

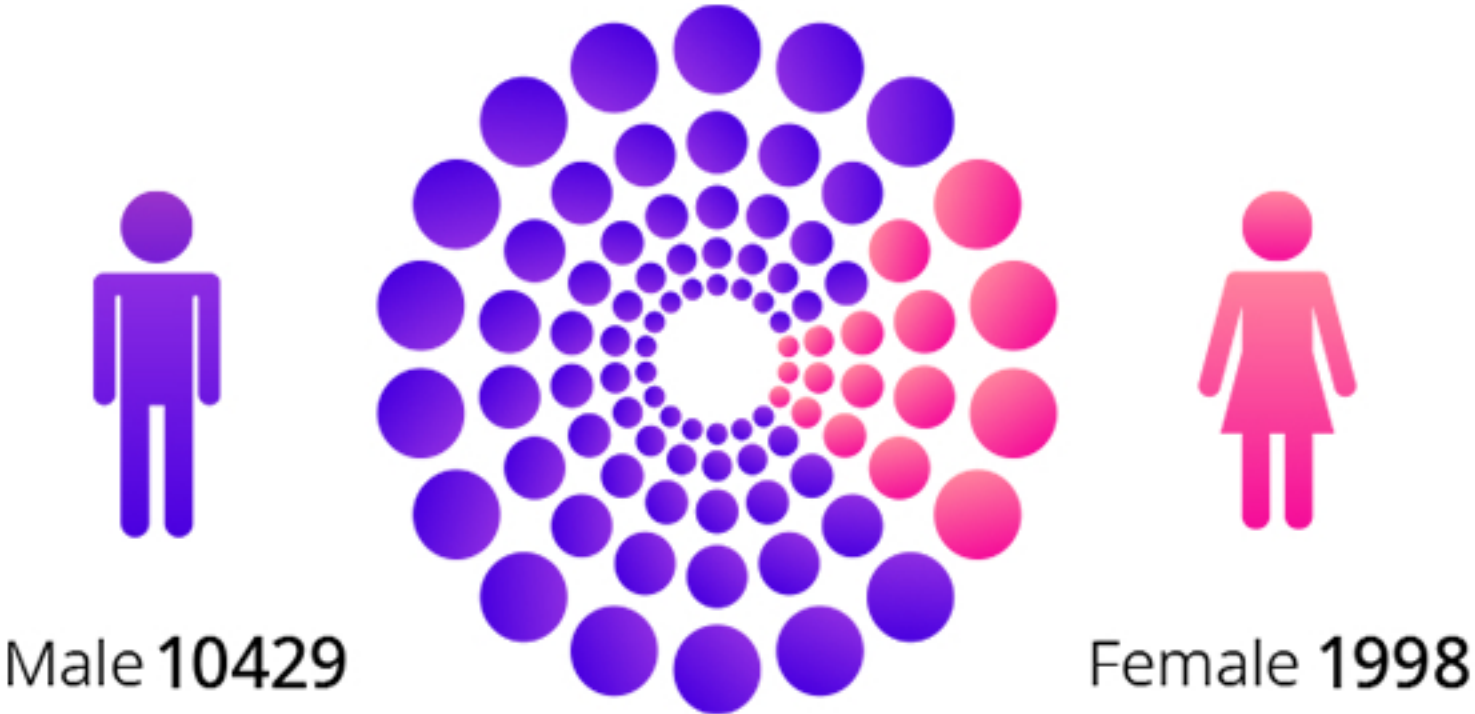


DIVERSITY & INCLUSION (FY 2023-24)

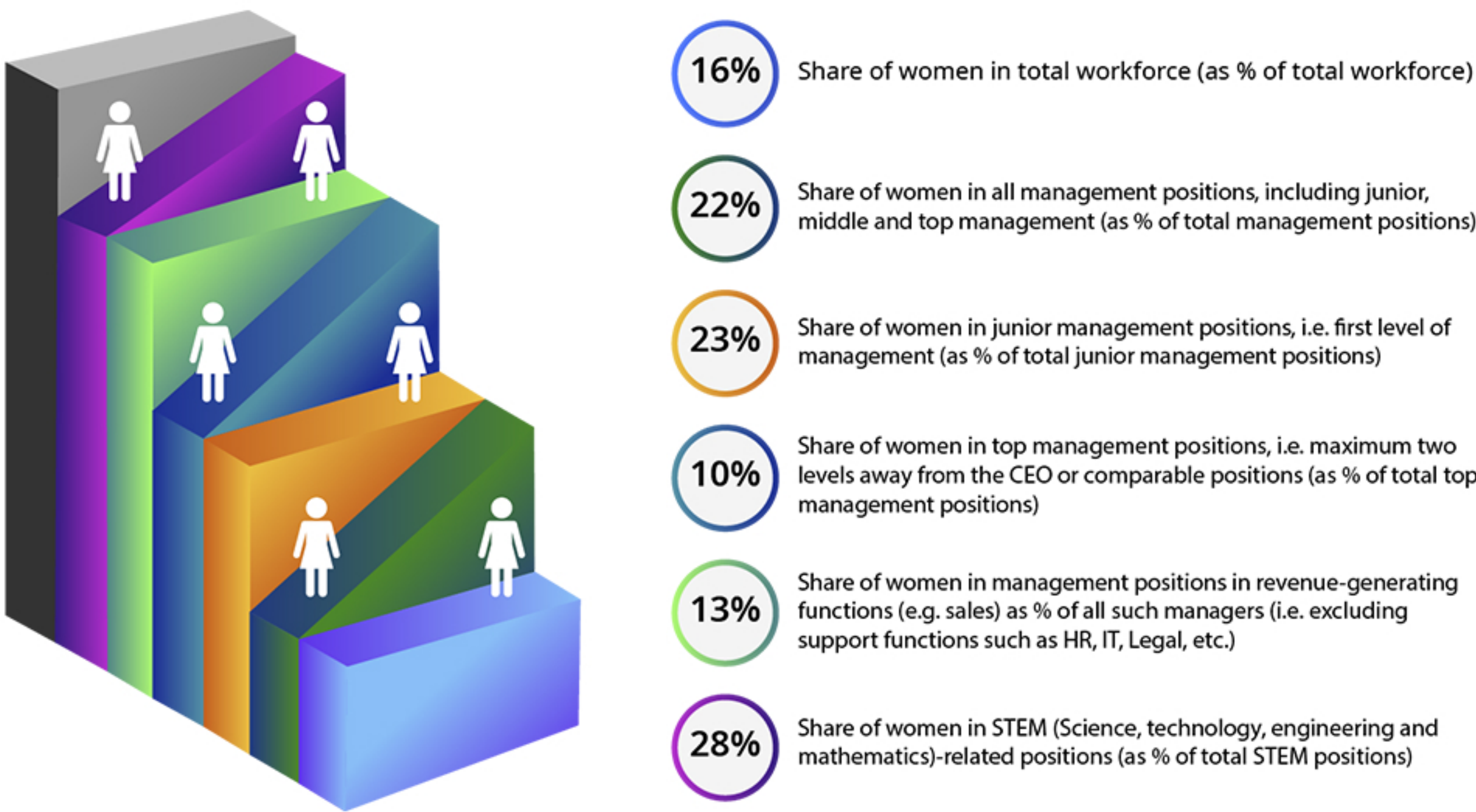
Here are our FY 2023-24 metrics for some of the important workforce diversity parameters we track

Gender Diversity
White Collar

non- Management Employees

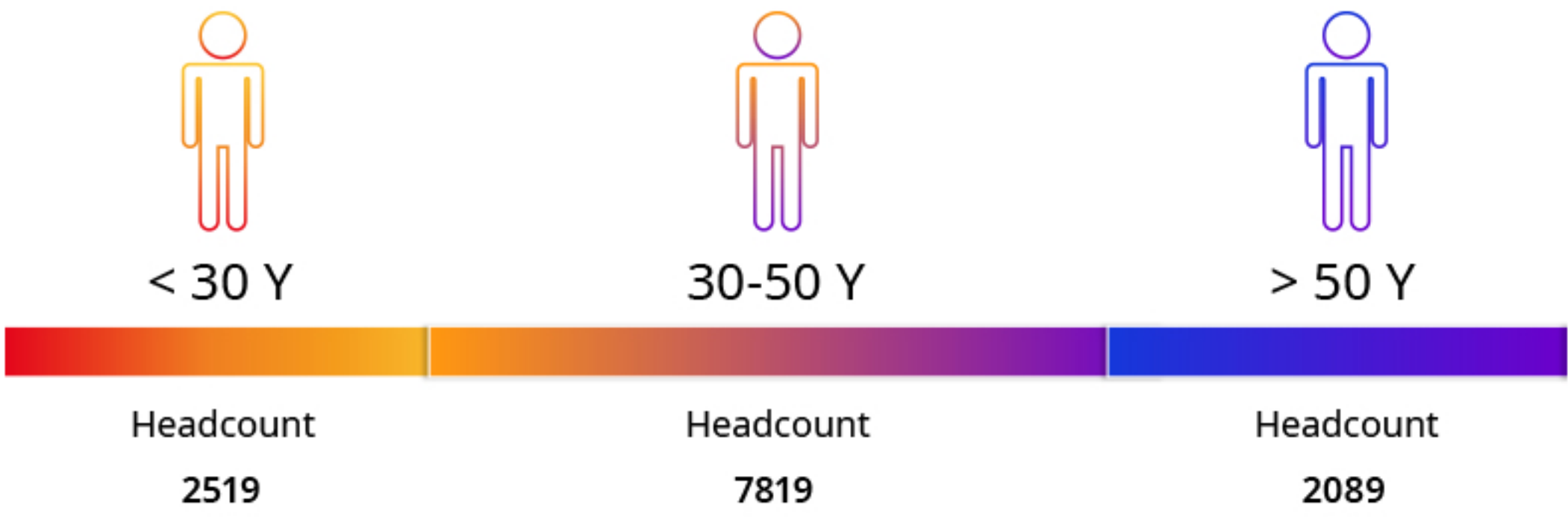


Women Representation in Workforce



Age Diversity

All Employees



Workforce by Management Level

Permanent workforce						
	Male	Female	Male	Female	Male	Female
Senior Management	0	0	69	8	82	9
Middle Management	10	8	919	299	478	76
Junior Management	1031	353	3416	925	665	207
Non-Management workers	1104	13	2114	69	541	39
Other category (Non employment associates)	0	0	0	0	0	0
Non Permanent Workforce						
Contractual Workers / Temporary workers	3178	14	2379	39	253	1
Total workers	5318	388	8897	1340	2019	324

Gender Pay-Equity

Average Male Salary/Average Female Salary

Employee Level	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Executive level (base salary only)	1.01/1	1.01/1	1.0/1	0.72/1
Executive level (base salary + other cash incentives)	1.01/1	1.01/1	0.99/1	0.73/1
Management level (base salary only)	1.02/1	1.02/1	0.98/1	1.13/1
Management level (base salary + other cash incentives)	1.03/1	1.03/1	0.97/1	1.13/1
Non-management level (base salary only)	1.16/1	1.16/1	0.86/1	0.86/1