platform to collaborate and grow.

The organization’s Leadership Council for Inclusion is committed to cultivating an inclusive environment that supports employees' well-being and growth. RR1 Cares Program is designed to support women through a multi-dimensional approach including best-in-class benefits and employee-centric policies, ensuring an enabling ecosystem. The benefits include fully paid maternity leave of 26 weeks, secured bonus payout, adoption leaves, a fully sponsored wellness & fitness program, paid childcare, cashless insurance coverage, flexible work arrangements and company-provided transport & meal facility. The organization's focus on nurturing future leaders includes learning journeys for each career stage, including partnerships with top management institutions, High Impact Projects for women in mid-management, Progressive career pathing framework, Mentorship opportunities, Domain capability building programs etc.
The annual R1 Way engagement programs foster an inclusive culture e.g. Unleash Talent Month to empower Associates in their development, R1 Stars – a digital recognition platform which helps foster a culture of gratitude, and R1’s annual global cultural D&I calendar, which celebrates events and festivals from culturally diverse backgrounds.

Renault Nissan Technology & Business Centre India Private Limited

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

To sustain efforts in the journey to become an ally in Diversity and Inclusion, Renault Nissan Tech has introduced key initiatives for women's career advancement. In 2021, Back on Wheels, an initiative to enable women to unleash their professional goals was launched. Through this second career program, the organization have had 19 career returnees since 2022. These are women who had a career break for personal reasons and have restarted their careers with Renault Nissan Tech. An exclusive ‘Development Initiative’ for women employees who are restarting their careers was launched as The Accelerate Program. This program provides unparalleled support on professional development to re-engage & unleash the fullest potential of the employee. For the progression of women’s talents, Be Your Leader & W Journey programs have paved the way for more gender-diverse employees to explore management and leadership.

Sasken Technologies Limited

Sasken technologies emerge with policies that resonate with the aspirations of the modern Indian woman. The company made sure its initiatives, tailored to ensure every woman finds her niche, speak volumes of its commitment to gender inclusivity. Sasken's ethos is rooted in fostering an environment that champions inclusivity, promotes growth, and celebrates every woman’s unique perspective.

- Professional development opportunities: Sasken provided 53% of its high-potential women special mentorship program in 2022. Second-career programmers were provided to 20% of women out of 35% of total hires in 2022.
- Flexible working conditions: Sasken encourages flexible working hours for its employees to balance their work and personal responsibilities, particularly for new mothers to continue pursuing their careers while accommodating family needs. In Sasken, 87% of women are using flexible working hours, whereas 12% are opting for remote working.
- Mentorship programs: Sasken provides mentorship programs on management and leadership training, executive coaching for all its employees on career advancement like career planning and development and insights into specific job functions and industries.

Sony Pictures Networks India

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

Sony Pictures Networks India channels their commitment to women's development and career enablement through various policies & benefits. These include gender-agnostic hiring, internal career opportunities and talent review, which have resulted in 44% of internal job rotations by women and 27% of their high-potential talent comprising women. Through Women Leadership programs, 360-degree feedback coaching targeted L&D interventions for HiPo talent and offers Education Assistance- women avail multiple avenues to chart the career of their choice. Much before the pandemic, flexible working allowed 100% of women to balance personal and professional needs.
Under the hybrid model, their work-life balance is further enhanced with Mandies, Zero Hours, EAP and In-House Counsellor to prioritize their mental wellbeing. The organization's medical insurance and wellness benefits are best-in-class and include universal primary caregiver leave (26 weeks – childbirth, adoption and surrogacy), free near-site creche, preferential parking for expectant & new mothers, returning mothers program and the mom's room, to name a few.

**SPI TECHNOLOGIES INDIA PRIVATE LIMITED**

At Straive, the company has ensured all employees benefit from a fair and transparent performance management and career development plan. For women employees, Straive has designed career programs aimed at providing comprehensive guidance for their professional growth. In 2022, the organization successfully reached almost all women employees through its career outreach program, offering a diverse range of sessions:

- **Via Talks:** Renowned women speakers from around the world share best practices and career guidance with women employees.
- **Mentoring:** A women-specific mentoring forum is established to provide support for women in advancing their careers.
- **Leadership Training:** Eight specific leadership training sessions are focused on women's empowerment.
- **Coaching for Second-Career Women:** Coaching sessions are dedicated to women returning to work after extended leaves, such as maternity or other reasons.
- **Phased Return to Work:** A phased approach is implemented to support women as they transition back into the workforce.

Over recent years, the organization has meticulously tracked leadership growth by establishing clear and specific Key Performance Indicators (KPIs) aligned with the company’s vision.

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**Sun Life India Service Centre Private Limited**

Sun Life Global Solutions India (SLGS India) serves as the Global In-house Centre for Sun Life, a Canadian financial services company and one of the largest life insurance organizations globally. They recently launched SunStree, a platform aimed at creating a strong network for their women employees, enabling them to develop and maximize their potential. SunStree's objectives are centered around identifying and addressing workplace challenges faced by women employees while also focusing on providing developmental opportunities for women employees to advance in their careers.

At Sun Life, achieving gender pay parity is regarded as a crucial factor that demonstrates equitable treatment of employees. SLGS India has undertaken a third-party review of their job structure and analyzed compensation practices to ensure that compensation trends do not favour either men or women. Gender pay parity and Diversity Hiring (Gender-specific hiring) are two key initiatives that SLGS India is particularly focused on as part of their ongoing efforts to create a gender-equal and equitable environment.

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**Target Corporation India Pvt Ltd**

At Target, inclusion is a business imperative and intentional in everything the organization does. Today, Target in India has an industry-leading gender diversity ratio of 45% compared to 39% in 2019. This increase came on the back of inclusive hiring policies, a work environment that supports flexibility, and dedicated career advancement programs for women. BounceBack, a ‘returnship’ program at Target, enables women to return to the workforce after a career break by helping them upskill and gain work experience.

The Engineering Manager Immersion Program equips senior women engineers at Target and across the industry to take on Senior Engineering Manager roles. Ignite, the organization's award-winning leadership program, helps high-performing women achieve their true potential.
More than 40% of Ignite graduates have advanced into elevated roles. Target's Learning Assistance Program helps team members upskill by reimbursing 100% of the tuition fee for a relevant course/certification. In 2022, 50% of the program users were women.

Tata Communications Ltd.

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

Tata Communication's flagship diversity program, 'Winning Mix' is based on three pillars - building an inclusive culture, creating a diverse talent pool and enabling policies & infrastructure. The organization has a gender-agnostic policy framework - the caregiver leave policy, part-time work, work from home, and sponsorship of temporary replacements for employees proceeding on long leave to maintain business continuity. LEAP, the in-house platform, supports employees with dedicated resources, counselling support, and important updates during their parenthood journey.

Aspirational targets for new hires and diversity mix are set at the leadership level and tracked monthly. In the last year, Tata Communications has launched initiatives like the 'Each One Bring One' women referral program and the 'Make Each Woman Count'- a dedicated retention program for women, targeted hiring across job families by benchmarking industry diversity numbers. The organization has dedicated development and networking programs like Take the Leap, Leap Ahead (Tata Group) and Achieve (Women in Finance) to help women across levels and functions build their thought capital.

Tech Mahindra Limited

Also placed in Top 10 - Hall of Fame for featuring in the Top 10 list for 5 years

Tech Mahindra believes that respecting diversity and ensuring inclusion is fundamentally the right thing to do. The focus on gender equity goes back to the first Mahindra Group advertisement in 1945 that mentions the dignity of human work and recognizes diversity of colour, creed, gender and caste. This has evolved to the 'n = 1' philosophy, which means everyone is unique, has different needs, and must enjoy personalized experiences.

This is expressed in the organizational culture of celebrating the different and the difference each individual makes. With initiatives like the Women Leaders Program, 50% women hiring from campus mandate, Junior TechMighty, zero tolerance for sexual harassment, etc. TechM provides equal opportunities for people of all genders. The organization's 3-year roadmap has a 50% weightage for gender-diversity-related initiatives. Thanks to the “intentionally diverse & globally inclusive” approach, TechM has industry-leading internal fulfilment (~60%), low attrition (~14%) and high engagement (~90%).

Teleperformance

Teleperformance, as a people-first organization, inherently embodies the principles of diversity. The company is a fervent advocate for a #GenderSmart culture that strives to promote women's empowerment in the workplace. Notably, 54% of its global workforce of 410,000 employees comprises women. Teleperformance's 'TP Women' initiative seeks to address the challenges faced by women in the workplace and drive positive change. These values are deeply ingrained in the organization's ethos, demonstrated through its proactive commitment to advancing gender diversity, equality, and empowerment.

Teleperformance has also introduced various initiatives like #MenAsAllies for #WomenLeadingChange to actively involve the male workforce in championing gender diversity by breaking down barriers and building up equality. The organization proudly extends employment opportunities to new mothers and women with career breaks, earning various industry recognitions for being one of the Best Workplaces for Women.
Teleperformance envisions creating a world where equality flourishes, each individual's voice is heard and valued, and everyone has an equal opportunity to succeed. Empowering Women, Enriching Success!

**Thales India Private Limited**

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

Thales is dedicated to promoting and sustaining an equitable work environment. The “Fly High” leadership development program targets emerging women leaders to nurture and develop them to unleash their potential. Thales has witnessed 26% of women employees taking promotions in 2022 and 62% grabbing national and international mobilities. The organization has been enabling comfortable means of operations for employees by adopting a hybrid mode of working, i.e., three days of work from the office and two days of remote working.

All employees are covered for Comprehensive Insurance, which includes Group Medical Insurance (including three dependent children, spouse and parents/parents-in-law), Group Personal Accident Insurance, and Group Term Life Insurance from Day 1 of their joining. An enhanced maternity benefit, free-of-cost near-site crèche facility across all locations, assurance of the same position post maternity break, 24*7 doctor call facility, pay advances, health awareness sessions, and checkups are all what act as great enablers in sustaining a great career with Thales.

**The Hongkong and Shanghai Banking Corporation Limited**

A key driver for HSBC in delivering on their India ambition and strategic imperatives is through building a diversity of thoughts/capabilities/expertise at a leadership level. They are committed to addressing this by supporting women employees with their market-leading, first-of-its-kind childcare benefit proposition, which gives working mothers the flexibility to opt for childcare allowance till 6 years of child’s age should they not opt for daycare reimbursement. The bank is also helping women integrate back into the mainstream workforce through their formal Returnship Program–Power2Her, a structured journey to help women integrate back into the mainstream workforce after a career break, which has seen more than 50% conversions across the last 3 cohorts into full-time roles within the bank. Finally, through their flagship ASCEND program, they have been enabling women leaders to make a successful transition into bigger and broader roles in the bank.

**Thermo Fisher Scientific Pvt. Ltd.**

Thermo Fischer believes that strategic D&I initiatives are vital to organizational success. Through the annual Human Resource Review process, the organization track the progress of its top performers’ readiness for succession to leadership roles and has an accelerated development plan to fast-track their growth in the organization. Their maternity and paternity leave policies are extended to cases of adoption with leave up to 12 weeks. The organization has increased the number of corporate tie-ups with daycare facilities across the country. Also, their Flexible Work Arrangement policy allows colleagues to balance work and personal life. Along with this, Thermo Fischer has Women's Empowerment BRG initiatives that engage and advocate for gender equity and run initiatives that create business and community impact.

**TIAA GBS India Pvt. Ltd.**

At TIAA GBS India, fostering an environment of belongingness is an important part of the People Pledge. With extensive benefits, varied Business Resource Groups and curated development programs, the organization aims to create an environment in which everyone can grow both professionally and personally. With a vision to foster professional development and build a talent pipeline of future women leaders, TIAA GBS India partnered with Center for Creative Leadership to
co-create content. Through an exhaustive discovery phase, the organization sought insights from leaders, participants and stakeholders to help develop themes and focus areas for the program. Some of the uniquely inclusive benefits, like the ‘Bundle of Joy’ parental support policy, fertility benefits including egg freezing & IVF treatment and an exhaustive insurance cover, focus on cultivating a culture that promotes holistic well-being. The organization’s partnership with leading affinity diversity portals (like myAvtar) and leadership-building programs like iWil (Women in Leadership) help them bring highly skilled and diverse talent to the fore.

**TPI Composites India Private Limited**

Skill development through competency mapping and a career development program is available for TPI Composites India Pvt Limited staff associates, both domestically and internationally. All key positions are identified, and potential internal successors are supported with clear Individual Development Plans.

Permanent women associates benefit from a well-defined internal Career Development Framework that fosters continuous learning and assessment, enabling progression to roles such as Lead Operator, Team Lead, Shift Engineer, and more, including opportunities within TPI entities outside India. The company conducts campus hiring for women Graduate Engineer Trainees (GETs) and Management Trainees (MTs), with a minimum 50% representation outlook. Additionally, TPI Composites India hosts women-only Blue-collar employee hiring drives.

The company maintains regular, small-group Women-only connect sessions with the leadership team every month. There is a steadfast commitment to addressing wage gaps and ensuring pay equity, achieved through the utilization of a Disparity Impact Analysis program in collaboration with Snell & Wilmer®.

**TVS Motor Company**

Career enablement at TVS Motor Company for women is focused on ensuring that women work on their competencies to grow as well as find an eco-system where they can strive to take themselves to the next level. Women in middle-level manager roles undergo the “Flying Lessons” Women Leadership Development Programme. “Unnati Policy” for second-career women professionals, fully WFH/part-time/on case-to-case basis provisions are available and utilized by 8% of women. This policy also offers upskilling and mentoring.

EAP (Employees Assistance Programme) supports employees in psychological, emotional, personal, relationship, stress management and overall well-being of the employees and families. Through regular training and orientations, the idea of a psychologically safe workplace for women is repeatedly reinforced. Strengthening of Employee Resource Groups has ensured that a supportive eco-system continues to support the growth trajectory for diversity inside of the organization.

**UST**

UST’s DEI programs have always put forward a culture of learning, uplifting, and nurturing, irrespective of culture, gender, belief, or generational distinctions. The organization supports its women’s employee community by ensuring fair representation in senior leadership roles through equity in the promotion process. Through a nurturing flexible work culture, UST also works toward minimizing burnout. UST’s Career Architecture framework, along with its mentorship, leadership, and POSH programs, ensures continuous learning and upskilling of women employees.
Over the next three years, UST’s gender diversity vision aims to build a strong leadership pipeline of 20 women associates and fill at least 30 per cent of C-suite positions. Quarterly analytics and reports are also published for divisions showing trends and gaps.

**Verizon Data Services India Private Limited**

Also placed in **100 Best - Hall of Fame** for featuring in the 100 Best list for 5 years.

The Work Forward strategy, including various resources like distributed meeting training, digital collaboration tools, and digital wellness tools, focuses on the transformation of how, when & where Verizon work, resulting in the right care and cultivation of diverse talent. This has enabled women Vteamers to seamlessly integrate their work and professional life resulting in 90 % retention of women talent. 4 fully funded daycare facilities and mystical motherhood programs which are gender neutral are built to support parents.

Online wellness platform with 80% utilization has enabled employees & their dependents to undergo annual health checks, conduct/participate in online step challenges, and book and avail of online doctor consultations, which are funded by Verizon. Focused women advancement programs like "Women of the World" & "Women in Tech Leadership" programs complemented by regular mentoring and sponsoring support nurture women employees with a retention rate of 90%. Hiring efforts have resulted in a 32% rise in women in senior to leadership roles and a 12 times increase of women in mid to senior roles than in 2021.

**Vestas India**

Vestas believes a diverse and inclusive workforce is vital for accelerating the green energy transition globally. Differences make one stronger, more innovative, and better equipped to address the challenges of the future.

Therefore, the organization is committed to making sure that all potential, future, and current Vestas employees are guaranteed equal opportunities regardless of social identity. Everyone must feel safe and valued and know that their voice will be heard. Vestas aims to become ‘The safest, most inclusive, and socially responsible workplace in the energy industry’.

**Vodafone Idea Ltd.**

Vi believes it is their responsibility to build a gender-equal organization. The organization takes the initiative in inviting talented women to come and work with them – particularly in Sales and Technology functions. They have initiated large interventions to curate "green" sales beats with 360-degree gender sensitization across stakeholders – employees, distributors, and retailers. To support their colleagues – both men and women – to manage and share their caregiving responsibilities at home, Vi has rolled out elder care and child care assistance services.

The organization recognizes the risks of burnout and anxiety in stressful work situations. To aid colleagues, Vi has launched 24x7 Emotional Wellness Assistance and counselling support via call/video chat/chat.

Vi is on a journey that reflects their commitment and authenticity to creating a better place to work.

**Volvo Group India**

Striving for Diversity and Inclusion is an abiding passion at Volvo. The organization has a diverse range of policies, practices and programs like ExcelHer, a career return-ship program that helps women restart their careers and MPowHer, a women’s leadership program.
Also, gender-neutral parenting and PoSH policies, specially curated programs for women on the shop floor, and flexible working options immensely help in supporting women employees. As part of Volvo's I&D initiative, mothers' wellness rooms have been made for soon-to-be and nursing moms with state-of-the-art infrastructure for expressing and storing milk with sterilizers, breast pumps and educational material. Volvo's adoption assistance program can be availed by any gender employee, irrespective of marital status. Apart from this, the organization promotes workplace equality through the Volo For All - Equal Opportunity Employer Policy. Volvo's organizational policies have made the organization an aspirational, safe, inclusive and engaging workplace for women.

Walmart Global Technology Services India Private Limited

Also placed in 100 Best - Hall of Fame for featuring in the 100 Best list for 5 years

Walmart Global Tech takes great pride in its reputation as an employer of choice for women. The organization currently boasts a 29% female workforce, which stands out as remarkable when compared to the IT industry's average.

Over the past year, they've successfully hired 30% more women, and an impressive 52% of their recent campus hires are women. Notably, 34% of the people leaders they've brought on board are women. To support women at all stages of their lives, Walmart Global Tech provides a comprehensive range of benefits, including maternity leave, nanny support, access to well-being apps, fitness reimbursement, health insurance, and counselling services.

The organization also offers a variety of programs, such as WConnect, EmpowHER, CodeHER, Respark, NeXT, and the Women Resource Council, all of which are dedicated to advancing the cause of women's inclusion in the workforce. Walmart Global Tech is equally committed to ensuring the safety of its women associates, with the rigorous implementation of POSH (Prevention of Sexual Harassment) guidelines. The thriving Women Employee Resource Group actively supports all women-centric initiatives across the organization's three locations.

Western Digital Corporation

At Western Digital India, there exists a robust Engagement, Diversity, Equity, and Inclusion framework in place, ensuring equal treatment for all individuals while recognizing and honouring their differences. The organization firmly believes that embracing diverse perspectives leads to optimal outcomes for its employees, the company, customers, and the global community.

David Goeckeler, the CEO of Western Digital, has signed a CEO action pledge, joining nearly 2,000 other CEOs in addressing the imperative of establishing a more equitable, inclusive, and diverse workplace.

Western Digital's initiatives for advancing women's careers encompass several programs. Among them are "She Invents," which is WD's women inventor program "Unpause," a career restart program tailored for women who have been on hiatus and "We.WIN," WD's Women Employee Resource Group. Additionally, there's "She Leads," an executive coaching program designed for senior women engineering leaders, and "She Sprints," a group coaching initiative aimed at mid-level women managers.
Wipro Limited

Also placed in **100 Best - Hall of Fame**
for featuring in the 100 Best list for 5 years

Wipro is committed to its ongoing and enhanced efforts to create an environment where women can safely grow, develop, and thrive. The organization places significant emphasis on improving retention and engagement, as well as increasing the representation of women across all levels within the company.

Over the past two years, Wipro has witnessed a nearly three-fold increase in gender diversity at senior leadership levels, currently at 17%. They have implemented various programs to support this commitment, including "Enrich," a sponsorship program aimed at high-potential women leaders, and "Begin Again," a program tailored for women who have taken a career break.

Wipro offers dedicated leadership programs designed to assist women in addressing workplace challenges and remaining at the forefront of their fields. Additionally, the organization launched a holistic policy for returning mothers last year, facilitating a smooth transition into projects following their return to work. Wipro demonstrates its commitment to supporting women through various initiatives, ranging from "Leadership Connects" and informative sessions for returning mothers on a wide array of topics to the provision of an exclusive mailbox to address questions.

Zensar Technologies

Also placed in **100 Best - Hall of Fame**
for featuring in the 100 Best list for 5 years

Zensar upholds its commitment to being an equal-opportunity employer by considering all qualified candidates for employment, irrespective of who they are. Inclusivity and diversity are integral parts of Zensar’s practices, which makes it a truly inclusive & happy workplace. In 2022, when other IT companies planned their return to office program, Zensar continued to offer flexible/hybrid/remote work options to 100% of employees, aligning with their personal needs. 80% of the organization’s women employees leveraged this facility.

Zensar has meticulously designed policies and programs that encompass mentoring, pay equity, skill enhancement, leadership development, surrogacy and adoption leave, pregnancy care programs, as well as special and additional maternity leave tailored to diverse requirements. Additionally, the company has implemented gender sensitization programs. These strategic initiatives have resulted in a 2% higher retention rate for female employees at Zensar in 2022.

Worley India has been taking huge strides in the Diversity & Inclusion pathway by adopting some cutthroat practices, making it a truly inclusive employer of choice for women talent. The organization is proud to achieve a hiring of 60% women from graduate engineering campuses.

It came after a hard-fought campaign by the talent team fully supported by leadership. While the women's talent pipeline was being enriched at the entry level, Worley recognized the importance of strategically introducing experienced women professionals into roles where they could make the most impact. This led to the formulation of a completely women-led task force for an energy transition project, Prerna, spanning from project management to execution team.

The leadership's vision was clear: "We cannot achieve a net-zero future without equal participation and diverse perspectives from women." As young graduates and experienced female professionals integrated into the thriving ecosystem, Worley also devised a women's returnship program. This initiative successfully facilitated the return of 20 women who had taken career breaks, ensuring a seamless transition back into the workforce for them.

Worley India has been taking huge strides in the Diversity & Inclusion pathway by adopting some cutthroat practices, making it a truly inclusive employer of choice for women talent. The organization is proud to achieve a hiring of 60% women from graduate engineering campuses.
Currently, women constitute a third of ZS’s workforce, and the company has made substantial strides toward reaching its 50/50 North Star goal. To accomplish this, ZS has implemented a range of initiatives, including mentorship programs, flexible work arrangements, and non-conscious bias training. These endeavours, classified under three key pillars - Hiring, Engagement, and Retention (H.E.R.), have led to an increased presence of women in leadership roles at ZS, rising from 7% in December 2012 to 29.2% in 2022.

One of ZS's flagship initiatives, "Path2Principal," centers on empowering female ZS employees to develop the skills and mindset needed to become leaders. This program follows a coaching and experiential approach, offering support to participants in honing their leadership capabilities essential for future leadership roles within ZS. The program's 3R approach underscores the significance of fostering resonance with leadership skills, establishing a rhythm for practising these skills and reinforcing learning through repetition.
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At KBR, our strong commitment to ESG (environmental, social and governance principles) guides everything we do and every decision we make.

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Diversity creates a healthier atmosphere. Optum is an equal opportunity/affirmative action employer and drug-free workplace. © 2023 Optum, Inc. All rights reserved.
Highlights from 2023 Best Companies
Gender Diversity in Best Companies

This section showcases gender diversity ratios in Top 10 and 100 Best companies, in terms of representation, hiring, attrition and promotion.

### 2023 – 100 Best: Gender Distribution across levels

<table>
<thead>
<tr>
<th>Level</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors</td>
<td>77.89%</td>
<td>22.11%</td>
</tr>
<tr>
<td>Corporate-Executives</td>
<td>80.58%</td>
<td>19.42%</td>
</tr>
<tr>
<td>Senior-Managers</td>
<td>79.78%</td>
<td>20.22%</td>
</tr>
<tr>
<td>Managers</td>
<td>71.37%</td>
<td>28.63%</td>
</tr>
<tr>
<td>Non-Managers</td>
<td>59.61%</td>
<td>40.39%</td>
</tr>
<tr>
<td>Overall</td>
<td>63.15%</td>
<td>36.85%</td>
</tr>
</tbody>
</table>

### 2023 – Top 10: Gender Distribution across levels

<table>
<thead>
<tr>
<th>Level</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors</td>
<td>71%</td>
<td>29%</td>
</tr>
<tr>
<td>Corporate-Executives</td>
<td>79.1%</td>
<td>20.9%</td>
</tr>
<tr>
<td>Senior-Managers</td>
<td>78.61%</td>
<td>21.39%</td>
</tr>
<tr>
<td>Managers</td>
<td>65.65%</td>
<td>34.35%</td>
</tr>
<tr>
<td>Non-Managers</td>
<td>54.32%</td>
<td>45.68%</td>
</tr>
<tr>
<td>Overall</td>
<td>58.3%</td>
<td>41.7%</td>
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</table>
2023 – 100 Best: Gender Distribution in hires across levels

<table>
<thead>
<tr>
<th>Level</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate-Executives</td>
<td>76.62%</td>
<td>23.38%</td>
</tr>
<tr>
<td>Senior-Managers</td>
<td>77.39%</td>
<td>22.61%</td>
</tr>
<tr>
<td>Managers</td>
<td>71.57%</td>
<td>28.43%</td>
</tr>
<tr>
<td>Non-Managers</td>
<td>60.24%</td>
<td>39.76%</td>
</tr>
<tr>
<td>Overall</td>
<td>62.26%</td>
<td>37.74%</td>
</tr>
</tbody>
</table>

2023 – Top 10: Gender Distribution in hires across levels

<table>
<thead>
<tr>
<th>Level</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate-Executives</td>
<td>78.5%</td>
<td>21.5%</td>
</tr>
<tr>
<td>Senior-Managers</td>
<td>75.42%</td>
<td>24.58%</td>
</tr>
<tr>
<td>Managers</td>
<td>67.4%</td>
<td>32.6%</td>
</tr>
<tr>
<td>Non-Managers</td>
<td>56.77%</td>
<td>43.23%</td>
</tr>
<tr>
<td>Overall</td>
<td>59.17%</td>
<td>40.83%</td>
</tr>
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</table>
2023 - 100 Best: Promotion rates of men and women

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior manager to Corporate Executives</td>
<td>9.55%</td>
<td>6.92%</td>
<td>7.9%</td>
</tr>
<tr>
<td>Manager to Senior Manager</td>
<td>18.16%</td>
<td>14.34%</td>
<td>15.91%</td>
</tr>
<tr>
<td>Non-Manager to Manager</td>
<td>21.18%</td>
<td>21.18%</td>
<td></td>
</tr>
</tbody>
</table>

2023 - Top 10: Promotion rates of men and women

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior manager to Corporate Executives</td>
<td>9.63%</td>
<td>8.74%</td>
<td>8.87%</td>
</tr>
<tr>
<td>Manager to Senior Manager</td>
<td>13.51%</td>
<td>14.32%</td>
<td>14.22%</td>
</tr>
<tr>
<td>Non-Manager to Manager</td>
<td>19.94%</td>
<td>21.41%</td>
<td></td>
</tr>
<tr>
<td>Overall</td>
<td>6.88%</td>
<td>6.82%</td>
<td></td>
</tr>
</tbody>
</table>
2023 – 100 Best: Attrition rates of men and women

<table>
<thead>
<tr>
<th>Role</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate executives</td>
<td>9.45%</td>
<td>9.01%</td>
</tr>
<tr>
<td>Senior manager</td>
<td>12.26%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Manager</td>
<td>22.21%</td>
<td>20.77%</td>
</tr>
<tr>
<td>Non-manager</td>
<td>30.27%</td>
<td>27.42%</td>
</tr>
<tr>
<td>Overall</td>
<td>27.16%</td>
<td>25.86%</td>
</tr>
</tbody>
</table>

2023 – Top 10: Attrition rates of men and women

<table>
<thead>
<tr>
<th>Role</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate executives</td>
<td>7.09%</td>
<td>6.08%</td>
</tr>
<tr>
<td>Senior manager</td>
<td>11.86%</td>
<td>10.22%</td>
</tr>
<tr>
<td>Manager</td>
<td>22.76%</td>
<td>20.09%</td>
</tr>
<tr>
<td>Non-manager</td>
<td>23.41%</td>
<td>20.47%</td>
</tr>
<tr>
<td>Overall</td>
<td>22.27%</td>
<td>20.07%</td>
</tr>
</tbody>
</table>
Women's representation continues to increase in Best Companies – there has been a 12% jump from 25% women in 2016 to 36.9% in 2023.
Recruiting, retaining and advancing talent is important to Best Companies to build a gender balanced leadership pipeline. This section features company initiatives towards this.

### 2023 – 100 Best: Career Development Programmes

- **Affinity Groups/Networks**: 96%
- **Mentoring**: 100%
- **Career Sponsorship**: 76%
- **Management & Leadership Training**: 100%
- **Executive Coaching**: 93%
- **Personal & Professional Development Programs**: 100%
- **P&L Training**: 69%
- **Job Rotation**: 85%
- **Career Counselling**: 87%
- **Second Career Recruitment Programmes**: 83%
- **Hi-Potential Programmes**: 98%
- **Succession Planning**: 94%
- **Fast-track leadership development programmes**: 95%
- **Participation in industry-wide women's advancement programs**: 85%
- **Male leaders championing gender inclusion**: 78%

*Percentage indicates the % of companies offering these programs*
It is inspiring to see more and more companies curating innovative programs to engage with diversity talent. The Best Companies platform has continually raised the bar.

*Percentage indicates the % of companies offering these programs
Prevention of workplace sexual harassment is of paramount interest at Best Companies. Ensuring zero tolerance through regular sensitization programs and offering multiple grievance redressal channels is the norm.

**2023 – 100 Best: Sensitization methods for Prevention of Sexual Harassment (POSH)**

- **92%** Class-room training
- **94%** E-mail campaigns
- **90%** Posters and circulars
- **95%** E-learning modules
- **35%** Others like mandatory training/workshop sessions, certification, and leadership messages

*Percentage indicates the % of companies offering these programs*
2023 – 100 Best: POSH amendments to address sexual harassment in the virtual model of working

- Sharing guidelines on POSH across virtual platforms: 98%
- Educating employees on the etiquette they need to follow while working from home: 96%
- Periodic check-ins with teams to identify cases of any uncomfortable situation faced by employees: 88%
- Regular communication from the ICC (Internal Complaint Committee): 88%
- Creation of a safe space for employees to voice their concerns through surveys, regular check-ins and virtual town halls: 96%
- Vetting of other policies of the company to align work protocols such as dress code, anti-discrimination policy etc.: 93%
- Setting up of anonymous portal-chat box, and/ or complaint box for reporting inappropriate behaviour: 83%
- Circulation of Internal Committee Email ID and contact numbers of members: 95%
- Setting up of SOP – Standard Operating Procedures for the Internal Committees for POSH inquires: 94%
- Training ICC members on methods of conducting POSH procedures during WFH: 93%
- Emergency hot-line support to report harassment: 82%

*Percentage indicates the % of companies offering these programs*
## 2023 - Top 10: POSH amendments to address sexual harassment in the virtual model of working

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sharing guidelines on POSH across virtual platforms</td>
<td>100%</td>
</tr>
<tr>
<td>Educating employees on the etiquette they need to follow while working from home</td>
<td>100%</td>
</tr>
<tr>
<td>Periodic check-ins with teams to identify cases of any uncomfortable situation faced by employees</td>
<td>100%</td>
</tr>
<tr>
<td>Regular communication from the ICC (Internal Complaint Committee)</td>
<td>100%</td>
</tr>
<tr>
<td>Creation of a safe space for employees to voice their concerns through surveys, regular check-ins and virtual town halls</td>
<td>100%</td>
</tr>
<tr>
<td>Vetting of other policies of the company to align work protocols such as dress code, anti-discrimination policy etc.</td>
<td>100%</td>
</tr>
<tr>
<td>Setting up of anonymous portal-chat box, and/ or complaint box for reporting inappropriate behaviour</td>
<td>90%</td>
</tr>
<tr>
<td>Circulation of Internal Committee Email ID and contact numbers of members</td>
<td>100%</td>
</tr>
<tr>
<td>Setting up of SOP – Standard Operating Procedures for the Internal Committees for POSH inquires</td>
<td>100%</td>
</tr>
<tr>
<td>Training ICC members on methods of conducting POSH procedures during WFH</td>
<td>100%</td>
</tr>
<tr>
<td>Emergency hot-line support to report harassment</td>
<td>80%</td>
</tr>
</tbody>
</table>

To Best companies, ensuring an atmosphere of zero tolerance to sexual harassment is beyond compliance. It is the baseline to inclusion.

*Percentage indicates the % of companies offering these programs*
2023 Best Companies: Flexible Work Arrangements

Best Companies have been espousing models of work flexibility as a channel to engage with diversity talent event before flexible work became the norm. This segment throws light on the flexible work offerings, best companies provide.

2023 – 100 Best: Flexible Work Structures

- **Flextime**: 97%
- **Hybrid Working**: 97%
- **Remote work**: 89%
- **Partial work Partial pay**: 53%
- **Job Sharing**: 19%
- **Structured process to address employees’ requests for flexibility**: 98%

2023 – Top 10: Flexible Work Structures

- **Flextime**: 100%
- **Hybrid Working**: 100%
- **Remote work**: 100%
- **Partial work Partial pay**: 90%
- **Job Sharing**: 40%
- **Structured process to address employees’ requests for flexibility**: 100%

*Percentage indicates the % of companies offering these programs*
Gender agnostic offerings of work flexibility is the path followed by Best Companies. They have been ahead of times in terms of creating win-win models of work.

*Percentage indicates the % of companies offering these programs*

The Best Companies ensure that new parents are supported through a comprehensive set of benefits including paid leave, postpartum stress support and adoption assistance.

### Existence of Parental Leave Provisions

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>99%</strong></td>
<td>Paternity leave</td>
<td><strong>100%</strong></td>
</tr>
<tr>
<td><strong>100%</strong></td>
<td>Adoption leave</td>
<td><strong>100%</strong></td>
</tr>
<tr>
<td><strong>100%</strong></td>
<td>Maternity Leave</td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

### Parental Leave Spans

**2023 – 100 Best**

**Fully paid Maternity leave**
- Min weeks offered: 26 Weeks
- Avg weeks offered: 26 Weeks
- Max weeks offered: 30 Weeks

**Fully paid Paternity leave**
- Min days offered: 3 Days
- Avg days offered: 21.5 Days
- Max days offered: 182 Days

**Adoption leave**
- *a woman employee adoptive parent (%)*
  - Min weeks offered: 12 Weeks
  - Avg weeks offered: 16.9 Weeks
  - Max weeks offered: 26 Weeks
- *other primary care-giver adoptive parent (%)*
  - Min weeks offered: 12 Weeks
  - Avg weeks offered: 12.8 Weeks
  - Max weeks offered: 26 Weeks

**Average Maternity returners** 91%

**2023 – Top 10**

**Fully paid Maternity leave**
- Min weeks offered: 26 Weeks
- Avg weeks offered: 26 Weeks
- Max weeks offered: 26 Weeks

**Fully paid Paternity leave**
- Min days offered: 5 Days
- Avg days offered: 17.6 Days
- Max days offered: 31 Days

**Adoption leave**
- *a woman employee adoptive parent*
  - Min weeks offered: 12 Weeks
  - Avg weeks offered: 18.4 Weeks
  - Max weeks offered: 26 Weeks
- *other primary care-giver adoptive parent*
  - Min weeks offered: 12 Weeks
  - Avg weeks offered: 15.2 Weeks
  - Max weeks offered: 26 Weeks

**Average Maternity returners** 92%

*Percentage indicates the % of companies offering these programs*
<table>
<thead>
<tr>
<th>Percentage</th>
<th>Program Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>96%</td>
<td>Assured performance rating during maternity leave</td>
</tr>
<tr>
<td>93%</td>
<td>Prenatal education</td>
</tr>
<tr>
<td>80%</td>
<td>Parental Leave Transition planning</td>
</tr>
<tr>
<td>77%</td>
<td>Phase back program</td>
</tr>
<tr>
<td>54%</td>
<td>Apps that connect women to the workplace during ML</td>
</tr>
<tr>
<td>81%</td>
<td>Career development conversations between managers &amp; women during ML</td>
</tr>
<tr>
<td>66%</td>
<td>E-learning courses during pregnancy</td>
</tr>
<tr>
<td>57%</td>
<td>Buddy Mother programmes</td>
</tr>
<tr>
<td>67%</td>
<td>Stay in touch days</td>
</tr>
<tr>
<td>21%</td>
<td>Adoption assistance</td>
</tr>
<tr>
<td>71%</td>
<td>Sponsorship for infertility treatments</td>
</tr>
<tr>
<td>89%</td>
<td>Support for postpartum stress/depression</td>
</tr>
</tbody>
</table>

*Percentage indicates the % of companies offering these programs*
### 2023 – Top 10: Other Parental Enablement Programmes

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Program Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>Assured performance rating during maternity leave</td>
</tr>
<tr>
<td>100%</td>
<td>Prenatal education</td>
</tr>
<tr>
<td>100%</td>
<td>Parental Leave Transition planning</td>
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<tr>
<td>100%</td>
<td>Phase back program</td>
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<tr>
<td>80%</td>
<td>Apps that connect women to the workplace during ML</td>
</tr>
<tr>
<td>90%</td>
<td>Career development conversations between managers &amp; women during ML</td>
</tr>
<tr>
<td>90%</td>
<td>E-learning courses during maternity leave</td>
</tr>
<tr>
<td>100%</td>
<td>Buddy Mother programmes</td>
</tr>
<tr>
<td>80%</td>
<td>Stay in touch days</td>
</tr>
<tr>
<td>10%</td>
<td>Adoption assistance</td>
</tr>
<tr>
<td>100%</td>
<td>Sponsorship for infertility treatments</td>
</tr>
<tr>
<td>100%</td>
<td>Support for postpartum stress/depression</td>
</tr>
</tbody>
</table>

It is heartening to see Best companies offering leave and support across the parental leave spectrum. This is important to engage with talent, along the parental continuum.

*Percentage indicates the % of companies offering these programs*
Work-life integration support is something Best Companies are keen to offer. From offering child care support to elder care support to self care support, enablement provided by Best Companies are all encompassing.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>77%</td>
<td>Tuition reimbursement</td>
</tr>
<tr>
<td>78%</td>
<td>Crisis intervention</td>
</tr>
<tr>
<td>79%</td>
<td>Stress management programmes</td>
</tr>
<tr>
<td>97%</td>
<td>Mental Health Consultation</td>
</tr>
<tr>
<td>75%</td>
<td>Elder Care Support</td>
</tr>
<tr>
<td>57%</td>
<td>On-site child care</td>
</tr>
<tr>
<td>76%</td>
<td>Near-site child care</td>
</tr>
<tr>
<td>56%</td>
<td>Child care allowance</td>
</tr>
<tr>
<td>19%</td>
<td>Back-up child care</td>
</tr>
<tr>
<td>49%</td>
<td>Paid leave for child-care</td>
</tr>
<tr>
<td>83%</td>
<td>Flexible working hours for parents of young children</td>
</tr>
</tbody>
</table>

*Percentage indicates the % of companies offering these programs
2023 – Top 10: Work-Life Programmes

- **Tuition reimbursement**: 100%
- **Crisis intervention**: 100%
- **Stress management programmes**: 90%
- **Mental Health Consultation**: 100%
- **Elder Care Support**: 90%
- **On-site child care**: 70%
- **Near-site child care**: 80%
- **Child care allowance**: 60%
- **Back-up child care**: 40%
- **Paid leave for child-care**: 90%
- **Flexible working hours for parents of young children**: 90%

Navigating the landscapes of work-life demands of today’s times is complex. We applaud the Best Companies for championing this cause for employees.

*Percentage indicates the % of companies offering these programs*
It is leadership commitment towards DEI that is an important, shared characteristic of all Best Companies. This segment shines the spotlight on how Best Companies approach accountability towards DEI.

### 2023 - 100 Best: Programmes to Ensure Inclusive Work Culture

<table>
<thead>
<tr>
<th>Program</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity, Equity &amp; Inclusion training for employees</td>
<td>99%</td>
</tr>
<tr>
<td>Programs for manager training on Advancing women</td>
<td>99%</td>
</tr>
<tr>
<td>Programs to resolve wage gap grievances</td>
<td>90%</td>
</tr>
<tr>
<td>Surveys on gender pay equity</td>
<td>92%</td>
</tr>
<tr>
<td>Programs to resolve gender diversity, equity &amp; inclusion grievances</td>
<td>100%</td>
</tr>
<tr>
<td>Programs to resolve work-life grievances</td>
<td>99%</td>
</tr>
<tr>
<td>Programs for manager training on work life issues</td>
<td>97%</td>
</tr>
<tr>
<td>Programs for manager training on flexible working</td>
<td>93%</td>
</tr>
<tr>
<td>Existence of a formal supplier diversity policy</td>
<td>48%</td>
</tr>
</tbody>
</table>

*Percentage indicates the % of companies offering these programs*
### 2023 – Top 10: Programmes to Ensure Inclusive Work Culture

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*Percentage indicates the % of companies offering these programs*
We look forward to strong systems of DEI accountability emerging from the Best Companies as they innovate, inspire, and include!

*Percentage indicates the % of companies offering these programs*
myAvtar is India's first-of-its-kind diversity portal for people who belong to under-represented groups

Women, People from the LGBTQ community, People with Disabilities, Veterans and Seniors.

Our Services

Portal Subscription
Companies can post diverse jobs to reach the most relevant audience.

Job Fair
myAvtar Job Fair for Women brings together employers from across industries and women candidates onto a virtual platform that offers a safe and comfortable experience.

Exclusive Partner Events
Best way to brand yourself as an Inclusive Employer!

Upskilling Leadership Career Avenues (ULCA)
For organizations pursuing gender diversity, the ULCA process results in a market-ready workforce that is also gender diverse.

Diversity Mahotsav
A unique celebration of DEI, comprising a range of interactive sessions for diversity strands.
About Most Inclusive Companies Index (MICI)
This study, in its fifth edition, is aimed at helping organizations understand gaps in demographic representation and provide a strategic roadmap to drive internal change to find and implement Diversity, Equity and Inclusion (DEI) solutions. Any company that employed at least 500 employees (men, women and the third gender included) in India and participated in the 2023 Seramount & Avtar Best Companies for Women in India study was eligible to apply. The study was launched alongside the primary study - Best Companies for Women in India (BCWI), that was launched in February this year. Companies spanning every major industry, geographical location and line of business were amongst the applicants. The application form with close to 150 questions, required applicant companies to provide data of high-order granularity on their diversity representation and inclusion practices. This edition of MICI (Most Inclusive Companies Index), had more than 150 companies, applying to participate. Based on the cumulative score (expressed as a percentage) companies got across the three segments, two categories of winning indices were decided:

- Companies with an Inclusion Index score of 75% & above are recognized as CHAMPIONS OF INCLUSION
- Companies with an Inclusion Index score between 55% & 75% are recognized as EXEMPLARS OF INCLUSION

The key segments that MICI covered are:

- **Diversity Representation**: Representation of diversity strands (gender, generation, People with disabilities (PwD), members of LGBTQ+ Community and culture) in the company's workforce
- **Recruitment, Retention & Advancement**: Practices and programs for recruitment, retention and advancement of a diverse workforce
- **Company Culture**: Ability to curate a culture that is inclusive of diverse people
Most Inclusive Companies Index: Winners Segment - 2023
Companies with an Inclusion Index score of 75% & above are recognized as **CHAMPIONS OF INCLUSION**
Companies with an Inclusion Index score between 55% & 75% are recognized as **EXEMPLARS OF INCLUSION**
Companies with an Inclusion Index score between **55% & 75%** are recognized as **EXEMPLARS OF INCLUSION**
Champions of Inclusion:
2023 Most Inclusive Companies Index
Accenture is accelerating a culture of equality to ensure employees feel they belong and can advance and thrive.

The culture of equality is an innovation multiplier - it creates an environment that unleashes innovation, enabling employees to perform and develop better solutions for clients.

Accenture recognizes how its people represent diverse identities—spanning the multiple dimensions that make each individual unique. An intersectional approach with equality at the core is key to how the organization creates a work environment where each of its more than 300,000 people in India can bring their authentic selves to work. The organization adopts the approach across three key pillars:

Inclusive talent pipeline
- Meritocracy-based talent management processes across the employee lifecycle
- Impact Sourcing: Experiential internships offering training and on-the-job learning to transgender people, people with disabilities and women from low-income backgrounds
- Career Reboot: Brings women with career breaks (2 years or more) back to the workplace, enabling them through career and functional skills workshops with experts and Accenture leaders
- Other hiring channels to tap into underrepresented talent include employee referrals, job fairs, job portals and social media

Retention through enablement and engagement
- Disclosure through voluntary self-ID for people with disabilities and LGBTIQ+ employees helps create a safe space for people to be their true, authentic self at work. It also helps drive targeted interventions such as learning and development programs, differentiated benefits and any other enablement support required.
- Inclusive benefits including but not limited to creating a barrier-free workplace; access to assistive devices/technologies and reasonable accommodation support; medical insurance coverage for LGBTIQ+ employees and their partners
• Employee Resource Groups and ally Networks: Employee Resource Groups for Single Parents, people with disabilities and LGBTIQ+ employees; PRIDE Allies, Disability Inclusion Champions, Mental Health Allies, Cross-Cultural Champions
• I&D celebrations across the year

Development and Growth
• Customized career and leadership development programs for diverse employees.
• Beyond gender agnostic marquee development programs, Accenture offers customized learning interventions for women employees (High Tech Edge, Grow Women in Leadership, Quantum Impact, among others) to build deep functional, technology and leadership skills, equipping them to realize boundary-less careers.
• Abilities Unleashed: Leadership development program for people with disabilities
• LGBTIQ+ Leaders Learning, Hues of the Rainbow, Mentorship, Leading with Pride - For LGBTIQ+ leaders and allies to form stronger networks as well as building an LGBTIQ+ leader pipeline

Thought Leadership, External Advocacy and Communities
• Accenture’s advocacy extends to external thought leadership reitering its commitment to I&D to influence and elevate industry discourse
• Community Impact: Accenture leverages existing and emerging technologies to address critical challenges facing society and help build a more sustainable and inclusive world like:
  o Skills to Succeed: Empowering youth and women from economically weaker sections and persons with disabilities by equipping them with skills needed for high-demand job sectors.
  o WeAct: Empowering women entrepreneurs in rural India, by offering access to resources and connecting them with the marketplace
  o Partnerships with NGOs working towards inclusion of people with disabilities and transgender persons, by equipping this underserved talent pool with skilling opportunities.

"Equality becomes a reality, when our intent translates into actions. Our research suggests that when leaders prioritize equality—organizations grow twice as fast. As we look ahead, our conversations must continue to focus on building a culture that values, rewards, and supports diversity and accelerates a culture of inclusion."

Ruhi Ranjan, Senior Managing Director - Lead Europe Markets – Advanced Technology Centers in India & Inclusion and Diversity Lead, Accenture India
Citi's commitment to Diversity, Equity, and Inclusion (DEI) is the core of the organization. Citi believes that transparency and accountability in DEI goals are key to success.

Citi wants to ensure equitable representation for the diverse employee base across all levels of the organization through recruitment, retention, advancement, and creating a culture of inclusion. To strengthen efforts towards inclusion and garner engagement, Citi celebrates Inclusion Months every year—Generations Month in January, Pride Month in June, Allyship Month in September, and Disability Awareness Month in October. These Months see employee engagement initiatives in various forms—from fireside chats, panel discussions, and seminars to volunteering opportunities and Allyship workshops.

The organization has eight active inclusion networks across four strands of Diversity—Gender, LGBTQ+, Disability, and Generations. They are geared towards promoting a workplace free of discrimination, while continuing to uphold the highest standards in inclusion.

Citi India has taken significant strides in promoting DEI across all these Diversity vectors—be it through empaneling special diversity recruitment agencies who focus on sourcing LGBTQ+ candidates and launching an LGBTQ+ Reverse Mentoring Program, to ensure reasonable accommodation is made available to employees with disabilities and conducting trainings on Disability and Neurodiversity Etiquette.

The Generations Network aims to foster an inclusive work environment where people across different generations and stages of their personal/professional lives come together and deliver clients' needs. The Generations Network collaborates with CSR to bring to employees a unique opportunity, called Giving@Citi, contributing towards the greater good of society. This helps in providing a sense of purpose to employees and helps form a deeper understanding of sustainability and the environmental, social, and governance (ESG) pillar.
Diversity, Equity and Inclusion (DEI) is at the heart of Citi's employer brand. For us, these elements in the DEI equation complement each other. We are diverse in that we are a mix of varied ideas, peoples and cultures; we are equitable in the way we empower our colleagues from diverse backgrounds through tailormade policies that help them excel; and we are inclusive in being steadfastly focused on creating an environment where all of us can bring our true selves to work. We are proud to have come a long way in our DEI journey and are determined to becoming the leading company in the country in this space.

Aditya Mittal, Chief Human Resources Officer, Citi South Asia
Making the exceptional EY experience equitable - The EY organization recognizes that everybody has different starting points, backgrounds, identities, experiences, and needs. And it is their collective responsibility to use their global voice, reach, and platform to address systemic disparities in the working world. The EY approach to helping accelerate DE&I involves attracting and retaining a diverse talent pool across ranks and helping ensure equity in talent processes, programs, and experiences.

Neurodiversity and disability confidence: The EY organization has differentially invested in the neurodiversity agenda. In FY23, EY GDS hired a total of eight professionals with neurodiversity: six of them being full-time in core business roles. Additionally, their commitment to disability confidence is reinforced through interventions across key touchpoints – such as accessibility awareness and training to all professionals, driving sponsorship by leaders, new joiner assistance through the Buddy Program, and helping enable an accessible environment right from assistive technology, ergonomic desks and monitors to wheelchairs and home office support. They collaborate with reputed organizations and NGOs and offer enhanced referrals for recruiting persons with disabilities. The Purple Champions ERG at EY has been at the forefront of raising awareness and increasing disability confidence throughout the year.

LGBT+ inclusion: At EY, they understand that systemic frameworks are at the crux of helping create lasting change and significant impact for LGBT+ professionals. Inclusive policies like same-sex partners insurance and gender affirmation surgery support, as well as programs like the Ally challenge and awareness sessions, have helped create a safe workplace and an environment of allyship that helps LGBT+ professionals bring their authentic selves to work and achieve their potential. The Safe Space Conversations is a virtual forum for members and allies of the LGBT+ community to hear and share lived experiences, in turn building their sense of belonging. Education through self-paced learning, gamified engagements, and panel discussions across levels furthers the awareness of this agenda.
Families at EY: At EY, the definition of families extends to all family constructs. In line with this belief, all their wellness programs are framed within this construct of inclusiveness, with certain aspects extending to employees’ families. Their flexible medical insurance policy extends spousal benefits to domestic partners. A wide range of leave options are available for both professionals’ domestic partners and spouses as relevant. These include leaves for paternity, grandparents, 26 weeks for adoption, surrogacy or stillbirth, tubectomy, gender affirmation surgery, and domestic violence. EY teams also leverage technology platforms like Thrive Global and the Wellness Corner app to help professionals and their families integrate wellness into their everyday routines.

MomEY program for working mothers features interventions like transition support programs and parenting workshops. Parent-friendly benefits such as on-site free creche facilities discounted day-care facilities, and flexible work arrangements enable their people to balance multiple priorities. They also help create a supportive and inclusive environment through Employee Resource Groups (ERGs) like Families Network and EY Women’s India Network and virtual camps for children, among other interventions.

The EY organization’s intentional efforts to drive inclusiveness and belonging among its diverse workforce continue to be market-differentiating.

“We at EY in India, truly believe that we are strong when we value differences. When people feel free to bring their authentic selves to work, it makes them feel valued and drives a sense of belonging. It leads to better discussions, decisions, and outcomes for everyone. We are committed to creating an organization that is equitable, where everyone can thrive. It is an ongoing journey, and we are always learning.”

Sandeep Kohli, EY India Partner and Talent Leader
As IBM focuses on leadership in the era of hybrid cloud and AI, it is taking a number of decisive steps to create a culture where employees of all backgrounds can thrive. IBM is also determined to address the widening disparities in society today. It is passionately dedicated to promoting, advancing and celebrating plurality of thought from all backgrounds to activate collaboration and unleash innovation. While IBM has a rich heritage in diversity and inclusion, it is still learning, growing, and making progress. The growth mindset is shifting from leadership-lead decisions to employee co-creation, from unconscious bias to conscious inclusion, from being colour blind to colour appreciative and from passive non-discrimination to active allyship. IBM’s vision is four folds:

a) Advocacy - Work to drive systemic change that creates opportunity for diverse communities
b) Allyship – Provide training and support to help every IBMer be an upstander through inclusive behaviors.
c) Employee experience - Champion all diverse communities of IBMers and supports every employee to thrive and bring their authentic selves to work.
d) Accountability - Harness data transparency and AI to enable accountability, action and outcomes for increased diversity representation and inclusion at every level of our company.

Through IBM’s diversity, equity, and inclusion journey, the goal is to provide a culture of inclusion and belonging for all IBMers. It strives to support employees with their unique needs so they are able to perform their role better. This includes programs to support parents in their parenting journey and work life integration, support programs for women returning to workforce, lactation rooms in IBM offices & subsidised daycare facilities. IBM is committed to accessible infrastructure, reasonable accommodation for people with diverse abilities & a safe space for people with diverse gender identities.

IBM has established global executive councils for different constituencies comprising senior leaders across all geographies and business units. These councils are charged with driving significant action on behalf of their members. They focus on increasing representation of their constituencies at the executive levels, enabling leaders to drive engagement and increasing the societal impact for their member group within IBM and beyond.
IBM strives to continually lead with its values and beliefs that enable IBMers to develop their potential, bring their authentic selves to the workplace, and engage in a world of inclusion.

“Innovation is one of the most critical pillars for all progressive organisations today. But there is another ‘I’ which is essential to the success of every business – ‘Inclusion’. Coupled with Diversity, an inclusive work environment inspires every employee to bring their whole self to work without fearing any bias. And in case of IBM, Diversity and Inclusion is not just a ‘good to have policy’, it is part of our DNA and an essential enterprise value.”

Sandip Patel, Managing Director, IBM India Private Limited
Infosys offers a non-discriminatory workplace and ensures an equal-opportunity workplace across race, color, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status.

A three-pronged approach to building inclusive cultures driven by strong leadership commitment and action includes Policy and practice, Learning and awareness, and Employee Resource Groups. Some examples include:

- Transport Allowance Policy for employees with disabilities – this policy respects employees' needs to address daily commute requirements specific to their disability and make necessary arrangements to facilitate a safe and convenient experience.

- Huge investments in physical infrastructure across Indian campuses have seen enhancements, including accessible walkways and common areas, moving beyond just buildings to making the entire campus accessible to employees with disabilities.

- An enhanced Health Insurance Plan for employees based in India covers partners (same-sex, domestic, civil) as dependents, gender reassignment surgeries, coverage for surrogacy, egg-freezing procedures, and mental health therapy. For employees and dependents with mental illness, the insurance policy covers certain psychiatric and psychosomatic disorders.

- A dedicated learning channel on Diversity, Equity, and Inclusion in the in-house LMS, known as LEX, ensures continuous development and learning in exciting formats including self-paced learning modules on a variety of topics like non-conscious bias, inclusive communication, LGBTQIA+ education, and cross-cultural collaboration, certification courses, human libraries, blogs, and leader talks through an engaging ‘Talk the Walk’ format. An exclusive Digital Accessibility Lab in the learning channel offers exclusive learning and certification programs on digital accessibility to software engineers.
• With over 157 nationalities in the Infosys workforce, DEI efforts continue to focus on the diversity of culture and experiences, enhancing learning, awareness, and collaboration across employees and teams. The popular Culture Café initiative is a favorite with Infoscions and helps deepen their understanding of culture. Culture Chats help bridge culture gaps, enhance understanding of culture, and provide employees with an opportunity to interact with their colleagues in other locations across the world.

• An award category for DEI in the prestigious Infosys Awards for Excellence (AFE) inspires DEI commitment and action. Employee Resource Groups, with employees as ambassadors of inclusion and belonging - Beyond leadership commitment and policy, is a larger focus on where employees experience inclusion viz., their everyday workplace, interacting with colleagues, and immediate teams.

• Employee Resource Groups (ERGs) act as huge enablers. There are six strong global, leader-led ERGs including Infosys Women's Inclusivity Network (IWIN) for Women and their Allies, Family Matters- an ERG focused on parenting, relationships, health, and wellness- iPRIDE for LGBTQIA+ members and their Allies, InfyAbility for Employees with Disabilities and their allies, the Multicultural ERG for employees from different cultures and their Allies, and InfyVets for military veterans and their allies.

"We are committed to amplifying human potential and creating the next opportunity for our people, businesses and communities. Thank your AVTAR for recognizing our efforts as Champions of Inclusion."

Aruna C Newton, Head- DEI & ESG
Governance and Reporting, Infosys Limited
KPMG continues to demonstrate commitment, understanding, and obligation to shape and implement fair and unbiased talent practices. Being accepted as an equal opportunity employer reaffirms the organization’s priorities to make the workplace diverse and inclusive---an environment that welcomes and supports all colleagues and applicants.

KPMG believes in the power of creating a diverse and inclusive environment. The Firm has taken significant steps to support inclusion for LGBTQ+ colleagues and communities, and to strengthen disability inclusion by ensuring access, support, and accommodation that equip them to maximize their potential and accomplish their professional goals. While acknowledging the advancements, the organization recognizes there is still work to be done. Through strong ERGs and Allies, KPMG thrives to shape culture.

The organization prioritizes the well-being of people and regularly assesses policies to ensure they evolve. For example, the enhanced well-being policy aims to create and promote a workplace culture where employees feel comfortable to reach out and seek support, and where well-being is recognized and embedded into work practices. The organization is proud to have several veterans, who have scripted their stories of valor in the Indian Armed Forces and continue to bring their best with integrity and passion. These individuals contribute to a trained, disciplined, and courageous workforce. The organization has ex-service personnel from the Armed Forces, including women in Administration and niche consulting roles in Logistics, Telecom, Forensic, and Government Advisory. Engaging personnel from the Armed Forces is a crucial part of what makes KPMG in India stand out as a ‘clear choice’ for people, clients, and communities. The organization is steadfast in its commitment to create a people experience underlined by a strong sense of belonging and value.
"At KPMG in India, fostering an inclusive workplace is a strategic imperative. Inclusion is a commitment that we live by and work on relentlessly, each day, because we fully understand that our employees need a welcoming and psychological safe work environment to realize their full potential and contribute their best. It’s also a continuous journey for us, one that involves systemic, cultural and mindset shifts, for the larger good of the firm and the society that we live in."

Rupesh Tripathi, Partner and Head – People, Performance & Culture, KGS
Midland Credit Management India Private Limited

Midland Credit Management (MCM) works with consumers to resolve their past-due financial obligations. Its mission is to provide pathways to economic freedom by partnering with consumers and making credit more accessible. Since 1953, the company has assisted millions of individuals in overcoming financial difficulties and continues to contribute toward the creation of a healthy consumer credit ecosystem. One of the reasons why MCM continues to be successful is its three global values – caring for each other, finding a better way, and being inclusive and collaborative. MCM embraces diverse perspectives, advocates for fairness, and encourages intentionally inclusive dialogues. Its employee-led Diversity, Equity & Inclusion (DEI) Committee is dedicated to promoting DEI across all levels and identities. Through the committee, the company provides mentorship opportunities, facilitates conversations around related themes, and powers initiatives to drive DEI in letter and spirit across functions like hiring, learning and development, and employee engagement.

As a part of its DEI initiatives, MCM is committed to creating an empowering workplace for all genders. Its Women@Encore & Allies (WE&A) forum fosters a culture of allyship, while the mentorship programs and career pathing initiatives help women leaders realize their full potential. The forum provides a platform for women employees to leverage knowledge networks across the organization. WE&A also leads the way in ensuring equitable practices across the entire employee life cycle – be it policy frameworks or gender-sensitization sessions for all people managers – and is instrumental in driving community impact initiatives related to financial literacy for underprivileged young adults. Furthermore, job descriptions at MCM are designed to be gender-inclusive and free of bias, while their internal employee referral program also promotes diversity hiring. MCM’s leave policy has an option for a no-question-asked iCare leave to help employees cope with any mental or physical discomfort and accommodates both maternal and paternal leave, as well as adoption leave. The company’s insurance policies cover same-sex partners and support gender-affirmation surgeries.

Access is another core area of action for MCM, and its new office building is both accessible and friendly for differently-abled people, with facilities like special washrooms and parking lots. In the past few years, MCM has worked relentlessly toward building appreciation for different cultures, identities, and ethnicities. Under the Global Cultural Exchange Program, the company regularly observes relevant
occasions from different cultures to build awareness about diverse communities and customs – for instance, Hispanic Heritage Month and Black History Month. Pride Network is MCM’s newest employee resource group (ERG) and is dedicated to supporting voices from the LGBTQ+ community, fostering a sense of belonging, and providing resources to members and allies of the pride – like training on pronoun usage and a roster of educational activities during the Pride Month. In a nutshell, MCM recognizes that DEI is a journey that requires commitment, measurement, and accountability. And, as always, the organization continues to hold itself responsible for producing tangible outcomes that foster a culture where all employees feel included and celebrated.

“We are a value-driven organization. Our consumers and our people are at center of everything we do. Following this, our culture too has been co-created with our people and evolves each day to accommodate diverse beliefs and thought processes. At MCM, we see diversity, equity and belonging as critical to our long-term success. An inclusive workplace encourages creativity, promotes empathy, brings new perspectives, and creates an environment where every individual can contribute meaningfully, be celebrated, and thrive to the best of their abilities. And this is the lens we use to measure each DEI initiative – its impact on our cultural DNA, its power to deliver tangible benefits for all our people, all of which in turn accelerates their holistic growth.”

**Jaison Thomas, Managing Director, Midland Credit Management**
In May 2020, Morgan Stanley announced a new core value, “Commit to Diversity and Inclusion”, re-establishing its commitment to being an inclusive organization. In the same year, the organization established the Morgan Stanley Institute for Inclusion and has released D&I reports to the public annually for the past 3 years showcasing transparency and accountability towards inclusion goals. The Firm’s D&I strategy is governed by Diversity Councils at the global level as well as at the country level that are represented by leaders from across the Firm’s business units. The council reviews regular progress against D&I goals, making this a leadership agenda.

The firm’s efforts start from recruiting the right talent through targeted hiring drives for women, LGBT+, PWD, Veterans, and Returnees (The Firm’s Return to Work program is unique in its gender-neutral approach). Employees can share their identity and how they see themselves through the Self ID survey. The survey offers multiple options towards cultural, sexual, and gender orientation along with other diverse categories like disability, veterans, etc., recognizing the intersectionality of identities among employees. The pronoun campaign was also launched to help employees express their identity more publicly with colleagues within the firm. Every new joiner in the firm is made aware of the organization's non-discriminatory policies and focus on inclusive behavior through tailored programs and examples shared by senior leaders. All people manager training is embedded with inclusive behavior modules.

With 11 active Employee Networks and Committees, the company ensures a sense of community, engagement, and exchange of ideas representing a diverse workforce. On the policy front, they have worked consistently towards bringing in meaningful policy changes such as renewing and revamping benefits to provide greater transition support for new parents, inclusivity in facilities, better mental health support for employees, and enhanced medical benefits for the LGBT+ community – thus, enabling everyone to bring their whole self to work. The progress towards inclusion is tracked at the business level through business-specific D&I reviews as well as at the individual level through a performance evaluation process that supports employees who contribute towards the D&I efforts of the firm. They strive to continuously evolve practices and ensure all employees feel a sense of belonging.
“Committing to Diversity and Inclusion, as one of our core values, has been embedded into everything we do at the Firm - whether it’s the way we think about employee performance, the way we shape our policies and practices, the kind of leadership we advance or the initiatives we encourage around community building through our employee networks. I am proud that all our efforts have earned us the recognition of being a Champion of Inclusion on the Avtar and Seramount Index for Most Inclusive Companies in India. It keeps our morale high and strengthens our resolve to continuously improve towards being an inclusive workplace for all.”

Rajat Mathur, Managing Director and India Head of HR, Morgan Stanley
Ignite, an award-winning leadership program, helps high-performing women achieve their true potential. More than 40% of Ignite graduates have advanced into elevated roles. The Engineering Manager Immersion Program (eMIP) provides focused training to mid-management women team members with the potential to become senior engineering managers. The Women’s Business Council of India supports and nurtures women team members through activities focused on work-life harmony, overall well-being, and interactions with inspirational women leaders. The Target in India Pride Network plays an active role in building awareness creating allies for the LGBTQ+ community, and increasing team member sensitization. The Abilities Network builds awareness and sensitization and creates learning and connection moments around PwD inclusion.

At Target, the team rallies around a single purpose: to help all families discover the joy of everyday life. Diversity, equity, and inclusion are integral to Target’s core values, shaping its culture and driving its business. Throughout Target, diversity is embraced, and efforts are made to provide everyone, across various dimensions of diversity, access to rewarding opportunities.

Target’s DE&I strategy centers on four key areas: creating an inclusive guest experience, cultivating an inclusive work environment, building a diverse workforce, and harnessing its influence to drive positive impact in the communities where the company conducts its business.

Setting up women for success-
Gender inclusion is an area where Target in India (TII) has been very intentional. Today, 46% of TII team members identify as women. This industry-leading female representation has come on the back of several programs.
BounceBack, Target’s ‘returnship’ program, eases the learning curve for women looking to return to the workforce after a career breakthrough training, upskilling, mentorship and buddy support.
- Ignite, an award-winning leadership program, helps high-performing women achieve their true potential. More than 40% of Ignite graduates have advanced into elevated roles.
- The Engineering Manager Immersion Program (eMIP) provides focused training to mid-management women team members with the potential to become senior engineering managers.
- The Women’s Business Council of India supports and nurtures women team members through activities focused on work-life harmony, overall well-being, and interactions with inspirational women leaders.

Diversity beyond gender-
Beyond gender inclusion, Target is creating more opportunities and safe spaces for team members from diverse backgrounds to lean into.
- The Target in India Pride Network plays an active role in building awareness creating allies for the LGBTQ+ community, and increasing team member sensitization.
- The Abilities Network builds awareness and sensitization and creates learning and connection moments around PwD inclusion.
• Accessibility is a key component in all of Target's workspaces (physical and digital), stores and communications.

Paying it forward in the community-
Promoting equity isn’t restricted to team members alone. Target actively promotes diversity in the community through several programs.

• Target Udaan helps prepare PwD for roles in the corporate world (within/outside Target) through a structured training/skilling program.
• Target Elevate connects the external community of women in technology with like-minded peers and mentors through an annual conference and year-long workshops to foster learning and networking.
• UpCurve helps women students studying STEM subjects beyond top-tier colleges acquire soft/strategic skills and get mentored through real-time projects.
• As part of Target in India’s sourcing strategy, the organization has made a conscious effort to increase its supplier/vendor diversity across various dimensions.

Focus on overall well-being-
Target team members also have the freedom to design their own benefits plan based on unique requirements at various stages of their lives. Insurance coverage is extended to unmarried partners, siblings and pets, and health insurance covers same-sex partners and gender reassignment surgery.

Target will continue to focus on reaching new milestones in its DE&I journey by building awareness, driving open conversations, inspiring allyship and advocacy, and creating equitable experiences for all.

“At Target, we champion workplace diversity and an inclusive work environment with a focus on attracting, engaging, developing, and advancing diverse talent. DE&I is an essential aspect of our business strategy, shapes our culture and is part of our core values. Every team member plays a role in making our environment one where all can thrive and belong.”

Arun Kulkarni, Vice President – HR, Target In India
Tech Mahindra believes intentionality is the fundamental building block of a diverse, equitable and inclusive (DEI) organization. This stance stemmed from Mahindra's very first advertisement, published in November 1945. The advertisement defined not the products but the organization's values; it recognized the unity of purpose that people shared amidst the diversity within the nation. This ethos is now organically ingrained within all stakeholders associated with TechM. Being “globally diverse and intentionally inclusive” positions TechM as a progressive and forward-thinking brand. This served a dual purpose — attracting talent to drive the business forward alongside attracting potential customers to scale up the business.

To advance itself as a more inclusive company, TechM focused on the following areas, covering a large spectrum of diverse people —

**Genders:** TechM made strategic efforts to craft a more balanced gender ratio across all levels, with initiatives like the Women Leadership Program (WLP), commitment to hiring 50% freshers and 30% lateral women, Maternity Assistance Program, ReStart, Junior TechMighty, amongst others. TechM also designs merit-based initiatives for people of all genders, creating more equitable programs for a more equal world.

**Generations:** Programs like Shadow Board, TriBe, LEAP, Ascent, Transcend, Connect with the CEO and Reverse Mentoring offer opportunities to creatively channel the experience, skills, and aspirations of people from different generations. Central to this is the employee-led Josh group, which has people across generations collaborating to organize socialization, games, volunteering in communities and family activities.

**Abilities:** From being an equal opportunities employer to becoming a conducive workplace for people with all abilities, TechM creates opportunities for people with disabilities. Empowering individuals with disabilities (PwD) can begin through the in-house design of customized products, such as flexible wheelchairs and innovative technologies like zSenseEye. It also involves celebrating International Day of Persons with Disabilities (PwD).
Identities and sexual orientations: TechM creates safe spaces, positive ecosystems, and a supportive environment to encourage people to be their authentic selves. With the sexual reassignment surgery policy, LGBTQ+ communities, inclusive restrooms, insurance, and other health care benefits for same-sex partners, the company highlights that there is no basis for discrimination.

Nationalities and Cultures: TechM weaves the cultures of the different worlds people came from with the organization’s culture. It creates a beautiful tapestry where programs like talent localization, social volunteering, culture sensitization, celebrating local festivals etc. flourish.

In addition, TechM focused on other dimensions of diversity, including faiths and beliefs, socio-economic strata, and stakeholders, to integrate diversity into every aspect of the organizational ethos. It even identified elements of diversity in those beyond living by humanizing its digital humans, chatbots and humanoids under the diversity charter.

TechM’s approach to Diversity, Equity and Inclusion is cognitive (Head), emotional (Heart) and behavioural (Hand). The outcome is,

- Head — D&I Strategy, Role modelling, Actional Insights etc.
- Heart — Success Stories, ERGs, Culture & Mindset etc.
- Hand — Policy intervention, infrastructure, Hiring, Leadership development etc.

Thus, TechM seeks to nurture employees with diverse skills, knowledge and backgrounds who harness the power of technology to become digital changemakers who build, disrupt, and redesign the universe.

“{quote}It is impossible to create human-centric experiences if you focus only on one gender. As a globally diverse organization, we design our policies, practices, and processes to be both inclusive and holistic. Being recognized as Champions in Avtar & Seramount Most Inclusive Companies Index (MICI) is a recognition of those efforts, and encouragement for us to keep striving for greater excellence.”{/quote}

Harshvendra Soin, Global Chief People Officer and Head-Marketing, Tech Mahindra
Exemplars of Inclusion:
2023 Most Inclusive Companies Index
Acuity Knowledge Partners

With a philosophy of Inclusion for all, Acuity aspires to be an equitable workplace for all diversity strands. For PwDs, the organization has a reasonable accommodation policy, accessible washrooms and an upcoming Diversity Network. For members of the LGBT community, Acuity has established the Allyship network Prism, which conducts various training sessions and sensitization initiatives throughout the year. Pride is not limited to a single month but is celebrated year-round, and company policies have evolved to be more inclusive and supportive of the LGBT community. The Multicultural diversity network actively promotes cultural exchange and sensitization sessions along with language exchange programs that facilitate peer-to-peer interactions among individuals from diverse cultures and geographies. The organization also takes part in celebrating multicultural festivals. Intergenerational diversity is given focus using reverse mentoring programs, constant tracking of generational metrics and training to address non-conscious bias.

AstraZeneca India Pvt Ltd

AstraZeneca believes that leveraging strength, and diversity of people is critical for growth. Some initiatives specific to LGBTQ, employees from different cultures and generations are:

- AZ Pride Day is celebrated across AstraZeneca to spread awareness and foster support for the LBTQ community. Role models come out/recount their struggles and growth stories.
- Annual Power of Diversity Week is celebrated to spread awareness about various strands of diversity -- Gender, Neurodiversity, LGBTQIA, and Generations.

- There are annual audits and customized transport facilities, earmarked restrooms and workplace customization for people with disabilities (wheelchair, ramp, etc.), and rooms for lactating mothers and pumping stations.
- Partner insurance under the medical insurance policy broadens the scope to include same-sex/trans partners.
- Paternity leave has gone up from 5 to 10 days, apart from extending adoption benefit and creche benefit to the primary caregiver and have made it gender neutral.
- Training sessions are conducted for managers to educate them on inclusion and diversity and the importance of avoidance of non-conscious bias.
- The learning Management System provides a collection of e-modules on a wide range of topics from types of Diversity, non-conscious bias, emotional intelligence, and mental health.

AXA XL India Business Services Pvt. Ltd.

As part of the ONE AXA Commitment, the organization seeks collective success through diversity and collaboration.

PRIDE- BRG for LGBTQ+: AXA XL ensures that the group brings their authentic selves to be themselves to work.

The PRIDE Ally group also increased multifold with many more colleagues coming forward to extend support to the BRG.

EnAble- BRG for People with special abilities: AXA XL is committed to being flexible and practical in helping employees work with disabilities - adapting workplaces, working styles, and equipment whenever and in whatever way it's most helpful. The organization is also focused on making sure all its employees have the skills and knowledge to be truly inclusive of all disabilities.
Culture- BRG for Cultural diversity and mental wellness: A forum to encourage and support all AXA XL employees to share the perspectives stemming from their different origins and life experiences. Through campaigns to destigmatize beliefs around mental illnesses, the organization conducted Mental Health Awareness and literacy sessions run by internal “Mental Health Champions” covering 1900 colleagues.

Barclays India

Barclays’ Diversity, Equity, and Inclusion (DEI) strategy remains focused and committed to building a supportive and inclusive culture, where people of all backgrounds are represented, feel they belong, and can bring their whole selves to work. It is built on six intersectional agendas: disability, gender, LGBT+, multicultural, multigenerational, and socio-economic.

Reach, Barclays’ Disability, Mental Health and Neurodiversity Resource Group partnered with external organizations hiring candidates through focused training and hiring programs besides normalizing conversations around the topic. Barclays is an LGBT+ inclusive organization attracting talent from the community. With the transition to hybrid working, Barclays employees can now opt to share an audio recording of the pronunciation of their name, its phonetic spelling, and their preferred name on their online profiles, in addition to sharing their pronouns. In partnership with Microsoft, a pronoun feature on MS Teams has been piloted across Barclays. Bringing in the intersectionality of gender, generational, and socio-economic aspects together Barclays has hired candidates either raised by a single parent or first-generation graduates.

Biocon Biologics Pvt Ltd

Developing an increasingly engaged, diverse, and inclusive workforce, the organization continues to make progress on our commitment to Diversity, Equity, and Inclusion. To become an equal organization by 2030, the organization has established and aligned the org-wide DEI framework and plan for the future. Initiatives for women leaders include training, higher education opportunities, mentoring through internal and external platforms, and recognition of women employees through campaigns featuring inspiring success stories. There are three organized Employee Resource Groups— Gen Y, Gen Z, and PWD.

The organization’s gender diversity has increased from 21% to 24% this year. Gender diversity in hiring is 23% to 29.3% in FY-23. The organization has strengthened women-friendly policies, including extending maternity leave by 52 weeks and providing part-time opportunities to women returning to work after a career break. Biocon Biologics cooperated with the Confederation of Indian Industry (CII), Southern Region’s Indian Women Network, Avtar, and Tata Institute of Social Science to encourage more women to participate actively in business and society.

Capgemini Technology Services India Limited

With the diversity-centric initiatives at the heart of attraction, retention, and growth practices, Capgemini in India believes in creating a progressive and inclusive environment where everyone experiences the feeling of “I Belong”.
- **WinspirE, CAPtivate & fareWelcome** are career comeback and career development programs for women.
- **Culture Brain and Bias** workshops address non-conscious bias concerning LGBTQ+ and other dimensions of diversity.
- In alignment with their OUTfront initiative, Gender affirmation surgery insurance, same-sex partner medical insurance, and gender-neutral washrooms were incorporated to embed LGBTQIA+ inclusion in their culture.
- **Prioritization of veteran hiring and neurodiversity** (Insurance policy with the coverage of behavioral and neurodevelopmental disorders including Autism, ADHD, Dyslexia, etc.)
- **Equal Opportunity Policy** as per the RPwD act (Rights of Persons with Disabilities Act) with efforts in making appropriate workplace adjustments.

Deutsche Bank has signed the Valuable 500, enabling a clear focus on hiring of PWDs into the workforce. It has seen the overall presence of this set of employees now being 1% of the total workforce. Deutsche Bank supports the development of skills and the creation of livelihood opportunities for women with Down Syndrome. Over the last eight years, the bank has provided more than 60 individuals with the support, resources, and training they need to attain financial independence. Physical infrastructure has been upgraded to be accessible for all with ramps for all floors, washrooms for PWD teams, priority for PWD colleagues during fire drills, including specialized wheelchairs for emergency evacuation using stairs, onboarding of the technical infrastructure for screen readers and text converters for visually impaired and hearing-impaired colleagues. Trainings are now accessible to all colleagues. Sign language training is provided to managers and the colleagues who use sign language. Sign language interpreter providing interpretation for our colleagues with hearing disabilities in all large format town halls.

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Dow International Private Limited

Dow’s vision is to become a global leader in Inclusion, diversity, and equity by 2025. It encourages every employee to bring their true selves to work each day to deliver more value and have a more fulfilling career. One of their unique initiatives, “Anubhuti,” which means experience, was started by the DEN ERG. It is an apprenticeship program designed for people with disabilities in collaboration with partners like Tata Consultancy, ABBF, etc. The selected candidates associated with Dow India work as apprentices for a maximum duration of 12 months. It focuses on creating an opportunity for PwDs to leverage their learnings and apply skills in the corporate. It helps to boost their confidence level and learn global work processes. Four visually impaired candidates have completed their apprentice tenure and are now successfully employed.

Intergenerational diversity is given focus using reverse mentoring programs, constant tracking of generational metrics and training to address non-conscious bias.

Eaton Technologies Pvt Ltd

Eaton continues to aspire to be the model of I&D in the industry. Eaton has engaged in a range of impactful I&D initiatives that have played a pivotal role in shaping Eaton’s culture and reputation and garnering recognition.

By implementing inclusive hiring practices, supporting Inclusion Employee Resource Groups (iERGs), providing training, advocating for LGBTQ+ and disability rights, ensuring accessibility, and demonstrating unwavering leadership commitment, Eaton has set a commendable standard for creating a workplace where all individuals can thrive and contribute their unique perspectives to the company’s success. The company invests in training programs that address non-conscious bias, cultural competence, and inclusive leadership.

The iERGs are dedicated to women, LGBTQ+ employees, individuals with disabilities, and more, creating safe spaces for employees to connect and share experiences. Eaton seeks diverse candidates and has implemented strategies to eliminate bias in all company processes. Eaton recently published the second annual Global Inclusion and Diversity Transparency Report, summarizing the progress made on the I&D journey.

Enphase Solar Energy Pvt Ltd

The organization is building a community where everyone feels valued and treated equally. Enphase encourages employee well-being by offering facilities and incentives. The organization recently became a corporate sponsor of an inspiring organization called “Women in Cleantech & Sustainability”.

The organization fosters a network of influential professionals to further the roles of women in the green economy. Signing the CEO Action for Diversity & Inclusion pledge shows the commitment to advancing diversity and inclusion in the workplace. Enphase joined a significant number of established corporations by signing the corporate “ParityPledge” in support of women and people of color/race in the workplace. The pledge goal requires a commitment to interview and consider at least one qualified woman and person of color for every open role, vice president and higher, including the c-suite and the Board.

Genpact India Private Limited

The organization’s diversity, equity, and inclusion (DEI) program helps attract and retain the best talent. Committed to building an inclusive workplace
focusing on gender and racial equity, and LGBTQ+ and veterans’ inclusion, there are affinity groups for LGBTQ+ employees and veterans. The allyship program provides employees with the actionable tools and concrete resources they need to become better allies. Pay it Forward, a sponsorship program fosters long-term sponsor-protégé relationships and encourages protégés to pay it forward by becoming sponsors themselves. The program cuts across all areas of inclusion – gender, LGBTQ+, and veterans. There are networking sessions with leaders and industry experts that promote inclusivity across multiple dimensions, sensitize employees, and provide a virtual platform for them to learn from each other.

HCLTech

HCLTech has been awarded the Microsoft Supplier Prestige Award 2022 in the Amplifying Accessibility category. The organization is actively eliminating barriers to accessibility and leading with a disability-inclusive culture. HCL is focused on enabling people with disabilities through the “Be Accessible” campaign, which fosters a culture of inclusiveness through roadshows, digital campaigns, and sessions with industry experts.

HDFC Life Insurance Company Limited

HDFC Life takes pride in being an equal opportunity employer, embracing diversity through its DEI brand, ‘Celebrate You.’ The company offers unbiased opportunities to all, exemplified by the employment of eight acid attack survivors and two Veer Naris, who were given roles based on their comfort and preferences. HDFC Life's inclusive culture fosters equal growth and success for everyone, with all processes guided by the principle of fairness and representation of diverse cohorts. Inclusive policies encompass dress code, same-gender recognition in Mediclaim, gender-neutral adoption, and sexual harassment. Senior management actively participates in DEI Councils, driving diversity and inclusion.

HCL has partnered with Empauwer – AI for Autism to enhance machine learning and natural language processing capabilities in artificial intelligence, to better adapt to users with autism. Reverse mentoring sessions are organized to foster awareness around communication and information LGBTQIA+ issues through education and sensitivity training. “Pride@HCLTech” is an ERG for LGBTQIA+ community to advocate safe space and create an environment where all individuals are welcome to express themselves openly and freely. Days of importance are marked to create a welcoming space for all. Globe Smart Assessment is a scientific tool that helps in cultural assimilation for people working across borders. It helps employees to understand their culture orientation and assist in smooth day to day functioning.
non-unconscious bias, mental health stigma, Gen Z inclusion through Ideathons, and reverse mentoring, ensuring everyone feels at home at HDFC Life.

**HP Inc**

HP drives business impact and individual success by creating an environment where all people can innovate and grow, apart from feeling a sense of belonging. HP India’s disAbilities Impact Network has been a thorough success, creating awareness among employees and sensitizing more than 50% of the managers so far to be inclusive of People with Disabilities (PWD). As a readiness plan, a database of all the candidates in partnership with educational institutes and PWD hiring partners was created. The PRIDE Impact Network, India creates awareness about the LGBT+ community, builds more allies, and creates a safe space for employees of all sexual identities & orientations. Continual awareness sessions across all levels, Gender Neutral washrooms (2019), and Same-gender Partner Medical benefits (2020), and best practice sharing across industries enable LGBT+ employees to be their true selves. Over 70% of the HP India workforce are NextGen employees, and we have driven several initiatives under this pillar to keep them engaged.

**InfoBeans Technologies Limited**

The organization is committed to building a diverse and inclusive work culture that actively seeks out and values different perspectives, a place where IBians can be themselves and thrive in all dimensions. InfoBeans celebrates the progress in the firm’s diversity, in which hiring is a major component. The organization has committed to hire diverse professionals to accelerate these gains. The People Groups serve as networks, offering opportunities for personal and professional development, offering mentorship, and welcoming women on break and referral hiring. InfoBeans attracts individuals, who are passionate, driven, creative, and ambitious, aiming to support them beginning in their very first days at the firm. One such initiative is the Women Influencer Program, which aims to encourage women team members to take up cross-function roles.

**Integra Software Services Pvt. Ltd**

Integra exemplifies a culture of inclusivity at all levels, demonstrating a dedicated effort to enhance gender representation in leadership positions throughout the organization. The commitment to diversity and inclusion is ingrained from the highest ranks, evident in the sincere value placed on every individual’s voice, opinions, and requests during the Town Hall meetings led by MD and JMD.
To support a diverse workforce, Integra offers a range of amenities, including flexible working hours, work-from-home options, access to on-site childcare facilities, and transportation services. These provisions contribute to the company's ability to retain a diverse talent pool. Integra has participated in PwD job fairs to extend employment opportunities for the differently abled. The organization's amenities are differently-abled friendly. By respecting and acknowledging all religious beliefs, Integra fosters an inclusive environment where festivities are celebrated with great enthusiasm. The organization sponsors various celebrations, such as Pongal, Christmas, and Iftar parties, emphasizing the importance of honouring different traditions and fostering unity among its employees.

**Lowe’s Services India Pvt Ltd**

Lowe’s India is committed to fostering an inclusive and compassionate workplace culture that embraces, respects and values people of all backgrounds. Efforts start before hiring with initiatives such as non-conscious bias training and go through the entire lifecycle of every associate. Business Resource Groups focused on PWD, LGBTQ+, Women and Generations are driven strategically, backed with data, have sponsorships from their leaders and are led by over 100 associates. Each BRG has a charter with clearly defined strategic priorities, key results, and success measures.

As a result of combined efforts of the BRGs and other workplace policies and learning initiatives, women are assuming leadership positions, people with disabilities are showcasing their talents, challenging norms, and promoting inclusive practices that benefit all. Different generations are bridging the generational gap, creating safe spaces, and fostering acceptance. Together, these diverse voices are shaping an inclusive culture, unlocking creativity, and propelling organizations towards greater success and societal impact.

**Macquarie Global Services Pvt. Ltd.**

Macquarie has consistently prioritized the creation of a diverse and inclusive environment, with a notable milestone being the establishment of PRIDE India ERG in 2020. Regular hiring drives have been conducted, specifically targeting the LGBT+ community, including efforts directed towards the Transgender community. These initiatives have resulted in a notable increase in the number of hires from these communities.

In 2022, Macquarie introduced Self-ID and organized exclusive events aimed at raising awareness. These events covered topics such as vocal ally usage of pronouns, allyship, and understanding the various spectrums within the community.

Macquarie conducts an annual employee feedback survey called the Voice survey, which plays a pivotal role in shaping the organization's culture, leadership, inclusion efforts, and other essential aspects of the employee experience. Furthermore, the company fosters a culture of inclusion through the presence of multiple Employee Resource Groups (ERGs) like PRIDE ENG, DEI Catalyst, and Women in Tech, among others. The company also offers various training programs designed to sensitize all staff members, including new hires, ensuring alignment with their DEI strategies.

**Mastercard Incorporated**

OORJA is the signature programme for diversity, equity and inclusion at Mastercard India.

Under project UDAAN, Mastercard has different DEI-related initiatives focussing on attracting talent to retaining them -1) Women Returnship Programme & Relaunch your Career. 2) Dedicated Hiring Blitz for
women candidates regularly and on International Women's Day.

To cater to social responsibilities, Mastercard also takes care of 1. Women in Technology: cultivates the pipeline of girls and women entering the STEM/technology fields. 2. Girls4Tech™ program: An award-winning education program developed in conjunction with top engineers and technologists at Mastercard to teach the foundations of STEM principles to girls aged 10-13 around the world. 3. Launch Code: Providing women with opportunities for entry into tech.

ADAPT focuses on persons with disabilities. The network publishes a monthly newsletter sharing inspiring stories of people who have excelled in life, despite disabilities.

SALUTE: SALUTE is a network of employees interested in leveraging the unique and special talents of our veterans, reservists and active-duty military colleagues to the betterment of Mastercard's business, talent, brand and reputation.

Myntra is committed to creating a diverse & inclusive environment.

The organization's comprehensive suite of inclusive policies is guided by the principles of gender equity, inclusion of LGBTQ+ members, and support for Persons with Disabilities. Myntra's inclusivity extends to healthcare, covering gender reaffirmation surgery, egg-freezing, and hormone replacement therapy for the LGBTQ+ community and live-in partners. 'Colors Collective,' Myntra's LGBTQ+ ERG, fosters belonging and allyship, while the POSH policy ensures a safe environment. The organization's inclusive office infrastructure includes gender-neutral washrooms, an in-house creche, and accessibility for Persons with disabilities through hand drills, panic alarms, and braille signage in washrooms. This commitment extends to empowering women in the ecosystem through initiatives like return-to-work programs and employment opportunities for artisans and delivery partners.

NielsenIQ India (Private) Limited

NielsenIQ India upholds the global philosophy of embracing DEI at the workplace and ensuring meaningful efforts to encourage allyship, diversity dialogue and an inclusive environment for the LGBTQ+ community. The organization has a dedicated community that leads the LGBTQ+ programs for ideas exchange, shared stories, reflection and action-led modules for improving inclusivity. In December 2022, NielsenIQ launched an awareness and sensitization program for NIQ Manager Community in India to support employees belonging to PWD & Pride communities. The effort aims to improve inclusivity and diversity across NIQ commercial teams pan-India and NIQ Hubs in three locations. Further, to provide appropriate infrastructure and internal policy-making, the organization has been working on an initiative where they have introduced gender identification and disability identification forms in their internal record portal. The associates who wish to disclose their details can use these forms.
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**Northern Operating Services India**

Northern Trust is committed to advancing an inclusive culture where all individuals are valued, respected, supported and can fully participate and contribute to its success. The focus on Diversity, Equity, and Inclusion is firmly rooted in Northern Trust’s core values of service, expertise, and integrity. The organization acknowledges that the wide range of perspectives resulting from acquiring, developing, and retaining a globally diverse workforce promotes innovation and contributes to success as a business enterprise and community advocate.

Northern Trust celebrates differences, whether in thought or background, and educates its employees about those differences throughout the year with events, community outreach, and connections to professional organizations. In India, Northern Trust’s strategic approach to fostering a culture of inclusion spans several diversity dimensions, including gender, disability, LGBT+, and veterans. The six employee resource groups play a crucial role in educating employees about various aspects of diversity and conveying the message of how an inclusive culture adds value from both a business and employee experience perspective.

**Pegasystems Worldwide India Private Limited**

Pega leads the way in fostering an inclusive workplace, providing a benefits suite that encompasses diverse employee needs. From gender affirmations surgery to assistive technology access and same partner health care coverage, Pega ensures that all employees are supported in their unique journeys. The organization’s commitment to diversity extends to Employee Resource Groups (ERGs) tailored to Pride, People with Disabilities (PwD), Asians, Women, Veterans, and more. These ERGs offer specific value propositions and engage in meaningful activities with dedicated budgets, fostering a sense of belonging and empowerment for all.

Pega’s dedication to continuous learning and development is evident through year-round initiatives, including mentoring and reverse mentoring programs. These programs not only facilitate professional growth but also strengthen the bonds of inclusion and equity within the organization. Pega’s comprehensive approach to Diversity, Equity, and Inclusion sets a remarkable example, creating a workplace where every individual’s unique needs and contributions are valued and supported.

**Procter & Gamble India**

P&G India is designed to deliver an employee experience focused on the care and well-being of individuals with the foundation of an inclusive ecosystem. Actions around the creation of an inclusive environment are driven through three levers: Infrastructure Enablers, Policies and Culture.

- **Infrastructure Enablers**: Gender-neutral washrooms and rainbow crossings as visual identification assets.
• **Policies:** Lead with care to support caregivers of children with special needs, daycare/creche support policy for all employees, fertility treatment policy

• **Culture:** E&I Dialogues and real talk sessions to spark conversations on topics related to gender, LGBTQ+ and inclusion

**Results:**

• P&G India was recognized as one of the best places for women to work in India by Avtar and Seramount study for 6th year in a row

• P&G India won the 'Great Employer and Workplace' award at 'The Economic Times Employee Excellence Summit 2022'

• P&G India was recognized among the 'Best Organizations for Women 2023' at the The Economic Times Best Organization for Women 2023 Summit

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**Publicis Sapient, a division of TLG India Private Limited**

Publicis Sapient creates an inclusive environment where authenticity thrives. EGALITE is a platform for LGBTQI+ inclusion, nurturing community, awareness, and resources. The organization offers inclusive health insurance, encompassing sex reassignment surgery coverage, support for same-sex partners, and gender-neutral policies. The Rainbow internship empowers talented trans individuals, with many securing permanent roles in the organization. Dedicated to women's growth, Publicis Sapient's RISE program provides tailored mentorship, and the Spring program ensures psychological safety and support for women returnees.

For individuals with disabilities, Publicis Sapient conducts sensitization training for interviewers, actively recruits disabled individuals, and offers accessibility training. Their enABLE BRG and the 'HOWathon' promote sensitivity and tech accessibility. The Reasonable Accommodation Policy and Global Accessibility Center of Excellence ensure overall inclusion. The leaders at Publicis Sapient role model inclusive leadership, offering customized support and paving the way for organizational inclusivity.

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**Sasken Technologies Limited**

At Sasken, creating an inclusive workplace is crucial for nurturing diversity and promoting the success and well-being of all employees. Here are some inclusive best practices for employees with disabilities (PwD), LGBTQ employees, employees from different cultures, and employees from different generations -

- Ensure accessibility for employees with disabilities by providing reasonable accommodations, such as wheelchair ramps and assistive technology.
- Promote awareness and comprehension through training and support networks for disability inclusion.
- Establish anti-discrimination policies and provide sensitivity training for all employees regarding LGBTQ employees.
- Create a secure environment through LGBTQ resource groups, gender-neutral facilities, and inclusive communication.
- Foster cultural competency among employees from various cultures by celebrating diversity and promoting cultural awareness through training programmes and cultural events.
- Encourage inclusiveness and open dialogue to accept diverse perspectives and experiences.
- Promote intergenerational collaboration among employees of different generations by establishing opportunities for knowledge sharing and mentoring.
- Implement flexible work arrangements to accommodate various preferences and requirements.
- Ultimately, the key to inclusivity is recognizing and valuing every individual's unique contributions and strengths, thereby ensuring that everyone feels valued, respected, and empowered in the workplace.

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**Teleperformance India Pvt Ltd**

Teleperformance, a global leader in Digital Business Services, boasts a multicultural team of 90,000 employees in India. With a strong commitment to
DEI (Diversity, Equity, and Inclusion), Teleperformance has embarked on a transformative journey that sets it apart as one of the most inclusive companies.

Teleperformance embraces differences in culture, gender, race, religion, age, and experiences because the organization firmly believes these differences contribute to its overall strength. A remarkable 91% of Teleperformance's 410,000 employees worldwide have undergone comprehensive training on the company's Diversity and Inclusion policy.

A true Equal Opportunity Employer for all, Teleperformance respects and celebrates the uniqueness of all its employees and offers thriving opportunities to all sections of people – all genders, people with disabilities (PwD), LGBTQIA++, veterans, new moms, and people with career breaks.

By identifying and addressing systemic barriers that may prevent certain individuals or groups from reaching their full potential, the company aims to create a level playing field where everyone has access to equal opportunities to succeed and thrive, regardless of their background or identity. Breaking down Barriers, Building up Equality!

TIAA Global Business Services (India) Private Limited

TIAA Global Capabilities strives to build a culture where all associates feel safe to speak up, where everyone's voice is heard, and where everyone can be their authentic selves. This commitment inspires the organization to build a generation of future diverse leaders, enable inclusive development and stand for bold community impact. The company's values and behaviours define who they are and what they stand for. The behaviours aligned to each value guide the actions TIAA takes to deliver on their strategy and help their clients succeed. The regular sensitization sessions for support staff, managers and employees are a testament to TIAA's belief in "Winning as One". Through leadership programs for women (iWIL), dedicated Business Resource Groups (BRG) for women associates, young professionals, LGBTQIA+, and differently-abled and military veterans, the organization strive to provide a positive experience at work that delivers satisfaction for the associates both personally & professionally.

TVS Motor Company

In 2021-22, TVS Motor Company grew its PwD numbers from almost nil to close to 175. At the organizational level, more than 300 employees and managers were sensitized to the subject, including those involved in essential services. The canteen facilities have been adapted to cater to the diverse needs of employees from various generations and regions.

Over the past year, TVS Motor Company's leadership has actively promoted a culture of agility and innovation to help employees effectively navigate the challenges posed by the pandemic. The company safeguarded employees' safety and overall well-being while prioritizing business continuity.
Timely, open, and transparent communication channels with senior leadership concerning recognitions, benefits, and business announcements have played a vital role in fostering trust and assurance among the workforce. Additionally, information mailers were disseminated to provide advanced information to all employees regarding developments during the pandemic, to inform rather than alarm. The company also rolled out engagement platforms to boost employee morale via virtual recognition and accolades.

**UST**

UST's DEI efforts extend beyond meeting the industry standard numbers to constant education and reinforcement of DEI values. With unbiased opportunities for all, UST was the first organization in Kerala to hire a transgender employee. UST actively supports and celebrates its LGBTQAI+ community with internal communities like the ‘Curved Colors’, a group for the LGBTQAI+ community, and month-long campaigns during ‘Pride’ month.

UST also hired 50 differently-abled associates through the Impact India program. The organization also has an ongoing partnership with Braille without Borders and The National Institute of Speech & Hearing. Video subtitles are included in all organizational and leadership videos to ensure all employees stay informed. Columns featuring the voices of UST’s PwD members were also introduced in UST's internal newsletter. UST's model fairness and interpretability platform, StarFair, runs analyses and automatically raises alerts, which help identify bias. It is model-agnostic and can be used across industries.

**Vestas India**

Vestas is proud to be a truly global company. In 2020, the company was home to over 100 nationalities. New, fresh insights are key to keeping Vestas driving forward as a company, while Vestas also values those who come with extensive industry expertise and a long and professional career. The company is committed to fostering a culture of ongoing learning and empowering its employees through continuous upskilling. In 2022, Vestas dedicated an average of 65 hours per employee to training initiatives.

Currently, there is a gender imbalance in the workforce. While these numbers are unfortunately not unusual for the Science, Technology, Engineering, and Mathematics (STEM) industries, Vestas is working to change this with the Vestas Sustainability Strategy and the Global Talent Management Strategy. As a first step, Vestas is gathering data globally to understand its workforce and measure its progress in improving gender equity across the globe. The company aspires to improve its representation in all areas of diversity by federal, state, and local laws regarding tracking and reporting. By local regulatory requirements, particularly in Denmark, Vestas aspires to increase the percentage of women in leadership positions in the company to 25 per cent by 2025 and to 30 per cent by 2030.

**Wipro Limited**

Inclusion is a way of life at Wipro. The organization strives to create and sustain a culture that encourages authenticity and offers a safe space to all our employees.

**Disability inclusion:**
- Maintain accessibility of all digital platforms
- Option to self-declare disability and raise requests for reasonable accommodations
- Medical assistance program includes disability aids
• Professional tax exemptions for eligible employees with disabilities
• Disability inclusion handbook

LGBTQ+ inclusion:
• Global prevention of LGBTQ+ Discrimination Policy
• Medical insurance covers gender-affirming or transition surgery and related medical procedures
• Gender-neutral restrooms at most offices
• Option to voluntarily declare gender, sexual orientation, and pronouns through a confidential form
• Pride ERG
• LGBTQ+ inclusion handbook

Wipro enhanced its Non-conscious bias e-learning module with new workplace scenarios, empowering employees to recognize and manage biases that may exist in the workplace. The organization believes in having conversations around allyship, inclusive leadership, hiring, language and communication, and accessibility to increase awareness.

Zensar Technologies

Zensar values and celebrates the unique creativity, innovation, and individual identities of its associates coming from over 52 different nationalities. Celebrating multi-cultural festivals, traditions like World Day of Cultural Diversity, Diwali, Navratri, Ramzan, Sankranti, Ganesh festival, Halloween, Thanksgiving and Xmas and many more, are part of the organization’s ecosystem for over two decades. These celebrations provide a platform for diverse traditions that make up the company’s thriving community and nurture collaboration and connections amongst our associates. The company overcomes barriers by providing training, technology, and tools that enable effective communication and sign language proficiency for allies of PWD.

Zensar has built an uni gender washroom on its campus and implemented same-sex partner insurance in 2021 to support the LGBT+ community. The organization has a platform called Bring Your Own Bias (BYOB) to let associates share their biases and get them addressed through members of PRISM, an ally group for the LGBT+ community.

ZS

At ZS, DEI represents a crucial opportunity for the organization to embody its core value of ‘doing the right thing.’ In 2022, ZS revised its DEI representation goal, setting a target of achieving 50% representation of women and gender-expansive individuals among ZS employees. In addition to fostering global community and a sense of belonging, ZS has created IDGs (Inclusion & Diversity groups) such as Women@ZS, Pride@ZS, Accessibility@ZS (for PwD), Veterans@ZS, etc. These IDGs are run by ZS employees who are provided with budgets to continually address equity-related challenges faced by their respective groups.

ZS is also running a program called EACH (Enabling Allies and Champions)- a 2-month high-rigor program to develop leaders into stronger allies. Complementing this program, allyship 101 training is offered to all employees. ZS also conducts Non-conscious Bias and Bias in Recruitment training to promote inclusion across the organization.
Highlights from 2023 Most Inclusive Companies
Key Highlights

The Diversity and Inclusion Intent amongst companies on the 2023 Most Inclusive Companies Index (MICI) run deep. Gender, Generation, PwD, LGBTQ, Nationality and Socio-economic diversity are strands for which these companies have focused initiatives. Identifying and developing diverse talent is a key priority for these organizations. Here we feature some best practices that companies on MICI have towards this.

Diversity focus in India Inc
(% of companies on 2023 MICI that focus on the following diversity strands)

- Gender: 100%
- PwD: 100%
- LGBTQ+: 91%
- Generational: 91%
- Regional (Cultural): 89%

Inclusion in Communication
Towards ensuring that all internal and external documentation and communication are bias free, all companies on the Index ensure unbiased, neutral language in their policy documents, internal and external communications and their job descriptions.

Equitable Pay Structure
68% of companies on MICI conduct annual compensation audits related to gender, or other under-represented groups. This is up 6% from 2022.
DEI Accountability in India Inc.

The office of Diversity, Equity & Inclusion is very structured in companies on the index. Apart from having dedicated teams to manage their DEI strategy, companies on MICI also have the following resources within their ODI

- **96%** of companies on the index train their hiring managers to be culturally sensitive and competent.
- **87%** of companies on the index require their interview panels to be diverse (up from 85% last year).
- **42%** same from last year companies have dedicated resources to manage diversity analytics (70% Champions and 34% Exemplars)
- **42%** (up by 4% from last year) companies have dedicated resources for DEI Communication (50% Champions and 40% Exemplars)
- **In 93%** of companies on the index, managers are held accountable for DEI during the performance review process
- **24%** (Up by 4% from last year) companies have dedicated resources for DEI marketing (40% Champions and 20% Exemplars)

93% of companies on the index have a structured DEI council to drive their DEI agenda. Having a structured body such as a DEI council enables greater traction and focus around DEI and makes the pursuit of inclusion more purposeful –(Internal DEI Council)
**LGBTQ Friendly Measures**

- **83%** of companies on MICI have LGBTQ networks for their employees. **100%** of champions have LGBTQ networks for their employees and **77%** of Exemplars do this.

- **70%** of companies on MICI engage social media to reach out to LGBTQ talent pool. **90%** of Champions and **63%** Exemplars engage social media to reach out to LGBTQ talent pool.

- **83%** companies on the index host events to foster a culture of allyship for the LGBTQ Community. **100%** Champions and **77%** of Exemplars have such programs.

- **75%** companies on the index provide specific mentoring opportunities for LGBTQ employees. **90%** Champions and **70%** Exemplars have such initiatives.

- **38%** companies on the index run specific programs to identify hi-pot employees from the LGBTQ Community. **50%** Champions and **33%** Exemplars do this.
People with Disabilities (PwD) Friendly Measures

The companies that feature in MICI together employ 5343 People with disabilities. The Champions of Inclusion together employ over 3457 People with Disabilities. The exemplars have over 1886 PwD employees working for them.

95% companies on MICI conduct infrastructural audit of offices and facilities to ensure inclusion, specifically of PwD employees. All Champions and 93% Exemplars have such initiatives.

63% companies on MICI have career sponsorship programs to help PwD employees pursue their career aspirations. 60% Champions and 63% Exemplars have such initiatives.

60% companies on the index provide customized leadership development programmes for PwDs. 70% Champions and 57% Exemplars have such initiatives.

65% companies on the index have referral programmes to reach out to PwD talent and hire them. Up 63% from 2020 & 70% from 2021. 90% Champions and 57% Exemplars have such initiatives.
Celebrating Male Allyship

Celebrating male allyship is a resounding chorus that declares equality is not a solitary battle but a collective force, an unwavering commitment to progress that transcends gender. For the past 6 years, Avtar’s prestigious Male Ally Legacy Award has stood as a beacon of hope and inspiration, illuminating the path towards a more equitable and just future for all.

The Significance of the Male Ally Legacy Award

Gender equality is not a woman’s issue; it is imperative to include men in this conversation. Avtar’s Male Ally Legacy Award is a commitment to gender inclusivity. It honors those individual actions that have made an enormous impact in consistently supporting and advocating for the rights and well-being of women in workplaces. The award underscores the importance of male allies in dismantling gender-based discrimination and creating spaces where everyone can thrive.

This prestigious award is significant for several reasons:

1. Recognition of efforts: The Male Ally Legacy Award recognizes the tireless efforts and visionary approaches made by male allies to challenge stereotypes, biases, and systemic inequalities.

2. Inspiration for others: By celebrating male allies, the award inspires others to follow suit. Every year, we at Avtar receive countless nominations that tell the story of many amazing male allies.

3. Creating a supportive ecosystem: The award builds a community of allies who can learn from each other’s experiences and collaborate to promote gender inclusivity.

From 2017-2022, Avtar has bestowed this award on 18 male allies belonging to different industries for their exceptional work in championing women’s advancement. This year, too, the winners are exemplary leaders who have brought substantial change to the cause of women professionals. From sponsoring mentoring initiatives to investing in second-career for women programs, these male allies have raised the bar for amplifying women’s voices in the workplace.

Allyship is a huge commitment that involves sustained self-education, active listening to your colleagues, giving your all to understand biases, and striving for change when no one else is keen.

- Dr Saundarya Rajesh, Founder-President, Avtar
Ajay Vij's visionary yet practical approach to making Accenture in India as equal and inclusive as possible is the guiding light for the organization's DEI efforts covering policies, programs, and new initiatives. With over 17 years at Accenture in India, Ajay has consistently ‘walked the talk’ by bringing a nuanced and purposeful leadership approach to advancing DEI outcomes.

Here are a few key areas and programs that have driven real DEI impact under Ajay’s leadership:

**Nurturing a community for women leaders to thrive:**
In August 2022, Ajay Vij sponsored the first-ever Vaahini Women in Leadership Network (V-WIL), a first-of-its-kind forum for women leaders in Accenture India to build stronger networks, learn, and propel their careers forward. Now, through the V-WIL networking, women managing directors and senior Accenture sponsors and mentors have actively engaged in learning, networking, mentoring, and industry guest speaker sessions.

**Investing in growing women in the workplace:**
Ajay has also supported Career Reboot, a program that returns women to the workplace after career breaks of 2 years or more, enabling them through career and functional skills workshops with experts and Accenture leaders.

**Community Impact and Women Empowerment:**
Ajay leads the charter for the Skills to Succeed– a flagship program where Accenture in partnership with non-profit partners fuels women entrepreneurship in rural areas.

"Ajay is an ally and advocate who guides you in the right direction, encourages you to experiment, fail fast, learn and grow by empowering you. He has an inclusive, authentic leadership style that makes it extremely easy for people across all levels and backgrounds to relate to him. He is passionate about enabling our communities, is personally invested in gender and disability inclusion, in developing our diversity supplier network and looking at sustainable growth all around." - Kshitija Krishnaswamy, Managing Director, Corporate Citizenship

"Ajay is an authentic leader, who fosters a positive and inclusive environment, taking time to invest in people. He is extremely passionate about people agenda, specifically inclusion and diversity, and has been leading by example. He has been instrumental in pioneering and sponsoring some of our pathbreaking programs including the inclusive internship program wherein we hire diverse talent, including people with disabilities, transgenders, women from economically weaker sections." - Sujana Thumburu, Senior Manager, HR Lead for Corporate Functions
Goutham has emerged as an exemplary leader in championing Diversity, Equity, Inclusion, and Belonging (DEIB) within the organization. His profound impact on regional DEI efforts is marked by unwavering commitment and expertise, laying a robust foundation for substantial change. Engaging with the DEIB team, Goutham imparts invaluable knowledge and guidance, empowering the development of highly effective DEIB strategies.

One of his notable contributions is the sponsorship of the "Sheroes" initiative, which celebrates the achievements of women, fostering an environment where their contributions are not only acknowledged but also exalted, inspiring them to reach new heights. Goutham is a resolute ally, advocating for the causes of women and individuals with disabilities, actively promoting diversity and equal opportunities.

An extraordinary facet of his contributions lies in the mentorship of women professionals, guiding them into leadership positions and nurturing women leaders within the organization. Goutham's exceptional leadership has fundamentally transformed DEI practices, resulting in an inclusive, equitable, and diverse workplace, with heightened representation of marginalized groups and a steadfast commitment to equity and fairness. His unwavering dedication to advancing DEIB solidifies his status as a true asset to the organization.

"I have had the pleasure of working under Goutham's leadership for more than 13 years and his unwavering support has been crucial in my professional journey from a senior solutions engineer to a fellow architect. During the years that I worked as his direct reportee, I was fortunate to have been mentored by him. His guidance and insightful feedback helped me navigate corporate challenges with confidence and resilience."

- Vidya Menon, Director, Cloud
Rahul Murdeshwar is an exceptional male ally, a title he has rightfully earned through his dedicated actions. Rahul has always believed in creating an inclusive environment.

He is a determined individual known for his systematic and well-planned approach to everything he undertakes. As the Dow India ERG sponsor for the Women Inclusion Network (WIN) and a mentor for the WeMerge program, Rahul embodies inclusive leadership by fostering an atmosphere wherein all individuals feel comfortable expressing themselves. Rahul’s strategic mindset and pleasant leadership style make him a go-to leader.

Rahul is a man of action and has taken concrete steps to bridge the diversity gap by actively recruiting and nurturing women. As a result, his team has a healthy 42% representation of women, with specific development of future leadership talent and even their personal growth through his financial planning guidance. His actions have empowered employees and instilled confidence in female colleagues, fostering a greater sense of inclusivity - an enabler of equity and equality, a perfect male ally.

“I have known Rahul for 10+ years now and it has been a pleasure to witness his growth journey as a professional as well as an exemplary leader. Rahul has been a fabulous male ally all along and knows how to switch between multiple roles of a friend, coach, mentor, and teacher depending on the situation. He has been my mentor for two years now and this relationship has been extremely valuable in my journey from an individual contributor to a leader. Role models like him ensure that their life journeys and learnings are shared in a way that benefits women talent.”

- Manika Bhargava, Logistics Leader- India
Join hands to redesign destinies...

At Avtar Human Capital Trust (AHCT), our noble endeavor is the comprehensive transformation of the lives of young individuals hailing from underprivileged backgrounds. We are steadfastly committed to equipping them with the means to lead a life imbued with purpose and to secure sustainable livelihoods.

Our Journey with our initiatives so far

**Project Puthri**
- 11 Districts
- 130 Schools Enabled
- 900+ Volunteers
- 14200+ Scholars
- 16500+ hrs Intervened
- 65300+ Volunteering hrs

**MITR**
- 06 Districts
- 25 Schools Enabled
- 100+ Volunteers
- 500 Scholars
- 1500+ hrs Intervened
- 3000+ Volunteering hrs

**Puthri Career Pathing**
- 08 Certification Program
- 1000+ Sessions
- 2713 Beneficiaries

**Puthri Scholarship**
- 05 Districts
- 70+ Schools
- 250+ Scholarships

Come Let Us Craft Futures, Empower Dreams

Be a part of one or more of the Volunteering team!

LAMP TEAM
Content development and communication material

LINK TEAM
Coordinate and manage the school network

PLUS TEAM
Social media and PR management

IMPACT TEAM
Provide Mentoring, Role modelling and Career coaching

Donation to Project Puthri is eligible for a 50% tax deduction u/s 80G of income Tax Act.

To donate, adopt a Puthri school and initiate employees volunteering activities
contact: eswarbala@puthri.org | 96000 18650

www.puthri.org | Follow us:
The greatest service is the service to mankind, said Swami Vivekananda. One of the luminous and ingenious minds of India, he saw worship in service, as he called upon everyone to take a vow to serve and seek spiritual emancipation.

As we present the 2023 Social Excellence Awards to organizations for the untrammeled possibilities and the boundless capabilities of their efforts and resolve to do their best, today his words ring louder. The corporates are ably demonstrating what the determination to not just dream of a better world but also action the vision can manifest in.

The pillars of social excellence include positivism, constructivism, and pragmatism. Making the world a better place is a continuous and endless expedition. The endeavor comprises many rungs--- the underprivileged and vulnerable communities alongside women. And the latter isn't isolated progress—empowered women mean empowered homes, empowered communities, and empowered countries.

Over the years, the nominations for the award have traversed vast terrains—upliftment of local communities, favorably impacting children in the group, and the emancipation of women and their financial empowerment. The nominations for this year served as testimonies of the dedication to social inclusion, as the companies strive to back and lead different communities on the path of progress.

Presenting the winners of the 2023 Social Excellence Award—each winner has pushed boundaries and demonstrated what intention and conscientious efforts can result in.
Teleperformance is dedicated to being a Force Of Good and making the world a better place for all, with CSR being a part of its strategic initiatives in India for over two decades. The primary focus is to build sustainable CSR initiatives with a 360-degree approach. The passion for making a positive impact continues to be reignited with each passing year by fortifying partnerships that drive positive change and benefit communities.

**Teleperformance COTW – CITIZENS OF THE WORLD**
Citizen of the World (COTW) is Teleperformance’s charitable initiative that seeks to generate a positive impact on local communities, particularly vulnerable children and women. A key differentiator of COTW is the collaboration with the most suitable implementing partners. It covers customized learning programs and facilities, computer literacy, remedial education, life skills, career-oriented initiatives, and more.

**Social Inclusion & Skill Development for Women**
The focus is on social inclusion and skill development, preparing women for jobs, and improving their quality of life. This empowers them, elevating their social status and economic independence. The initiative has also engaged mothers of beneficiaries, helping them become financially self-sufficient.

**Educational and Training Programs, and Infrastructure Support**
The Learning Center in Gurgaon provides digital education to children via a software-based, self-paced, interactive multimedia platform, boosting the confidence of girls and young women. Another example is a center for the visually impaired. Teleperformance in Mohali has been actively engaged in the education, training, and rehabilitation of blind students, aiding their integration into mainstream society.

**CITIZEN OF THE PLANET (COTP) - Keeping future generations in mind**
Teleperformance’s Citizen of the Planet (COTP) initiative operates in an environmentally friendly, and responsible manner. An early advocate for climate change action, Teleperformance remains committed to reducing carbon-footprint and engaging employees in environment conservation programs to help make a real difference.
Empowering women towards economic and social independence is not just a belief at SPNI; it's a resounding commitment to fostering positive change. Through Livelihood Skills Training Program, the organization and its partners have embarked on a transformative journey, aiming to empower marginalized women and girls. This initiative isn't just about skills; it's about creating opportunities for them to Tell Stories Beyond the Ordinary.

Curated for diverse contexts, both urban and rural, the approach focuses on equipping women with the skills and tools needed to be self-reliant and competitive, while keeping their current skills in mind. Our geo-customized interventions have impacted over 2,500 women, each story a testament to the potential unleashed when empowerment meets tailored support.

In one such initiative, the initiative reached out to young graduate women, many of whom were first-generation learners, preparing them for the jobs of the future through AI training. The venture went beyond classrooms and involved extensive outreach, screening, and training sessions on AI, life skills, and placements.

The training methodology focused on building capacity through guest lectures, mentorship, and field visits. The results speak volumes. About 500 young women from underserved families trained in AI out of which 353 have secured jobs in top MNCs.

These women now earn an average annual income of Rs. 2,46,408, and their projected combined yearly income is Rs. 86,982,024. A small step as we further our stride to empower women so that they can Go Beyond.
Aligned with the ethos of providing access to education, eradicating poverty, and ensuring diverse and inclusive future generations, Citi and Buzz Women have directly impacted over 314,278 women through an innovative and empowering model for doorstep financial literacy since 2016.

‘Self Shakti’ provides women with training on building relationships, family budgeting, basics of enterprise, goal setting, and management of credit, assets, and liabilities. During sessions, trainers identify a Gelathi (community anchor) who receives additional capacity building through the Spoorthi Fellowship on topics like self-awareness, communication for influencing, community and collaboration, and conflict resolution.

The Gelathi facilitates training, convenings, and conversations called "Beehive" sessions with the women, who are trained on topics like financial management, peer consulting, and self-awareness. The Beehive quickly becomes a trusted and solution-oriented space where women can discuss personal, economic, psychological or social issues. The program empowers women to continue to build their agency, problem-solve, and use the power of the collective to solve community problems.

We have seen impressive results, including 77% of women managing their finances, a 25% increase in savings, and 4% starting their enterprises. Enhancements through the program are continuous through qualitative focus groups and personal interviews. Learnings have shown that poverty is also due to a lack of knowledge about finances, entrepreneurial skills, problem-solving tools, access to quality education, and self-esteem, which are addressed through the projects. The next phase of the partnership will see more women entrepreneurs and create innovative green enterprises to combat climate change.
Benchmarking: Leveraging The Power of Data

**LEVEL 1 REPORT**

This report will contain:

- Data comparison for each diversity metric against the 2023 100 Best and 2023 Top 10 companies

**LEVEL 2 REPORT**

This report will contain:

- All of Level 1 + Customized Assessment Report with recommendations for each key policy cluster as compared with the 2023 Top 10 and 2023 - 100 Best
- A compilation of best practices in 2023 - 100 Best and 2023 Top 10

**LEVEL 3 REPORT**

This report will contain:

- All of Level 2 + additional comparison against industry peers in 2023 - 100 Best
- Presentation of key findings for senior leadership, via an online session

Want to take a look at the samples? Want to pre-order your benchmarking report?

*Write to us at info@avtarinc.in*
Benchmarking: Leveraging The Power of Data

**LEVEL 1 REPORT**

This report will contain:
- BCWI Level 1 Report (Data comparison for each diversity metric against the 2023 - 100 Best and 2023 Top 10 companies)
- Data comparison for each metric against MICI's winning categories of Champions and Exemplars of Inclusion

**LEVEL 2 REPORT**

This report will contain:
- IBCWI Level 2 Report (Customized Assessment Report with recommendations as compared with the 2023 Top 10 and 2023 - 100 Best and best practices)
- Customized Assessment Report with recommendations that include benchmarks against MICI's winning categories of Champions and Exemplars of Inclusion and best practices

**LEVEL 3 REPORT**

This report will contain:
- BCWI Level 3 Report (Customized Assessment Report with recommendations as compared with the 2023 Top 10, 2023 - 100 Best and 2023 Industry peers) and best practices
- Customized Assessment Report with recommendations that include benchmarks against MICI's winning categories of Champions and Exemplars of Inclusion and best practices
- Presentation of key findings for senior leadership, via an online session

Want to take a look at the samples? Want to pre-order your benchmarking report?

*Write to us at info@avtarinc.in*
Timeline for BCWI and MICI 2024

**February 2024**  
*The Launch*

**February to May 2024**  
*The Application Window*

**August 2024**  
*Avtar & Seramount TOP 10 and 100 Best Companies Notifications*

**September 2024**  
*Public Announcement of the 2024 Avtar & Seramount TOP 10 and 100 Best Companies*

**November 2024**  
*Celebrating the winners at the Best Practices of the 100 Best Conference*

*Subject to changes*