



# Women-to-Men ratio @ Workplace

We have consciously increased women representation across all our business functions. There is a rising women-to-men ratio within the organisation, with 40% women in our corporate function and about 150 women scientists in our research and development unit.



**DR. SWATI PIRAMAL**  
Vice Chairperson, Piramal Group

## Leader's Desk

**W**e take pride in being an Equal Employment Opportunity and Affirmative Action employer. At Piramal, we strongly advocate workplace diversity and inclusivity, which has shaped our organisation's rich culture and deepened our relationships with our customers and stakeholders. We welcome people into our organisation purely based on merit and not their gender, race or disability of any kind. We strive to create a comfortable and hospitable place for our

employees. We have significantly increased women representation across business functions to achieve gender diversity. We empower our women employees with equitable opportunities and challenging roles to prove their mettle. At the same time, we have undertaken initiatives to encourage women to pursue more leadership roles within the organisation. A workplace, in my opinion, should be an open eco-system that fosters positivity and empowerment

## TESTIMONIAL



One of the first things that comes to mind about working with Piramal is flexibility and the fact that I enjoy my work. I do have the option to work from home. Piramal is truly a global organization, where we end up working with colleagues across geographies, and are not bound by fixed time schedules. At Piramal, women can make a difference, they are heard, developed and offered real leadership opportunities.

**SUPRIYA RAINA**  
Director Marketing, Piramal Critical Care

As a woman employee in leadership position, I have been experiencing strong values & purpose of 'Doing Well and Doing Good' everyday at work. Flexiwork policy & SecondInnings program have enabled women's work-life balance. Piramal's Women network #InspirationAtWork creates signature learning experiences. With inspirational women promoters at the helm, we don't hesitate going beyond policies to enable women pursue her dreams.



**VRUSHALI GADKARI**  
General Manager - HR, PPL



Diversity has been an agenda for India Inc for many decades now. But there are only a few organizations that make it part and centre of their culture and celebrate diversity of thoughts and opinions over alignment with harmonised agenda. In Piramal, equal opportunity is strongly embedded in our values of Knowledge, Action, Care and Impact. It has been my privilege to be a part of this organisation which gives me the freedom to express my views and add to its progressive work culture where everyone shares a platform based on capability rather than privilege. Piramal Group truly encourages women in leadership roles. In my tenure here I have seen many women professionals excel in a wide range of challenging responsibilities and rise through the ranks across the organisation.

**PARNEET SONI**  
Head HR, Piramal Finance.



## DE&I Vision

We have a strong commitment to workplace diversity and fostering a culture of inclusion. This commitment is deeply intertwined with the Parent Group's values of Knowledge, Action, Care and Impact, and our belief that our organization is strongest when we represent the diversity of the communities that we serve. We firmly believe that our ability to strengthen our culture, drive our business strategy and build long-term relationships with our customers and stakeholders depends on a truly diverse workforce and an inclusive work environment.

We are proud to be an Equal Employment Opportunity and Affirmative Action employer. We do not discriminate based upon race, ethnicity, religion, national origin, gender, sexual orientation, disability or age.

We base our employment decisions on merit. We endeavor to ensure that all employees receive equal opportunity in personnel matters.



## ALIGNING WITH DE&I Vision

We believe that having a diverse employee base enables us to bring our company's vision to life and leads to creation of long-term value for our stakeholders, creating a sustainable impact on the communities we operate in. Our success is fueled by our colleagues who constantly enable us to deliver on our purpose of Doing Well and Doing Good. Our people should feel that they operate in an environment that welcomes and celebrates differences. In line with this objective, we strive to adopt practices and processes that enable equitable experiences for all of our people and strengthen our culture of inclusion. We strive to understand our stakeholders' needs and build our capabilities so that we can effectively address them. To operate in a complex global environment, we must be equipped to deal with various cultures and theories and embrace these differences with understanding & respect.

## Policies Driving DE&I Agenda

Over the years, we have led various initiatives that align with the organization's DE&I vision. In Pharma business, we have formed a joint committee at central and respective site levels to ensure that we increase women representation at each site. The committee works towards enhancing the entire life cycle from Recruitment, Development, Engagement, and Retention and enhance the infrastructure to support more women.

We are looking at strengthening our women workforce in functions where the perception exists that women professionals do not perform very well. For example, in Retail Finance, one key observation is that women and men perform at par even in functions like sales where it is presumed that women might not do well on the field. By onboarding more women into this role we are trying to break that bias.