



## Leadership and Equal REPRESENTATION

We have a strong and shared commitment to workplace diversity and fostering a culture of inclusion. We believe that our organisation is strongest when we represent the diversity of the communities we serve. At Piramal Pharma, our partner functions have ~45% women employees and we have 30% women representation on the Board. Our capability building efforts for women colleagues include high potential journeys where women form more than 40% of the cohort. This year we launched EmpowerHer, a leadership development journey to help high potential women transition to larger roles.

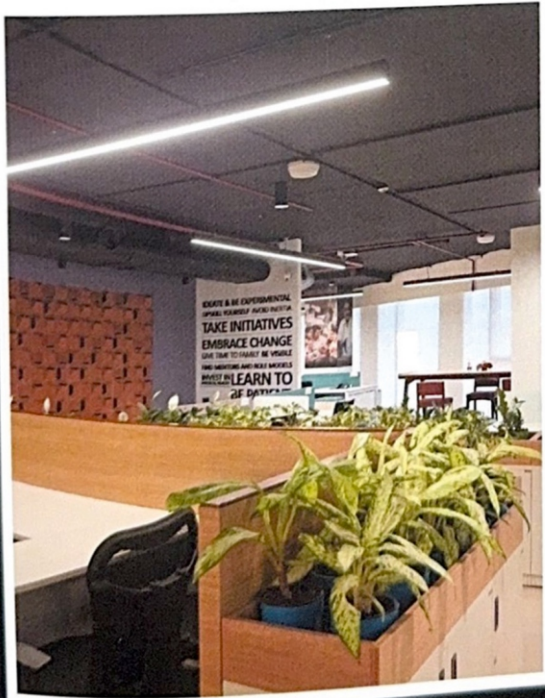
## Inclusive Culture & PAY PARITY

We focus on attracting, engaging and retaining women talent through multipronged talent acquisition, talent development and engagement initiatives. We maintain close relations with women-only colleges, agencies who specialize in women hiring and the local communities to tap into a diverse talent pool. This year 68.8% of the talent hired from management, engineering and pharma campuses were women. As part of our Employee Engagement survey, we closely track the engagement level of our women colleagues and recalibrate our ways of working to make our organisation more inclusive. This year, our women participation in the workforce has increased from 18% to 24%



## Flexible Working Options **FOR WORK-LIFE BALANCE**

Gender diversity is nurtured in the organisation and we provide equal opportunities to all individuals irrespective of their gender, based on their relevant skills, knowledge, and expertise. Some initiatives we provide for our working mothers include crèche facility at our Corporate office and sites, females only bus service has been initiated at some of the locations, among others. This year, we have launched a new policy titled 'Reboot' to help people managers create the right ecosystem for women during maternity and post child-birth / adoption to help balance their commitments at home and work.



## Role of Mentors & **SUPPORT NETWORKS**

We run multiple initiatives to support our women colleagues excel at work. EmpowerHer is an exclusive leadership development journey for women at sites. PPL Women's Circles is our network of compassionate individuals who support and address both personal and professional

challenges of women in their respective Circles. Our high potential programs – ASCEND and IGNITE have executive coaching as a core pillar which helps the participants on building their personal leadership signature. Through Inspiration at Work and SHE Talks initiatives we invite women achievers from within and outside the organization to share their personal journey of growth with women colleagues

## Development **OPPORTUNITIES**

We have a number of structured capability development forums under the banner of Piramal Learning University (PLU) to address both leadership and functional skills applicable across different organizational levels. Our 6 tiered flagship leadership program called the Piramal Leadership Series, nine functional academies, across functions like Sales, Production, Finance, IT and PLU Virtual Campus enable our women colleagues to access world class learning curriculum to enhance their skills and advance their careers. Additionally, to inspire our women colleagues and create internal role models, we tap into our women leaders to act as sponsors, coaches, mentors and facilitators for these programs.

## Adaptability and **INNOVATION**

Fostering a culture of innovation and adaptability while embracing diversity requires creating an environment where all voices are valued, open communication is encouraged and diverse perspectives are embraced. We foster an environment of psychological safety where failures are viewed as learning opportunities by conducting culture cascade workshops and gender sensitization sessions covering aspects like emotional intelligence and unconscious bias.

## Redefining Success **VISION FOR THE FUTURE**

"You are what your deep driving desire is. As your desire is, so is your will. As your will is, so is your deed. As your deed is, so is your destiny" – deeply resonates with Nandini Piramal, Chairperson, PPL. We align our actions to our overarching goal of delivering value to all stakeholders. Our commitment to 'Doing Well and Doing Good' anchors our efforts towards business success and meaningful societal impact.