



2025 Best Companies for Women in India, Most Inclusive Companies Index & Best Companies for ESG

Yearbook 2025 | 10th Edition

**Celebrating 10 years of BCWI
and 25 years of Avtar!**





2025 Best Companies for Women in India, Most Inclusive Companies Index & Best Companies for ESG



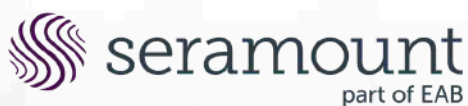
Every IBMer
Every voice
Every day



IBM®

Avtar, founded in 2000 by Dr Saundarya Rajesh, is one of Asia's leading workplace culture consulting and inclusion solution firms, supporting hundreds of companies in creating inclusive and supportive workplaces. An ISO 20700 certified company, Avtar is credited with introducing the concepts of Diversity, Equity and Inclusion (DEI) to Indian corporates, and is also the largest provider of second career opportunities for women. As pioneers to provide end to end inclusion solutions, Avtar's services span a broad spectrum, including culture diagnostics, inclusion enablement trainings, conferences & events and culture-first hiring solutions.

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.

Foreword

Dear All,

I am delighted to welcome you to the 10th milestone edition of Avtar & Seramount Best Companies for Women in India (BCWI) listing, marking a decade of championing inclusive work culture in India! When we launched BCWI in 2016, the concept of measuring workplace gender inclusion was very new. In fact, we weren't sure how many companies would embrace a study focused on advancing opportunities for women. But each year, we have been humbled by the overwhelming response to the study, with companies going beyond numbers to foster truly inclusive workplace cultures, and many organizations earning their place in the listing year after year. I am delighted to share that in this landmark edition, the BCWI listing features 125 companies that have qualified to be a part! My heartiest congratulations to all our winners for bringing inclusion and belonging to life, through intention and focused action! The results are here for us to see – from an average women's representation of 25% in 2016, the Best Companies have collectively grown to 35.7% women's representation, this year. Women in C-suite leadership touches an impressive 20%, up from 13% in 2016.

What's truly encouraging is that these supportive efforts extend beyond multinational corporations – the share of Indian companies that feature in the Best Companies listing has grown from 25% in 2021, to 40% this year. Last year, we introduced a new category of Best Companies for Women for organizations with 100 to 500 employees in their Indian operations. These companies, the 'Emerging Icons', have shown remarkable commitment to building workplaces where women not merely participate, but truly thrive, enabling their growing organizations to thrive as well. In its second edition, our Emerging Icons continue to make steadfast progress establishing that it is never too early to begin your inclusion pursuit!

In addition to setting a benchmark for companies in India, BCWI has also guided and inspired the creation of another benchmarking study, Avtar & Seramount Best Companies for Women in Gulf (BCWG). In its second edition now, BCWG is driving gender inclusion across companies in the Gulf Cooperation Council.

Dr Saundarya Rajesh

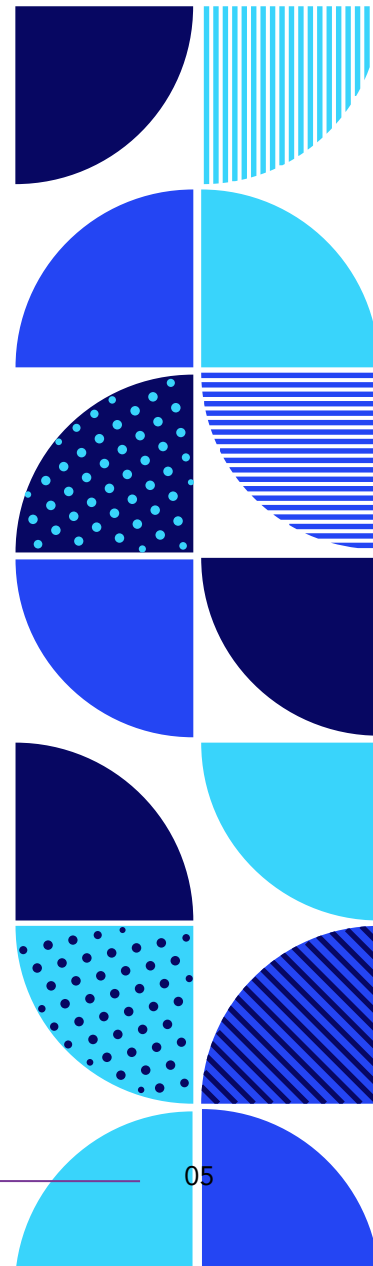
Founder – President, Avtar Group



It has been 7 years, since we expanded the horizon of our listings to recognize organizational commitment towards inclusion of generations, Persons with Disabilities (PwDs), LGBTQ+ and cultural diversity. The Most Inclusive Companies Index (MICI) features 44 companies this year; MICI's growth story is equally endearing – from 53% of companies on the index reporting PwD focus in 2019, it has become an absolute 100% this year. Similarly, from 23% of companies on the index reporting LGBTQ+ focus in 2019, it has grown to 95% of companies, this year.

Building on this legacy, we are also thrilled to turn our lens towards sustainability and responsible growth with the launch of the Best Companies for ESG (BCESG) Study—the inaugural edition of India's most comprehensive ESG benchmarking initiative. The BCESG framework evaluates companies on their environmental stewardship, social responsibility, and governance excellence and in our inaugural listing we feature Top 10 stalwarts!

2025 marks a very special year for Avtar – it is the year we turn 25 and celebrate a quarter century worth of effort transforming workplace cultures, embedding meaningful inclusion in India Inc. As we honor the achievements of these frontrunners, many of whose journeys we have seen up close in the past 25 years, we are also inspired by the broader movement they are driving. One that empowers women, embraces diverse identities, engages responsibly with sustainability and unlocks the full potential of the workforce! We are humbled by the realization that inclusion is not just a corporate agenda, but a catalyst for innovation, resilience, and sustainable growth in India. We look forward to contributing to this cause and celebrating the collective wins, in the years to come!



Foreword

Dear Colleagues and Friends,

Over the past decade, we've witnessed an extraordinary shift in how organizations in India think about equity and inclusion. What began as a movement to expand opportunities for women has grown into a broader transformation—one that touches every part of the workplace and every community of talent. The Avtar & Seramount Best Companies for Women in India list is both a reflection of that progress and a reminder of the work still ahead.

This year's initiative, now in its tenth edition, attracted applications from across industries and regions, signaling how deeply inclusion is woven into the ambitions of India's leading employers. These companies are not only creating space for women to grow and lead, but also showing how inclusive practices can unlock innovation, resilience, and long-term success.

At Seramount, we know that building the future of work requires more than good intentions—it calls for actionable insights and practical tools. That is why we partner with employers through best-practice research, strategic assessments, early talent sourcing, and leadership development. This year, we are especially excited to introduce our newest initiative, the HR Executive Board—a community that brings together senior HR and talent leaders to exchange insights, access exclusive research, learn from peer experiences, and draw on Seramount's expert guidance to address today's most pressing workforce challenges.

For over forty years, Seramount has celebrated leading organizations in the United States for their groundbreaking policies supporting parents and caregivers. Today, we are proud to once again partner with Avtar, under the inspiring leadership of Dr. Saundarya Rajesh, to spotlight the 2025 Avtar & Seramount Best Companies for Women in India.

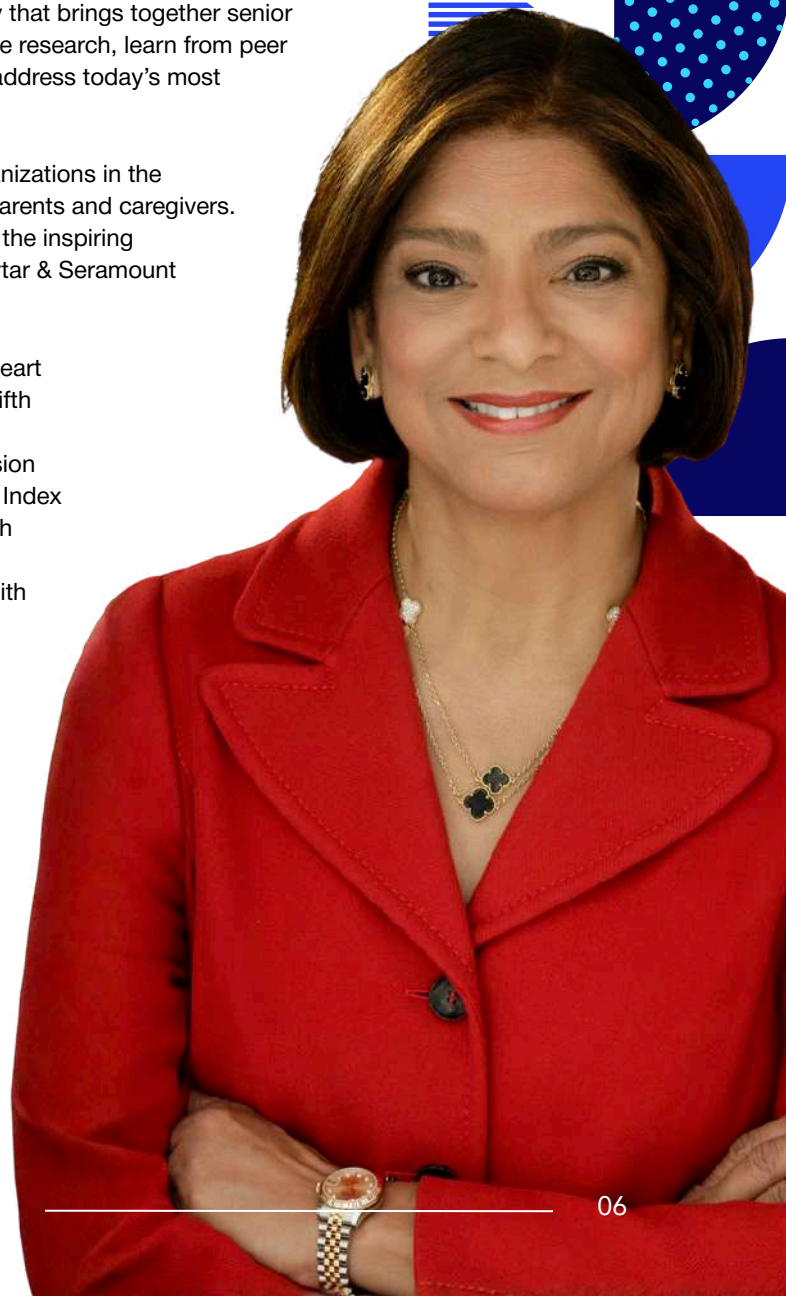
As the world of work evolves, inclusion must remain at the heart of business strategy. Our Global Inclusion Index, now in its fifth year, tracks the real progress companies are making in 29 countries—from gender parity in leadership to cultural inclusion tailored to local contexts. Avtar's Most Inclusive Companies Index reflects this same spirit in India—providing organizations with tools, strategies, and insights to close gaps and create opportunities for women, LGBTQ+ professionals, persons with disabilities, and talent across generations.

As you read this year's findings, I encourage you to not only celebrate the companies recognized but also to reflect on what's possible when inclusion becomes a true cornerstone of business strategy. Together, we can ensure that every workplace in India—and beyond—is a place where individuals can contribute authentically and thrive fully.

With admiration and gratitude,

Subha V. Barry

President, Seramount



25 Years of Transforming Workplace Culture

Over the years, Avtar has led the way in building inclusive and high-performing workplace cultures, achieving significant milestones:



Pioneered India's first recruitment service focused on diverse talent, positively impacting over a million professionals.



Facilitated the successful career return of 200,000 women through our Second Career Program, with a vision to reach 500,000 by 2027.



Established myAvtar.com, India's leading career platform for underrepresented talent, and conducted groundbreaking workplace culture research to drive industry transformation.



Years of
Powering
Workplace
Cultures



With every milestone,
we continue to reshape the future
of work, ensuring organizations thrive
through strong, people-first cultures.

Scan the QR Code to learn more
or visit **www.avtarinc.com**



Index

BEST COMPANIES FOR WOMEN IN INDIA (BCWI)

ABOUT AVTAR & SERAMOUNT BEST COMPANIES FOR WOMEN IN INDIA (BCWI)	11
THE EXPANSE: 2025 BEST COMPANIES PROFILE	14
BCWI: 2025 WINNERS SEGMENT	18
THE TRAILBLAZERS: 2025 TOP 10 BEST COMPANIES FOR WOMEN IN INDIA	26
THE ROLE-MODELS: 2025 - BEST COMPANIES FOR WOMEN IN INDIA	44
HIGHLIGHTS FROM 2025 BEST COMPANIES FOR WOMEN IN INDIA	83

BEST COMPANIES FOR WOMEN IN INDIA (BCWI) - EMERGING ICONS

ABOUT BCWI - EMERGING ICONS	88
BEST COMPANIES - EMERGING ICONS: 2025 WINNERS SEGMENT	90
THE TRAILBLAZERS: 2025 TOP 10 BEST COMPANIES - EMERGING ICONS	93
THE ROLE-MODELS: 2025 - BCWI EMERGING ICONS	104

MOST INCLUSIVE COMPANIES INDEX (MICI)

ABOUT AVTAR & SERAMOUNT MOST INCLUSIVE COMPANIES INDEX (MICI)	107
MICI: 2025 WINNERS SEGMENT	109
CHAMPIONS OF INCLUSION: 2025 MOST INCLUSIVE COMPANIES INDEX	113
EXEMPLARS OF INCLUSION: 2025 MOST INCLUSIVE COMPANIES INDEX	132
HIGHLIGHTS FROM 2025 MOST INCLUSIVE COMPANIES	145

BEST COMPANIES FOR ESG IN INDIA (BCESG)

ABOUT AVTAR & SERAMOUNT BEST COMPANIES FOR ESG (BCESG)	148
BCESG: 2025 WINNERS SEGMENT	150
THE TRAILBLAZERS: 2025 TOP 10 BEST COMPANIES FOR ESG	152

2025 AVTAR & SERAMOUNT MALE ALLY LEGACY AWARD	163
--	-----

BENCHMARKING: LEVERAGING THE POWER OF DATA	168
---	-----



Commitment. Excellence. Leadership.

Committed to India for over 120 years, Citi takes pride in being a premier locally embedded financial institution, backed by an unmatched global network. Citi is an employer of choice in India, offering institutions a broad range of financial products and services, including corporate, commercial and investment banking, brokerage, treasury and trade services, securities and fund services. In line with our commitment to make a positive difference in the communities we work, Citi India's citizenship program targets its strategic efforts in the priority areas of Financial Capability & Asset Building, Microfinance, Enterprise Development and Youth, Education & Livelihoods.

Our leadership in India

- Consistent leader in M&A transactions, Equity Capital Market deals including some of India's largest IPOs, as well as onshore and offshore financing
- Processed 8% of India's trade flows and 3.95% of domestic electronic flows
- Over 35% of FPI assets in India[^]
- Employee base of 35,000+

[^]Source: NSDL FPI Monitor.

©2025 Citigroup Inc. Citi, Citi and Arc Design and other marks shown herein are trademarks and service marks of Citigroup Inc. used and registered around the world.

*The awards are
a recognition of the
value we bring to
our clients.*

Asset Triple A Country Awards for Sustainable Finance 2025

- **Best Corporate and Institutional Bank**
(Repeat win)
- **Best M&A Adviser**
(Repeat win)
- **Best Commercial Bank**
(Repeat win)
- **Best Equity Adviser**

Euromoney Awards for Excellence 2025

- **India's Best Investment Bank for ECM**
- **India's Best Bank for ESG**

**The 2025 Avtar & Seramount
Best Companies for Women in India**

2025 Avtar & Seramount

Best Companies for Women in India (BCWI)

Launched in 2025, the BCWI application had over 300 questions spanning seven different segments, as detailed in the study contours. Every company that applied to participate, did so via a confidential, encrypted application link. The companies were evaluated based on their application data. This year, we had 365 companies applying to participate, of which a 125 companies made it to the Best Companies listing from industries as diverse as Automotive, BFSI, Chemical, Conglomerate, Consumer Products, E-Commerce, Global Capabilities Centre, Hospitality, Health Care, IT, ITES, Logistics, Management Consulting, Manufacturing, Media, Pharmaceutical, Professional Services, Revenue Cycle Management, Real Estate, Retail and Apparel, and Science & Engineering, Telecommunication and Transportation Services/Logistics.

The study accepted applications from companies with a minimum of 500 employees in India between February and July 2025. The Top 10 Best Companies and the Best Companies for Women in India were selected based on the gender inclusion practices detailed in their applications.

BCWI: Study Contours



Gender Profile



Career enhancement program



Measures for PoSH



Flexible Work Structure



Parental Provision



Work Life Programs



Inclusion, Commitment, & Accountability



genpact

on it

The relentless pursuit of a
world that works

**better for
people.**

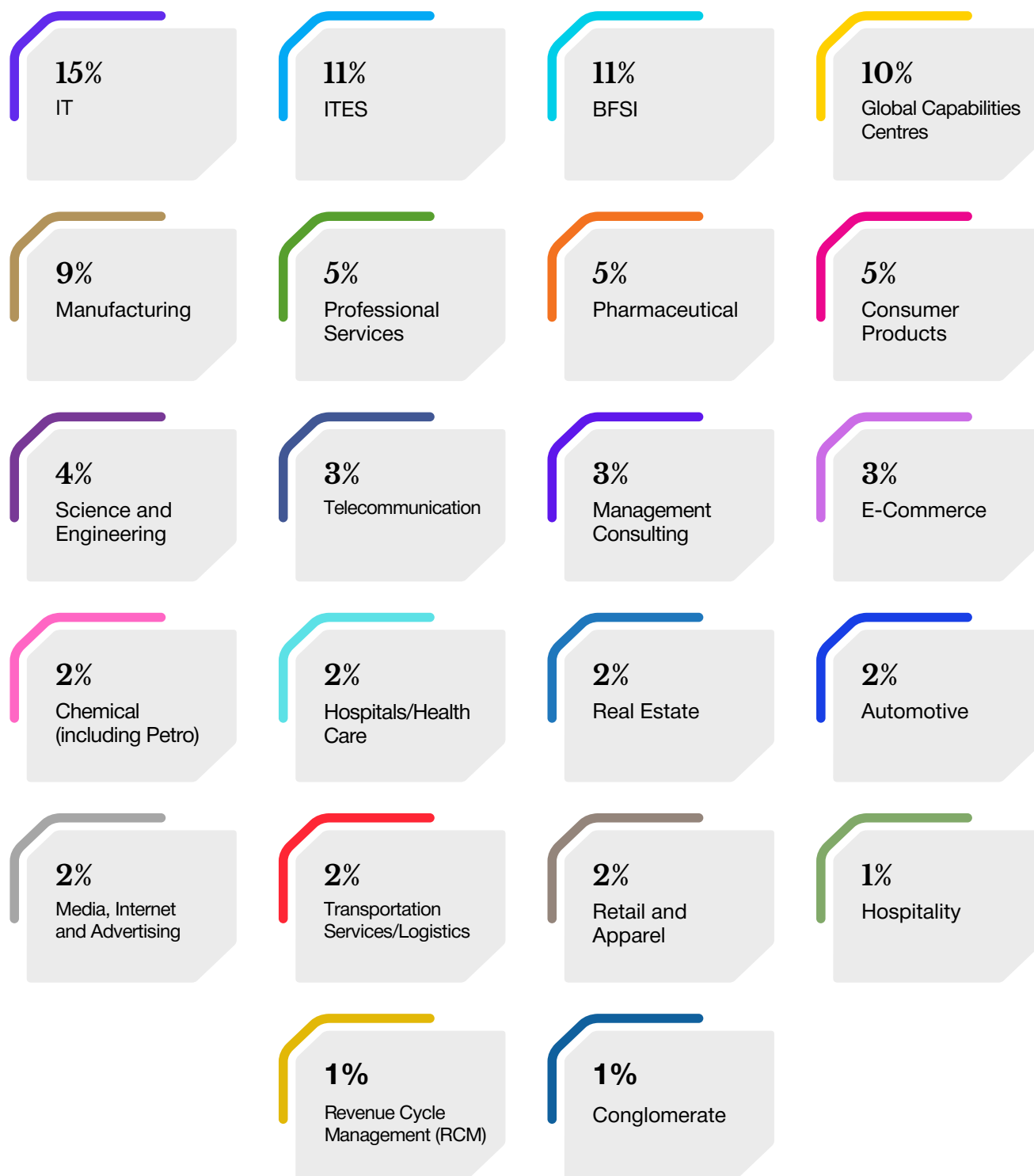


**The Expanse:
2025 Best Companies' Profile**

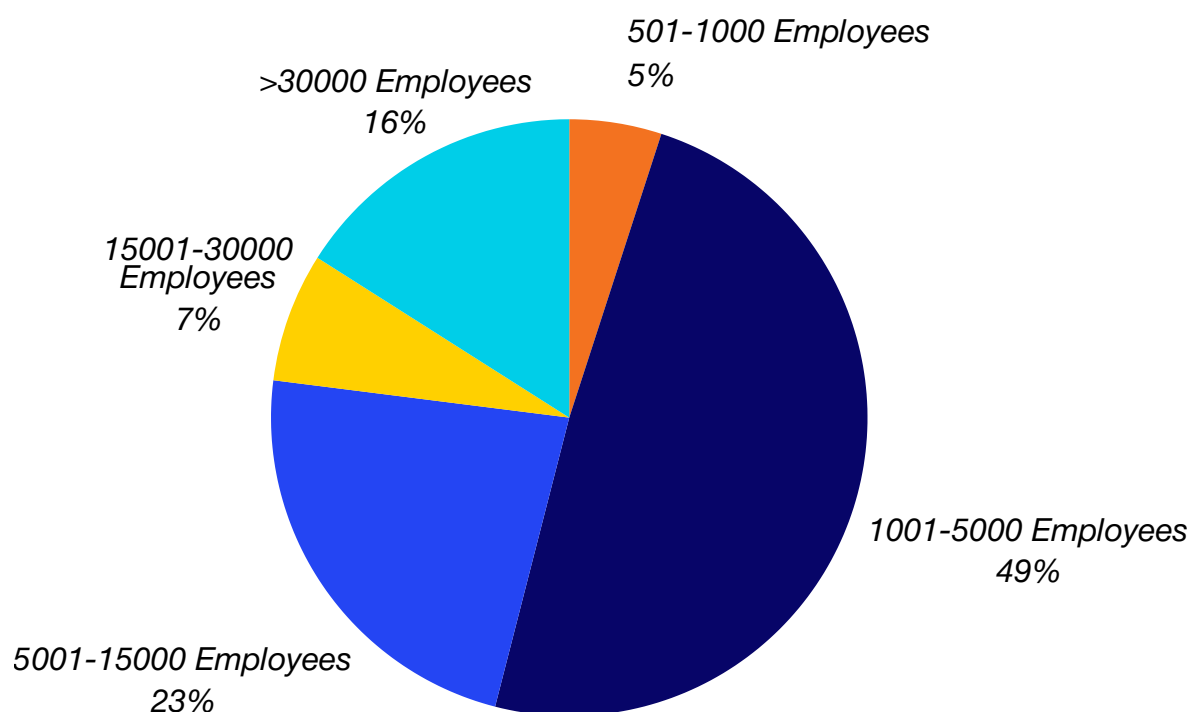
2025 Best Companies' Expanse

The tenth edition of BCWI was launched in February 2025. The application had over 300 questions spanning seven different key policy clusters. Every company that applied to participate, did so via a confidential, encrypted application link. The companies were evaluated based on their application data. This year, we had 365 companies applying to participate. In this segment we present the expanse of the companies that emerged part of the 2025 – Best Companies listing.

2025 - Best Companies: Industry Distribution



Employee Strength-wise Distribution



Distribution based on country of origin



Indian Companies
44.2%



MNCs
55.8%

Employee Base/ Women Distribution



Total Employee Base
28,49,215



Total Women
10,18,590



seramount
Talent Solutions for Better Workplaces

Hi, we're Seramount

We solve tomorrow's workforce challenges, today.

Future-proof your people strategy with our expert solutions:



**Best Practices
Research and Advisory**



**Talent Risk Assessment
and Strategy**



**Learning and
Development**



**Early Talent
Sourcing**

Learn more at Seramount.com

**Best Companies for Women in India:
Winners Segment - 2025**

TOP 10 BEST COMPANIES FOR WOMEN INDIA 2025

TOP
10

accenture

Accenture Solutions Private Limited



AXA XL India Business Services Pvt. Ltd.



Cairn Oil and Gas, Vedanta Limited

EY Shape the future
with confidence

EY

KPMG

KPMG in India



Mastercard Incorporation

Optum

OPTUM GLOBAL SOLUTIONS
(INDIA) PRIVATE LIMITED



Procter & Gamble India

**TECH
mahindra**

Tech Mahindra Limited



Wipro Limited

**companies listed alphabetically*



Companies are placed in **Top 10 - Hall of Honor** for featuring in the Top 10 list for 10 years



Companies are placed in **Top 10 - Hall of Fame** for featuring in the Top 10 list for 5 years



Companies are placed in **Top 10 - Hall of Honor** for featuring in the Top 10 list for 10 years



Companies are placed in **Top 10 - Hall of Fame** for featuring in the Top 10 list for 5 years

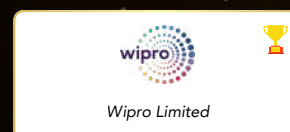
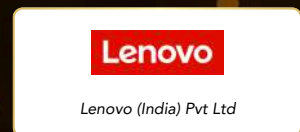


Companies are placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



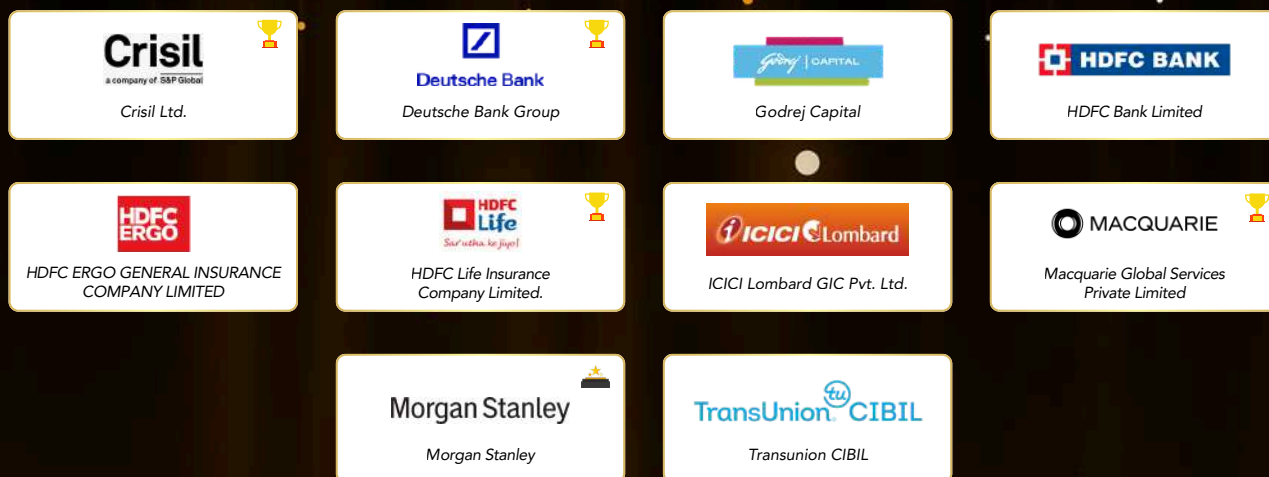
Companies are placed in **Best Companies - Hall of Fame** for featuring in the Best Companies list for 5 years

Information Technology

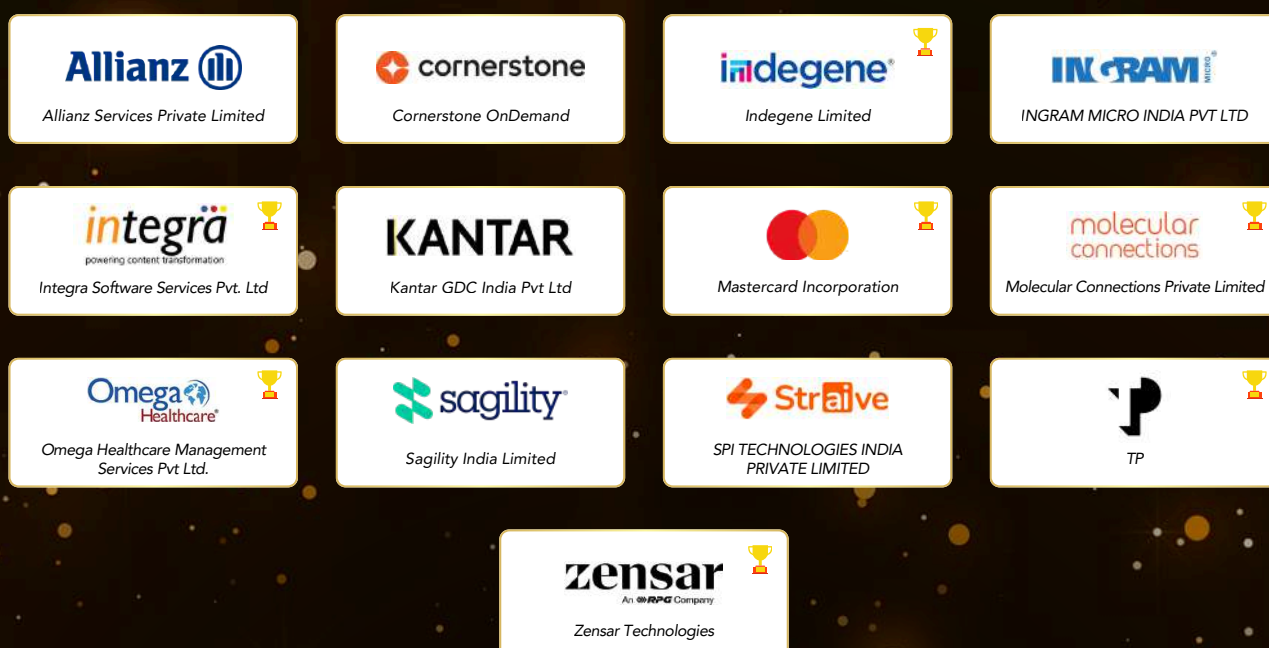


BFSI





ITES



Global Capabilities Centres





Target Corporation India Pvt Ltd



TIAA Global Capabilities Private Limited

Manufacturing



BASF India Limited



BOSCH

Bosch Limited



Dow Chemical International Pvt. Ltd



Eaton Technologies Pvt Ltd



Hero MotoCorp Ltd



JSW Group



KONE Elevator India Pvt Ltd



Legrand



TE Connectivity India Pvt Ltd



TPI Composites India private Limited



TVS Motor Company Ltd

Consumer Products

HALEON

Haleon (erstwhile GlaxoSmithKline Consumer Healthcare)



Foods Business Division

ITC Limited (Foods Division)

Kellanova



Kellogg India Pvt. Ltd

L'ORÉAL INDIA



L'Oreal India



Pernod Ricard India

Pernod Ricard India



Procter & Gamble India

Professional Services

accenture



Accenture Solutions Private Limited



Shape the future with confidence

EY



genpact | on it



Genpact India Private Limited

KPMG



KPMG in India

NIQ



Nielseniq (India) Private Limited

pwc



PwC in India

Pharmaceutical



Bayer



Biocon Biologics Limited



GlaxoSmithKline Pharmaceutical Limited



MSD Pharmaceuticals Private Limited



Thermo Fisher Scientific India Pvt. Ltd.

Science & Engineering



Honeywell



KBR



NXP Semiconductors



Ramboll



Thales India Pvt Ltd



E-Commerce



Flipkart Internet Private Limited



MakeMyTrip India Pvt. Ltd.



Myntra Designs Pvt Limited



Swiggy Limited

Management Consulting



Bain Capability Centre India Pvt. Ltd.



Capco Technologies Pvt Ltd



Publicis Sapient, a division of TLG India Private Limited



ZS



Telecommunications



Lumen IT India Pvt Ltd



Tata Communications Ltd.



Telstra India



Vodafone Idea Ltd.

Healthcare



Abbott India



Opella.

Opella Healthcare India Pvt Limited

B. BRAUN
SHARING EXPERTISE

B. BRAUN MEDICAL
INDIA PRIVATE LIMITED

kaya
clinic
SKIN • HAIR • BODY

Kaya Ltd



Chemical

vedanta
transforming elements



Cairn Oil and Gas, Vedanta Limited

Solenis.

Solenis Chemicals

Solenis.

Solenis GSS Pvt. Ltd.

Automotive

LEAR

Lear Corporation



Michelin India Private Limited

MULLENIOWE
LINTAS GROUP

Lintas India Private Limited



Sony Pictures Networks India Private Limited



Real Estate



Brigade Enterprises Limited

CUSHMAN & WAKEFIELD

Cushman & Wakefield India
Private Limited



TATA Starbucks Private Limited



Titan Company Limited

Retail and Apparel

Transportation Services/Logistics

Hapag-Lloyd

Hapag-Lloyd Global
Services Private Limited

MAERSK

Maersk India



Conglomerate

LARSEN & TOUBRO

Larsen & Toubro Limited

Revenue Cycle Management

agshealth

AGS Health Private Limited



Hospitality

IHG HOTELS & RESORTS

Intercontinental Hotels Group



UNCERTAINTY IS A GIVEN. HOW YOU NAVIGATE IT ISN'T.

TIAA's lifetime income guarantees your retirement growth—no matter the market.

tiaa.org/lifetime-income

Annuities are issued by Teachers Insurance and Annuity Association of America (TIAA), New York, NY. TIAA may share profits with TIAA fixed annuity owners through declared additional amounts of interest during accumulation, higher initial annuity income, and through further increases in annuity income benefits during retirement. These additional amounts are not guaranteed beyond the period for which they were declared.
©2025 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017
4848156



**The Trailblazers:
2025 - Top 10 Best Companies
for Women in India**



Accenture Solutions Private Limited



Also placed in **Top 10 - Hall of Honor** for featuring in the Top 10 list for 10 years

Accenture remains committed to creating an inclusive culture that empowers all of its people to thrive at the workplace. The organisation invests in programs to attract, retain, and develop all its people. It also takes comprehensive actions to create equal opportunities, market leading policies, programs and benefits, and equitable processes. Accenture in India is proud of many of its best practices which empower its employees to do their best work and to create 360° value for all the stakeholders. According to the Global Annual Pay Review (Dec 1 2024), Accenture had dollar-for-dollar, 100% pay equity for women and men globally (certain subsidiaries, recent acquisitions and temporary employees were excluded from the analysis). This is a strong testament of its bias-free, meritocratic work culture.

Accenture reinforces its commitment to inclusion through enabling policies that uphold the values of meritocracy, respect for the individual, zero tolerance for discrimination, and equal opportunity and inclusivity. The company takes pride in providing market-leading, equitable and inclusive benefits for its people. Some of these include gender-inclusive parental leaves and benefits, gender-neutral primary/secondary caregivers' leave, insurance benefits/support for fertility treatments, all-gender restrooms, and flexible work arrangements. It also provides childcare support with access to empanelled fully-funded childcare centers.

Accenture's ERGs and communities create safe spaces for people to have open conversations on topics such as menopause, returnship, etc. It also recognizes and celebrates key moments, such as International Men's Day, International Women's Day, Menopause Day, etc to create greater awareness of the challenges and lived experiences. The company also supports career development by providing opportunities such as sponsorship by senior leaders, on-the-job learning and rotational assignments, coaching and mentoring support, and upskilling. Its returnship programs focusing on removing barriers to workforce re-entry for employees to build successful second-inning careers. Additionally, its flagship impact sourcing programs enable individuals from underrepresented communities to gain experience and build future-ready skills, thereby fostering equitable access to career opportunities based on merit.

Over the years, Accenture has nurtured an inclusive culture that supports its people, enabling them to grow professionally through upskilling, networking, career development; while also caring for their personal wellbeing through different life stages, experiences, and challenges.



Having been with Accenture for more than two decades, I have witnessed the dynamic and evolving space of gender inclusion. As an organization, we remain committed to embedding inclusion into everyday actions and behaviors. The intentionality to drive this ensures we do the right thing for all our people.

**Mathangi Sandilya, Gender Program Sponsor – Accenture in India,
Lead -Communications, Media Technology and Products &
Platforms and Asset Engineering for ATCI**





AXA XL India Business Services Pvt. Ltd

AXA XL India has demonstrated a steadfast commitment to fostering gender equity and empowering women through a series of impactful initiatives that have significantly contributed to its recognition as a Best Company for Women in India (BCWI) 2025. These initiatives reflect a strategic approach to creating an inclusive workplace where women can thrive at all levels, especially in leadership and technical roles.

Key Initiatives include:

- **Open House Sessions with the Country Head:** Launched in mid-2023 and continued into 2024, these sessions facilitate direct engagement between female employees and senior leadership, fostering open dialogue, mentorship, and professional development. Over 75% of women employees have participated in these sessions.
- **Future Focused Network Committee:** A platform that promotes innovation and collaboration, with 20% female representation. It has organized hackathons, innovation days, and cups, inspiring creativity and diverse perspectives among employees.
- **ESS Hackathon:** A collaborative event encouraging teamwork to develop real, implementable solutions. In 2024, 55% of the 180 participants were women, highlighting the organization's support for women in technical roles.
- **Women in Tech & Data:** An initiative aimed at increasing gender diversity in technology. Senior female leaders organized open forums achieving 100% attendance, and women now occupy specialized roles such as Automation Engineering and Cloud FinOps. Women also participate in global panels and leadership programs like XLerate.
- **Enhanced Benefit Policies:** The SMART Working policy allows new mothers to work remotely for six months' post-maternity leave. Additionally, health initiatives include cancer screenings, vaccinations, and fully paid IVF leave. Childcare reimbursement has increased from INR 5,000 to INR 8,000, supporting working mothers.
- **Inclusive Hiring Practices:** The Diverse Slate Policy mandates that at least 50% of final candidates for open roles are women. This policy applies to both internal and external hiring, ensuring sustained gender diversity.

- **Learning & Development (L&D):** Nearly 90% of female colleagues participated in professional development activities in 2024. Women comprised 47% of participants in the AXA Manager Academy and 49% in the Language Capability Program, demonstrating a strong pursuit of leadership and skill enhancement.
- **Reward & Recognition:** In 2024, 74% of female colleagues received awards totaling over 43 lakhs. Women accounted for 44% of HiPo Knowledge and Talent Retention awards and 47% of Long Service Awards, recognizing their contributions and commitment.
- **Leadership and Retention:** Women represented 45.2% of promotions to managerial positions and 17% to senior managerial roles in 2024. The organization boasts an 89% retention rate for female employees and high engagement scores - two percent higher than their male counterparts.

These initiatives exemplify the company's strategic focus on cultivating women leaders, fostering an inclusive culture, and embedding gender equity into its core operations. Through sustained efforts and innovative programs, AXA XL exemplifies how organizations can successfully pave the way for women's advancement, earning its rightful recognition as a leading advocate for women in the workplace.



At AXA XL in India, we're committed to fostering an inclusive environment where women can thrive, lead and contribute to our collective success. Our initiatives reflect our dedication to gender equity and empowering women at all levels. This recognition as a Best Company for Women in India 2025 inspires us to continue championing diversity and inclusion.

Aditi Shukla, Head of India Shared Services and Country Head – India, AXA XL





Cairn Oil and Gas, Vedanta Limited

Cairn Oil & Gas has demonstrated an unwavering commitment to advancing gender diversity and inclusion, particularly in the traditionally male-dominated oil and gas industry. This dedication is evidenced through a series of impactful initiatives that have significantly contributed to the organization being recognized as a leader in promoting gender equality. One of the cornerstone initiatives is Cairn's Gender Intelligence and Leadership Program (GIL), which aims to cultivate a deeper understanding of gender dynamics within the workplace. This program has empowered both men and women to recognize and address non-conscious biases, fostering a more inclusive environment. Workshops like Samanvay, a gender sensitization and awareness session for managers, further amplify this message by challenging stereotypes and creating spaces for open dialogue on gender diversity.

Cairn's strategic focus on recruitment also highlights its efforts to attract and retain talented women. Through panel sensitization and bias-awareness training, the company ensures equal opportunities for candidates, regardless of gender. The company has surpassed its annual 30% target for women in campus hiring, with 34% of hires in 2022 being women, showing a sustained commitment to gender inclusion in recruitment. Additionally, Cairn's policy of prioritizing lateral hires for women candidates ensures that experienced women professionals have access to leadership roles within the organization. Retention and career advancement initiatives have also played a vital role in Cairn's journey towards gender diversity. The Together We Excel: Empowering Women Employees program has introduced progressive policies that support women throughout various stages of their careers. These include benefits for new mothers, such as extended maternity leave, part-time working options, and the provision of crèche reimbursements. These policies set a pioneering standard within the oil and gas industry, facilitating work-life balance for women employees, especially in remote work locations.

Cairn's emphasis on career progression for women has many initiatives. Programs such as V-Lead, which provides mentoring for senior women leaders, and the Emerging Women Leaders Program have been pivotal in promoting women into leadership roles. Cairn's succession planning process, with a 30% target for gender diversity, ensures that talented women are visible and supported through mentoring, coaching, and executive development initiatives. Another significant milestone in the gender diversity roadmap is its

Visible Felt Leadership (VFL) initiative. This program, championed by senior leaders, raises awareness about health, safety, and environmental (HSE) concerns, while integrating gender inclusion into leadership behaviors. This top-down approach to inclusion ensures that diversity goals are not only communicated but practiced across all levels of the company. Cairn's gender-inclusive policies extend beyond its workforce into the communities in which it operates. Through its flagship Nand Ghar initiative, Cairn has contributed to women's empowerment by providing skill development programs and building a network of modern crèches. These initiatives benefit local women and children, promoting education and healthcare while addressing child malnutrition. Cairn Oil & Gas's unwavering commitment to gender equality is manifested through a wide range of initiatives that support the recruitment, retention, and advancement of women in the workforce. Through its focus on education, leadership development, and community support, the company has set a global benchmark for diversity and inclusion within the oil and gas industry.



Empowering women at every stage of their career is central to building a stronger, more future-ready Cairn. Through equal opportunity, mentorship, and flexibility, we are enabling our women professionals to thrive — creating a ripple effect of positive change across our organization and the energy sector.

Subhadeep Kham, CHRO, Cairn Oil & Gas





EY



Also placed in **Top 10 - Hall of Honor** for featuring in the Top 10 list for 10 years

EY stands out among companies where gender equity drives innovation and sustainable growth by building a workplace where women belong and thrive as leaders. Grounded in the belief that diverse perspectives lead to stronger outcomes, the company's approach to gender inclusion is strategic and human-centered. Through focused efforts in recruitment, retaining, and advancing women professionals, the organization fosters a continuum of opportunity and impact, creating equitable systems, breaking barriers, and embedding inclusion in every stage of leadership development.

1. Driving gender inclusion through recruitment: Recruitment strategies are built to attract, empower, and retain women talent, particularly in leadership and STEM roles. The approach goes beyond numbers, focusing on equitable access and opportunity. Non-conscious bias training workshops for hiring managers and inclusion of diversity champions for interview panels ensure fairness at every stage. Women returnees are also engaged through programs such as, RecruitHER, ReWrite, GigNow, and Back in the Game (BIG), offering flexible pathways to re-join the workforce. The combination of sensitization, structured initiatives, and targeted campaigns, like job fairs and campus outreach, has helped EY build a sustainable and diverse talent pipeline with a foundation for women to grow, lead, and shape the future of leadership.

2. EY recognized that retaining women in mid and senior career stages is key to sustaining a diverse leadership pipeline. Thus, the company adopted an approach that embeds flexibility, inclusion, and care into their everyday culture. The work policies offer a spectrum of arrangements, such as part-time roles, flexible hours, and remote work. The Power of Place strategy supports hybrid work model, enabling employees to balance working from home with the benefits of in-person collaboration. Options like work-cation, shared leave and year-end block leave support work-life integration. Inclusive parental leave, day care support, and the Break and Beyond provide structured maternity coaching and ongoing engagement to help women return with confidence.

3. EY has taken a future-focused approach when it comes to creating strong women leadership pipelines through advancement opportunities. Central to this approach is ensuring pay parity, fairness in promotions, and equitable representation at every level. Promotion processes are guided by three principles: fair representation of diverse talent, no dilution of diversity at any level, and no regression in growth opportunities. Pay parity reviews and embedded fairness in promotions reinforce equity across the organization. EY cultivates a culture of inclusiveness and belonging through initiatives that emphasize social equity, mobility, and leadership sponsorship. The Uplift social equity storytelling campaign, alongside inclusiveness and belonging (I&B) learning modules, employee wellbeing initiatives and engagement platforms, fosters a supportive environment that enables women to thrive.

Practices like these have earned recognition from Avtar & Seramount, Brandon Hall, and CII for Excellence in advancing women in STEM over the past two years. EY has consistently ranked in the BCWI Top 10, earning a place in the “Top 10 – Hall of Honor.” Integrated initiatives translate potential into tangible leadership impact - enabling women to grow, lead and shape the future with confidence.



The growing number of women in leadership is a true testament to our commitment to building a strong leadership pipeline and investing in their growth and development. At EY, we believe leadership thrives when we create space for others to rise. By nurturing talent that leads with authenticity, inclusion and purpose, we are shaping the future with confidence and creating a more equitable, innovative workplace.

**Arti Dua, Partner and National Talent Leader,
Ernst & Young SPL (EY India)**





KPMG in India



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

KPMG in India's commitment to gender equity aims to be purposeful and progressive by building a workplace where women can thrive through opportunities, allyship, and engage with a culture where inclusion is a daily practice. Over the past year, the company has deepened this commitment through actions that strengthen trust, belonging, and equitable growth. These programs and policies are designed to support women at every stage of their professional journey: from recruitment and second career programs to leadership and beyond. Structured mentorship continues to play a pivotal role, with the Empowering Circles program now in its second edition, offering potential women leaders a platform for guided learning and peer connection. The Returning Women program continues to welcome women returning to the workforce, while the childcare partnerships and parental support programs ensure that every colleague has access to the flexibility and care they need to succeed. These sustained efforts are translating into real progress reflected in increased representation of women across levels, stronger leadership pipelines, and an environment rooted in respect and opportunity. As the company continues this journey, their belief remains simple: when women thrive, organizations flourish and inclusion becomes the way of work.



At KPMG in India, we believe that when women thrive, organisations don't just grow but they transform. Our commitment is to build intentional pathways that empower every woman to lead with confidence, authenticity, and impact. By fostering an environment where women can define success on their own terms, we are shaping a more inclusive and resilient future for our firm.

Reena Wahi, Partner and Head of People, Performance & Culture, KPMG in India





Mastercard Incorporation

Mastercard firmly believes that when women succeed, entire economies prosper. In line with this conviction, the organization has made significant investments in programs that advance women, particularly in technology and leadership. Two flagship initiatives exemplify this commitment — the India Women Returnship Program (IWRP) and the comprehensive Women in Tech strategy.

The IWRP was launched to support accomplished women professionals seeking to re-enter the workforce after a career break. Acknowledging that career journeys are diverse and that a pause should not limit growth, the program provides structured pathways back into Mastercard through mentorship, reskilling, and flexible work arrangements. More than a recruitment initiative, it is designed to restore confidence, reignite ambition, and foster a strong sense of community.

The program's impact is reflected in remarkable success stories of women who have returned to lead product teams, drive innovation, and mentor others—demonstrating the power of inclusion over assumptions.

Through its Women in Tech initiative, Mastercard is reshaping the gender narrative in technology by increasing the representation, retention, and advancement of women in technical roles. From early-career programs at STEM institutions to leadership accelerators, the company is building a strong pipeline of women technologists.

Complementing these initiatives are internal networks such as the Women in Technology group, which fosters peer learning, visibility, and sponsorship. Today, women at Mastercard are leading innovation in digital payments, cybersecurity, and artificial intelligence, contributing meaningfully to the company's technological transformation.

These efforts extend beyond numbers—they reflect Mastercard's enduring commitment to cultivating a culture where every woman feels valued, supported, and empowered to succeed. At its core, Mastercard believes that inclusion is the foundation of innovation.



Our people power innovation. We foster a culture where diverse perspectives are celebrated, grounded in our enduring commitment to Openness, Respect, and Opportunity. This ensures every employee can thrive, grow, and do their best work, unlocking tremendous potential and helping to transform lives for generations to come.

**Joseph Fernandes, Senior Vice President, People and Capability,
South Asia**





OPTUM GLOBAL SOLUTIONS (INDIA) PRIVATE LIMITED

The organizational culture at Optum is reflected in its commitment to fostering an inclusive, innovative environment where every team member is empowered to thrive. By unlocking this collective strength, Optum continues to make meaningful strides in achieving its mission of helping people live healthier lives and making the health system work better for everyone. A cornerstone of this commitment is the focus on hiring and nurturing diverse talent, particularly women pursuing STEM education and careers. Several impactful initiatives have been instrumental in helping women employees build professional networks, find opportunities for training, mentoring and professional guidance to grow and lead within the organization.

In 2024, their early-career hiring program focused on campus recruitment to increase female representation. This success was driven by initiatives such as Optum Engage, which connects students with leaders through guest lectures and panel discussions; SOAR (Strength – Opportunities – Aspirations – Results), which supports experienced women professionals returning to the workforce; Optum Stratethon, a case competition that challenges students to solve real-world healthcare problems; and Optum IdeasXchange, a networking platform designed to engage passive talent with a focus on gender diversity.

The recently introduced +1pledge referral program further reinforces this commitment by encouraging employees to refer exceptional women from their networks to further strengthen the organization's female talent pool. Optum is also building a gender-diverse leadership pipeline by investing in internal talent through domain, functional, and leadership readiness trainings. The Women in Leadership (WiL) program offers mentorship, guidance, and support to female employees to prepare and aspire for leadership positions within the organization. The United Women Leading in Technology (UWLIT) forum champions gender diversity across tech career paths, while the UHG Invention and Women Invent initiatives provide comprehensive support for women seeking to patent their work.

Expanding this framework, Women LEAD – India, an employee resource group, serves as a platform for women to connect, share experiences, and find inspiration to achieve personal and professional success. Optum recognizes that women's success is rooted in a strong foundation of work-life balance and well-being. The award-winning LiveWell program supports over 1,200 mothers through maternity and post-

partum care via CareNine and CareNine Beyond. Day care benefits reach more than 1,500 parents, and children's engagement is supported through RaiseWell.

To further promote holistic well-being, employees and their dependents benefit from free annual health checks, nutrition consultations, and expert-led sessions on yoga, meditation, and parenting. The Employee Assistance Program (EAP) offers confidential counseling, contributing to over 15,000 medical touchpoints this year. Inclusive policies such as gender-agnostic parental leave and flexible work schedules ensure that all employees, especially women, are supported throughout their career journeys.



At Optum, our values of inclusion and belongingness are more than principles, they are the foundation of our success. Being recognized among the top 10 best companies for women in India affirms our enduring commitment to these values. We recognize that gender-diverse leadership is a powerful driver of transformation. Women leaders bring empathy, innovation, and resilience, enabling organizations to navigate complexity and deliver meaningful impact in healthcare. This recognition further strengthens our resolve to build a workplace that not only supports but celebrates the diverse contributions of women at every level.

Uma R Krishnan – Senior Vice President Operations





Procter & Gamble India

P&G India recognizes that equality and inclusion are good for its business, broadening its capacity to serve a wider range of consumers and driving market growth. The company understands that success in the marketplace relies on its ability to comprehend and cater to diverse consumers, build leading brands, recruit top talent, develop an effective organization, lead in its industry, and strengthen communities. To exemplify this commitment, P&G India has curated a set of policies and programs designed to provide all employees with superior experiences, enabling each individual to contribute to their full potential. For instance, the 'Infertility Treatment Support Policy' offered support to employees and their partners, providing inclusive opportunities for family planning and covering expenses related to various family structures. Additionally, the 'Share the Care' initiative ensures that all new parents - including biological parents, domestic partners, and adoptive parents - receive eight weeks of fully paid parental leave. Furthermore, for those navigating the challenges of motherhood, P&G India provided flexible work arrangements, access to support resources, and assistance with childcare options, including crèche facilities and maternity leave extensions.



At P&G, Equality and Inclusion (E&I) is a fundamental part of who we are. It is good for our business – broadening our ability to serve more consumers and driving market growth. Simply put, it helps us win in the marketplace. This is enabled by our efforts to attract, develop, and retain the best employees from the broadest pool of talent available. In turn, this also helps us better serve an increasingly diverse set of consumers. We collaborate with partners to reach and serve more consumers and enrich the communities in which we live and work, which in turn helps create growth for our business. This recognition, for the ninth consecutive year, reaffirms our commitment to fostering a workplace where everyone can thrive, grow, and lead with purpose..

Srinivas PM, CHRO, P&G India





Tech Mahindra Limited



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

Tech Mahindra: Rising for a More Equal World

Tech Mahindra's (TechM) intentional focus on gender equity is a reflection of its broader philosophy to "Rise for a More Equal World", a world where women are not only represented but also enabled, engaged, and empowered to thrive. The organization views diversity not as a target, but as a strength that drives innovation, empathy, and growth.

Representation: Bridging Aspiration and Reality

At Tech Mahindra, representation goes beyond numbers. It is about creating an environment where women's voices help shape the organization's future. With approximately 34% of its workforce comprising women and 40% female representation on the Board of Directors, the company continues to close the gender gap. Its hiring strategy mandates 50% women representation in campus recruitment, while promotion processes are designed to address implicit bias. Moreover, TechM focuses on enabling women to transition into mid-to-senior leadership roles through structured programs and inclusive policies.

Enablement: Removing Systemic Barriers

Tech Mahindra's enablement initiatives are rooted in inclusive infrastructure and supportive policies. The company offers flexible work hours, gender-neutral restrooms, maternity assistance programs, same-sex partner insurance, and policies for sexual reassignment surgery. Leadership programs such as the Women Leadership Program (IT) and Sheroes (BPS) are designed to help high-potential women in middle management prepare for senior leadership roles, ensuring that women have equal access to growth and learning opportunities.

Engagement: Building Belonging Through Participation

Employee engagement is central to TechM's inclusive culture. The company supports various Employee Resource Groups (ERGs) for women, new mothers, and LGBTQ+ associates, fostering safe spaces for support and dialogue. Initiatives like JOSH (employee-led engagement), FreeVoice (anonymized feedback

platform), and localized Diversity Councils help create strong communities of belonging. Through these platforms, employees are encouraged to share experiences, influence change, and drive inclusion from within.

Ecosystem: Creating Inclusive Micro-Cultures

Tech Mahindra's DEI ecosystem integrates awareness, infrastructure, and behavior change across all business functions. From inclusive language reviews and allyship training to sensitization workshops, inclusion is embedded throughout the employee lifecycle. A strong DEI governance model with representation from every geography ensures diverse perspectives in decision-making. This decentralized model builds inclusive micro-cultures across teams, reinforcing the belief that inclusion must be lived, not declared.

Empowerment: Facilitating Agency and Growth

Empowerment at TechM is about enabling women to lead with agency. Initiatives like ReStart support women returning to the workforce after a career break, while the Maternity Assistance Program (MAP) offers mentorship, ergonomic support, and flexibility for mothers. Mentorship and coaching programs further accelerate women's growth journeys. CEO Mohit Joshi emphasizes this ethos, stating that women must be recognized "as individuals containing multitudes, deserving equal opportunity, respect, and the freedom to be themselves."

With nearly half of its DEI initiatives focused on gender, Tech Mahindra continues to redefine what equality looks like in action. By embedding inclusion into strategy, structure, and culture, the company is proving that when women rise, everyone rises — creating a ripple effect of progress, innovation, and shared success.

“

Being recognized among the Top 10 Best Companies for Women in India by Avtar & Seramount is not just a badge of honor – it's a reflection of our purpose. At Tech Mahindra, we believe that inclusion is not a policy, but a mindset. When women thrive, organizations evolve. This recognition reaffirms our commitment to building a workplace where every voice matters. Let me also take this opportunity to congratulate Avtar on completing the tenth edition of the BCWI study.

Richard Lobo, Global Chief People Officer, Tech Mahindra





Wipro Limited

Wipro: Building a Culture Where Everyone Belongs

At Wipro, the philosophy that “Everyone belongs” forms the cornerstone of its inclusive culture. The organization is deeply committed to creating an environment where every individual feels seen, valued, and empowered to bring their authentic self to work. Fairness, equity, and psychological safety are foundational principles, supported by transparent career pathways, inclusive policies, and equitable opportunities for all.

Wipro’s culture of inclusion is rooted in its Women of Wipro (WoW) initiative, launched in 2008. This program takes a life-stage approach to support women through every phase of their personal and professional journeys. WoW provides women with access to mentorship, leadership programs, and career development conversations that enable them to thrive and take on diverse roles across the organization.

Empowering Women Leaders

Through programs like Enrich, a 12-month sponsorship initiative for high-potential senior women leaders, Wipro builds a robust leadership pipeline. Now in its fourth year, Enrich pairs participants with executive sponsors, creating valuable mentorship connections that lead to tangible career progression — with many past participants now serving as sponsors themselves.

In addition, Wipro organizes regular forums and dialogues where women leaders engage directly with the CEO and executive leadership. These interactions provide an open platform to share perspectives, exchange ideas, and influence organizational direction, ensuring that women’s voices remain integral to leadership conversations.

Supporting Women Through Life Transitions

Wipro’s WoW Mom program ensures a seamless transition for employees proceeding on or returning from maternity leave, with a remarkable 99% return-to-work rate. The Begin Again initiative extends this support to women re-entering the workforce after career breaks, providing mentorship, reskilling, and placement opportunities that reignite professional growth.

Programs like #HerCode empower women in technology through access to learning resources, networking opportunities, and mentorship, helping them advance confidently in tech-driven roles.

Fostering Connection and Allyship

Wipro emphasizes community-building through affinity groups, forums, and initiatives such as HerStory, which highlights the inspiring journeys of women professionals across roles and functions. These stories not only celebrate achievements but also inspire others to aspire higher.

The company's commitment to allyship is further reinforced through awareness sessions, equity campaigns, and observances that celebrate inclusion and belonging. By cultivating an environment of shared responsibility, Wipro strengthens its inclusive ecosystem.

Integration with Broader ESG Goals

Inclusion and Belonging at Wipro extend beyond the organization's boundaries, aligning closely with the Wipro Foundation's efforts and the company's Environmental, Social, and Governance (ESG) goals. Through community engagement, Wipro promotes gender equity and empowerment in the societies it serves, reflecting its belief that inclusion is both a business imperative and a social responsibility.

In every sense, Wipro's inclusion journey is one of continuous evolution — driven by empathy, awareness, and action. By fostering belonging and equal opportunity, Wipro not only strengthens its own culture but also contributes to a more inclusive, equitable world.



As a purpose-driven organization, Wipro is deeply committed to cultivating a workplace where people connect, belong, and thrive. We take a holistic approach to building a culture that actively supports and champions women's success—empowering them to take on meaningful roles, lead with confidence, innovate boldly, and inspire change.

Sunita Cherian, Chief Culture Officer, Wipro Limited



**The Role-Models:
2025 - Best Companies
for Women in India**

Abbott India



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

Abbott is committed to fostering an inclusive workplace where people can thrive at every stage of their professional journey. The career enablement policies are designed to ensure equitable opportunities, instill confidence, and support long-term growth. The approach begins with inclusive benefits, like enhanced parental leave and crèche reimbursement, empowering mothers to balance family responsibilities without compromising their career aspirations. The flagship program – Happy Feet maternity management program is a holistic initiative supporting expecting and returning mothers through counselling, buddy systems, and structured reintegration plans. Abbott also offers “Womentoring” – a dedicated mentoring program under the Women Leaders of Abbott network as a way of accelerating leadership. This initiative provides personalized guidance and career planning support for women across various career stages. Initiatives like these – Happy Feet, Womentoring, WLA (Women Leaders of Abbott), and WMA – reflect Abbott’s commitment to help women advance, lead, succeed, and to pursue their ambitions with confidence and support.



Acuity Knowledge Partners

Acuity promotes a gender-neutral work environment as a priority among employees. Professional development, career coaching, and guidance for women’s career trajectory are invaluable tools used to nurture and expand women talent in the organization. Programs like “Project Velocity,” “The MOM Project,” and “RISE – The Group Mentoring program” are targeted initiatives to augment and retain women employees – from growth and returnship stand point. These programs offer an opportunity to the employees to build lasting relationships and take action on their career objectives.



Aditya Birla Capital Limited



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

At Aditya Birla Capital Limited, motherhood policy is of utmost important. It is a comprehensive policy where benefits and allotments are provided for mothers and to-be mothers.

Some of the important aspects of the policy are Maternity Leave (including Statutory Leave), Additional Maternity Leave, Child Care Leave, Phase back program for seamless transition, Healthy Pregnancy Program for to-be mothers, new mother and baby care, Transition Guidance, Career Management support, Child Adoption Leave, Miscarriage Leave, Mediclaim Coverage, Crèche and Nanny policy, Travel support for expecting mothers, support local commute to work for expecting mothers in metro and mini-metros, and accompanied outstation travel for mothers.

Implementing these policies led to a positive impact internally – reduced attrition, more women in cross-functional and leadership positions, and increasing participation for engagement activities.



ADP Private Limited



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



ADP has launched multi-dimensional initiatives as a part of their commitment to building an inclusive and empowering workplace. As a first step, in 2024, they eliminated the 9-month waiting period to avail maternity insurance. This step plays a crucial role in offering timely and comprehensive support for expecting mothers. Additionally, to ensure their safety while travelling to workplace, EOC cab benefits at no additional costs are extended to women associates.

Furthermore, women professionals resuming work from maternity breaks can utilize crèche facilities and shuttle services to visit their baby and return to work. With these milestones in women's employment, women leadership programs have been designed – for them to propel their career. The iRISE program – a dedicated hiring program for women – has also accelerated the recruitment of women professionals.

AGS Health Private Limited



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

Gender inclusion at AGS health is not just a commitment but a cornerstone of culture and growth strategy. Empowering women at every stage of their careers builds stronger teams, nurtures future-ready leaders, and creates an inclusive workplace, is something the company strongly believes. Their approach spans through the employee journey – from hiring and retention to development and well-being.

- The launch of women-only hiring drives has helped the company expand opportunities - particularly in functions where women have been traditionally under-represented – thereby strengthening the pipeline of diverse talent.
- The company has policies supporting life-stage needs and covers both biological and adoptive parents with six months of paid leave, flexible work models, lactation rooms, and rest lounges. Measures like these help women balance personal and professional priorities.

Today, the company has 45% women representing the workforce and 32% in leadership roles. Beyond these numbers lies a culture of empowerment, allyship, and opportunity that women experience every day.

Allianz Services Private Limited

Allianz Services India is committed to empowering women leaders through targeted initiatives that foster growth and inclusion. Key programs include TARA – enhancing leadership capabilities via experiential learning and global certifications, encouraging women to aspire, respond, and achieve. LAMP, a three-phase journey, equips aspiring women managers with strategic leadership skills through real-time projects, simulations, and mentoring. The SVASTHYA initiative supports holistic well-being, promotes psychological safety and helps women balance career growth and personal health. Initiatives like these reflect the company's dedication in building a workplace where women can lead, grow, and thrive.



Allstate India Private Limited

Allstate India advocates gender inclusion through targeted initiatives across recruitment, retention, and advancement processes. The ReInstate Returnship Program supports mid-career women professionals who are returning from career breaks through a structured six-month journey with mentorship, upskilling, and full-time conversion opportunities.



This program aims to strengthen the mid-management diversity. Apart from this, to retain women employees, the All MaMa Program provides 18 months of holistic maternity support, including virtual access to healthcare experts and trimester-wise guidance. Additionally, Nourish & Nurture Zones offer on-site lactation rooms, enabling new mothers to seamlessly balance work and motherhood. For advancement, Allstate runs tiered leadership programs: RISE for frontline leaders, PowerWise for mid-level professionals, and PowerFul for senior women leaders. Each of these programs focus on behavioral skills, coaching, and career advocacy, resulting in measurable growth in leadership presence and confidence. Overall, these initiatives reflect Allstate's strategic investment in building a diverse, inclusive, and empowered workforce.

Aspire System India Pvt Ltd



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

Aspire is committed to building an inclusive environment for women in technology. Recognizing the multiple roles women play and balance, the company offers flexible options, including remote, hybrid, and part-time work, to support their needs. the Career Comeback program enables women to return to work after career breaks, with tailored training and support. 2024 witnessed 54 women return to work post maternity breaks, thus, increasing the return rate to 90%.



Apart from the various training programs, the company offers a dedicated Centre of Excellence to train fresh graduates – particularly women recruited through campus drives – helping them adapt to corporate life with confidence. With mentorship, coaching, and platform partnerships (like Toastmasters), women are equipped with strong communication and public speaking skills. Aspire does not just opens doors for women; they believe in walking with them as they grow, lead, and thrive in their careers.

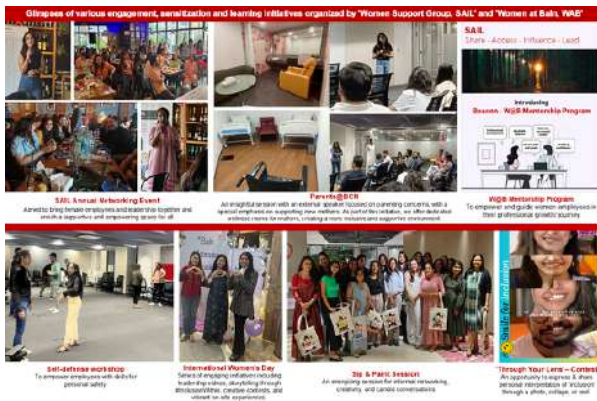
B. BRAUN MEDICAL INDIA PRIVATE LIMITED



Braun India strives to create a workplace where equity is fostered, perspectives are valued, and empathy defining the way they work and connect. To implement this belief, the management designed focused initiatives and policies that promote inclusion and empower women across every stage of their professional journey. From 'Good to Great' programs on addressing non-conscious bias; health and safety measures for pregnant women and 'Unpaid Job Guarantee' program for women to resume their careers post maternity breaks to skill training and development, ensuring support for employees across levels and life stages for women. The Skill Matrix, Coaching and Mentoring programs and Validated Learning platform ensure every woman from operator to leader has clarity of their clear path to grow. These combined efforts ensure to open more doors for women in manufacturing and field sales – the spaces once considered unconventional, now thriving with female talent.

Bain Capability Centre India Pvt. Ltd.

BCN's commitment to women empowerment is rooted in their belief that careers should be professionally sustainable and personally fulfilling. The company focuses on cultivating an ecosystem through a multi-faceted approach that addresses safety, flexibility, wellness, and growth. The holistic needs of women employees are managed through various programs, including:



- Family friendly policies and safe workplace practices reinforce the commitment to psychological and physical safety.
- Skill Enhancement Allowance of ₹55,000 annually, empowering women to pursue upskilling in their chosen areas.
- The maternity policy ensures comprehensive care and flexibility. Additional support for working mothers include personalized solutions such as annual childcare allowance of ₹60,000 per child (ages 0-6), flexible work options (remote and hybrid arrangements post maternity or parental leave), ensuring continuity in career and caregiving responsibilities.

The company's consistent focus on enabling women's success through a mix of support and flexibility continues to shape a workplace where women don't just stay, but they lead and define success on their own terms.

BANK OF BARODA



Bank of Baroda introduced "Perna – Path of Inspiration" - a comprehensive Mentorship Program designed specifically for women employees. In this initiative, 150 women employees in Scale III-IV were paired with senior women leaders (Scale V-VII) for a structured 10-week mentoring journey. Weekly sessions focused on goal setting, strategic thinking, decision-making, resilience, empowerment, and effective communication. One-day workshops on mentor development was conducted prior to the launch of the program for all the mentors.

Barclays in India



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



Barclays is committed to creating a workplace where everyone feels valued and respected, within a culture of belonging and equal opportunity. The organisation cultivates high-performing teams and generates rich opportunities to progress. Barclays aspires to hire from the broadest global talent pools available to deliver against their strategy. In 2024, Barclays hired a significant number of interns, graduates, and apprentices, emphasizing early career development.

Furthermore, Barclays prioritizes wellbeing through various initiatives, including health management and financial wellbeing programs. Barclays' commitment to fair pay and transparency is evident in their new global HR system, which enhances pay transparency and career progression. Additionally, the organisation has made enhancements to employee benefits in India, particularly for the lowest-paid employees. Barclays continues to invest in talent development and leadership programs to give its employees the support they need to grow, progress and succeed.

BASF India Limited



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



Diversity, equity, and inclusion are core to BASF India's culture. The management has implemented several initiatives across all sites to foster an inclusive workplace. Their policies include parental leave – supporting both primary and secondary caregivers. Apart from the “Return to Work” program, childcare leave is given for primary caregivers till the child turns three. The emphasis on IDPs, professional development courses, training programs, short-term programs, mentoring, and education assistance are key enablers at BASF. The management also prioritizes on employee well-being through a 360-degree wellness program that includes both in-person and virtual sessions with health experts, counsellors, and wellness coaches. These initiatives and efforts reflect the company's continued commitment to building a supportive and empowering environment for women at BASF India.

Bayer



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

Bayer is an advocate for gender diversity reflecting in the processes – from recruitment to retaining women employees. To prioritize efforts to strengthen the pipeline of women in senior leadership, Bayer created the “WEmpower” program, a curated 12-month blended development journey to nurture high potential mid-career women. “Leadership Link” – another global coaching program, enables women to seek advice, to break down barriers and gain self-confidence to drive their career forward. Parental support policy “Srishti” offers expecting parents tips and buddy support on a variety of topics. On-field employees with new born can take a caregiver with them to ensure employees can balance professional and personal responsibilities. The BSecure app caters to the security requirements while in distress and is especially useful for women in field roles, providing immediate access to responders in case of crisis and promotes the feeling of being cared for and protected by the company.



Biocon Biologics Limited



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

Fostering women's career growth is a priority embedded in the culture of Biocon Biologics Ltd. The company's focused efforts have led to achieving 33% women representation in 2025 - a testament to sustained action which are supported by some key initiatives. First is the launch of structured returnship programs that support women professionals returning to work after a career break. Second, the internal Women's Network drives engagement through mentorship, peer learning, and leadership development initiatives, empowering women to thrive across career stages. Third, the implementation of flexible work arrangements and manager sensitization workshops create a conducive environment for women to balance personal and professional responsibilities. These focused actions are not only improving gender diversity but also nurturing a pipeline of future women leaders. Biocon Biologics believes that women's growth is not a one-time effort but a continuous journey supported by data-driven policies and a culture of belonging.



Bosch Limited

Diversity, Equity, and Inclusion (DEI) are the core values of Bosch Limited and are deeply embedded in the organizational culture. The motto “Be #LikeABosch” reflects their commitment to fostering an environment where every individual is welcomed, respected, and valued, regardless of their background. The management believes that diverse perspectives drive innovation and enhance the ability to meet the needs of global customers. The women-centric developmental programs provide tailored mentorship to equip women with the skills and confidence needed to ascend to leadership roles, develop clarity on their career goals, build confidence and resilience, growth and well-being.

In 2024, Bosch achieved an impressive overall participation rate of 49% for women trained across various initiatives, reflecting their commitment to empowering women. Through targeted programs, they create pathways for women to excel and lead within the organization. The management prioritizes safety and respect, ensuring that every woman feels valued and secure in her work environment. The flexible work arrangements and comprehensive parental leave policies reflect the importance of balancing professional and personal responsibilities.



Brigade Enterprises Limited

Women development, L&D, retention and inclusivity – are the strategic approaches adopted by Brigade Enterprises Limited to prepare the employees for future leadership positions. This involves identifying potential leaders and grooming them for higher responsibilities. To align with succession BRIGHT (Brigade High Talent) initiative was designed to identify and nurture individuals with leadership potential. It provides mentorship, guidance, and the right opportunities for growth. The program witnessed about 20% of women employees’ participation and there has been an increase year-on-year.

An example of this program is supporting a woman Engineer who met with an accident and lost her left hand. She was chosen for the BRIGHT program, and completed it in 2024. The Leadership Development is an ongoing initiative to develop High Potential (HiPo) members for the leadership pipeline. This program is tailored to accelerate their growth and readiness for career advancement within the organization, including individual, managerial, leadership and business traits.



Capco Technologies Pvt Ltd

The Women Career Enablement Policy is rooted in a strong commitment to DEI, ensuring equal opportunities and a supportive environment for all. The company offers comprehensive maternity, adoption leave policies that go beyond statutory requirements, allowing women to bond with their children without career setbacks. To support financial well-being, they provide tailored financial literacy programs, access to investment tools to empower women economically.

Their efforts also include self-defence workshops to promote personal safety and confidence. The company invests in the future women leaders through structured women leadership development programs that include mentoring, leadership coaching, cross-functional projects.

Together, these initiatives foster a culture where women can thrive professionally and personally, reinforcing the belief in a workplace where gender equity is not an aspiration, but a lived reality.



Capgemini Technology Services India Ltd



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

Capgemini fosters an inclusive and supportive workplace through several key initiatives. The fareWelcome! program offers comprehensive parental support, including remote work options, maternity and paternity leave, crèche facilities, and parenting resources to ease the transition in and out of parental leave. The Menopause Sensitization & Awareness Program promotes empathy and understanding through webinars, workshops, and peer discussions, reaching over 4,200 employees. To advance women in leadership, Capgemini runs programs like SheLeads, WeEmpower, and TakeCHARGE!, which provide mentorship, sponsorship, and leadership development for women at various career stages. These initiatives collectively reflect Capgemini's commitment to diversity, equity, and employee well-being.



CGI

CGI's focus is towards its four pillars - Inclusive culture, Building Diversity in Leadership, Increasing Representation and Outreach or Branding. Among these pillars, there are 3 programs that define and highlight the company:

- Mentoring programs across the globe where women partners or employees are mentored by leaders. In this program, about 300 women participated as mentors and mentees. Speed Mentoring Program was a success as each mentee was mentored by 2 mentors within 60 minutes.
- RISE or Rising in Strategic Excellence program for senior consultants to build the managerial pipeline had about 100 participants.
- ACE or Aspire-Conquer-Envision program for women managers to build senior management or Director-level pipeline had about 25 participants.

Additionally, the company has also narrowed down its Diversity Hiring Partners, which will become effective in 2025-26.

Cornerstone OnDemand



2024 marked a phenomenal year for the DEI groups at Cornerstone OnDemand in India. The company published a format charter focusing on three aspects of DEI – an independent chapter for women in India; support and ERGs for the Pride community; programs for persons with disabilities – ensuring growth and accessibility is not a roadblock for them. Through the “Women at Cornerstone” program, the company ensured to increase their gender diversity through hiring and sourcing, leadership participation, and social partnerships, thereby increasing the candidature by 4% from 2023. The company also on-boards persons with disabilities for positions that are best suited for them. Cornerstone OnDemand continues to enhance its DEIB journey and partner towards its outcomes for FY2025-26.

Crisil Ltd.



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

Diversity, equity, and inclusion (DEI) has been the bedrock for the company since its inception in 1987. The management understands the importance of workforce reflecting the global mindset of the employees and customers. As the company enhances its approach with recruitment and development programs, they also remain committed to providing opportunities for their employees to contribute, learn and develop. The employee touchpoints on learning, development and growth continue to be merit-based, and respect for all remains the cornerstone for demonstrating the value of partnership.

Crisil is a global organization with a workforce encompassing a wide range of backgrounds and perspectives – a testament to this is that their employees represent 40+ nationalities, who fuel into rich experiences with different perspectives, skills, amalgamating into a culture of connectedness and global success.

Cushman & Wakefield India Private Limited



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



Cushman & Wakefield recognizes that a fulfilling career is central to each employee's identity and growth. The performance management process emphasizes timely feedback and development, enabling individuals to thrive in their roles. The company supports internal mobility - across departments, cities, and even countries - aligning employee aspirations with business needs. The Talent Exchange Program across APAC fosters cross-border growth for high-potential talent, exemplified by women leader who have taken on global roles and regional roles.

The company has also invested in early-career talent through the India EIC strategy - hiring 133 interns and converting 8 into full-time roles. Another culture cornerstone is continuous learning. From bite-sized content to community-based learning, the company is evolving to meet modern needs. Their commitment to capability-building ensures that every employee has the tools, support, and opportunities to shape a meaningful and successful career.

Deutsche Bank Group



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



Deutsche Bank is committed to fostering an inclusive culture where women can thrive and advance. The company aims for at least 35% female representation in Vice President roles and above by 2025, driven by robust policies across hiring, retention, and development. Three key initiatives that highlight the commitment:

- The 'Your Resume' program facilitates the return of women professionals post career breaks, successfully reintegrating about 150 individuals into the talent pool.
- The FAST (Female Acceleration and Supporting Talent) program, designed for mid-management women, enhances essential skills and expands networking opportunities, directly supporting their progression into more senior leadership positions within the bank.
- The Comprehensive Parental Support or gender-neutral parental leave offers equal benefits for all new parents, including via surrogacy and adoption.

These programs, alongside employee resource groups and health initiatives like annual screenings, underscore the holistic approach to women's career enablement.

Dow Chemical International Pvt. Ltd



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



Dow India takes pride in its women-friendly policies and initiatives that foster a supportive and inclusive environment. The company recruitment process emphasizes diversity, ensuring that job postings attract candidates of different genders. To support working mothers, Dow provides part-time working options for child-care, allowing employees to work 20 hours a week until their child is three years old. Additionally, the crèche facility for children up to seven years is subsidized by the company and utilized by numerous employees.

The family caregiver leave policy grants up to three weeks of paid time off for employees to care for sick or injured family members, with a notable number of women employees benefiting from this initiative. Dow also runs the Manufacturing & Engineering Development Program, aiming to hire 60-70% female engineering talent, and the Women Executive Leadership Drive (WELD), dedicated to mentoring and empowering women leaders within the company.

Eaton Technologies Pvt Ltd



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



At Eaton, the employment opportunities are equal for the diverse population in all shifts at shop floor. The Ahmednagar plant of Mobility Group India has made a significant stride in promoting gender diversity by becoming the first organization in the local industrial area to deploy female skilled manpower across all shifts. This was achieved through a structural approach like advocacy with the state government to deploy women employees in all three shifts; targeted recruitment drives to on-board women with safety and quality measures, and awareness programs on POSH and self-defence. Currently, the organization has 52 women working across shifts, which is a significant achievement as it sets a benchmark for inclusive practices in the industrial area, demonstrating the plant's leadership in fostering an equitable workplace.

Encore Capital Group, Inc



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

Enabling women's career in embedded in Encore India's culture and policies that promote leadership development, work-life integration, and financial empowerment. Their flagship initiative – SheRise – is a structured leadership development program equipping women with mentorship, executive coaching, and visibility to prepare them for senior roles.

To enhance work-life balance for returning mothers, the company introduced flexible working arrangements - a policy born from employee feedback through their "Women at Encore" & Allies Resource Group. They also extended financial literacy training through the "Money Matters" program. These initiatives are reinforced by a culture of inclusion, continuous feedback, and equitable opportunity, enabling women across all levels to thrive. As a result, Encore India has consistently maintained a diversity rate exceeding 35%, even in a night-shift-intensive business environment.



EPAM Systems India Private Limited



EPAM India fosters women's career enablement through a holistic development and retention strategy. The LEAP Program, which is designed exclusively for women, focuses on life coaching, career advancement, and structured mentoring. It anchors key platforms like STEP (for HiPO women talent) and the Managers Excellence Program (MEP), along with other focused group discussions, like the Next Gen Leaders Program. Programs like Adapted Parallel Thinking and 7-Step Critical Thinking Framework embed inclusion into daily team practices. Platforms such as EPAM Plus offer internal project exposure beyond billable roles to accelerate learning and visibility. Pay parity reviews, flexible work models, relocation support, and the "Bring Your Kid to Office" policy further strengthen retention. With this ecosystem, the company has improved representation of women in leadership and significantly reduced attrition.

Flipkart Internet Private Limited



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



At Flipkart, Inclusion is a lived value that shapes how all Flipsters, including women, grow, lead, and thrive. In 2024, the flagship programs such as Springback and Career & Cradle supported mothers through maternity transitions, contributing to an impressive retention rate. Catalyze, a six-month leadership journey for women in mid-management, enabled participants to advance into leadership roles. Complementing these were targeted interventions like manager sensitization, ERGs focused on motherhood and inspiring engagements such as International Women's Day. Guided by the Culture of Maximization and Employee Value Proposition pillars - We Care, Work with the Best, Leave a Mark, Experiment, Learn & Grow - the company builds a culture where everyone truly belongs. Through structured development, empathetic policies, and authentic storytelling campaigns, Flipkart continues to empower women to maximize their potential by creating a workplace where inclusion drives both personal and organizational success.

Genpact India Private Limited



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



Genpact's programs for women help build inclusive and future-ready leadership. The Women Leadership Program is the company's flagship initiative to upskill women leaders and prepare them for leadership roles. With 225 graduates and another 226 underway, the program emphasizes experiential learning, especially through a live Hackathon, where participants co-create solutions for real business challenges.

The Pay It Forward Program, reimaged in 2024 with Moving Ahead, fosters sponsor-protégé relationships, help women unlock leadership potential through mentorship and active sponsorship. The first cohort of this refreshed initiative was launched in 2025. WINGS (Women in Genpact Network) support networking, advocacy, and development. In its revamped version, it saw 520+ signups in India and engaged over 24,000 employees globally across multiple learning sessions.

GlaxoSmithKline Pharmaceutical Limited



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



GSK India's inclusion purpose is to amplify the organization to be a disruptive innovator and a trustworthy employer through inclusive culture. The purpose and efforts are to drive the following objectives:

- Attract, retain, and accelerate diverse talent.
- Break biases and remove barriers.
- Active communication and inclusive infrastructure.

The company's efforts around inclusion start with accountability and commitment from leadership supported by structured means of calibration of progress. The various means of empowering employees belonging to diverse groups involve a culture of inclusion through policies, building the capability to lead, advancing careers with equal opportunity and role modelling.

Godrej Capital



The women's career enablement at Godrej Capital is rooted in flexibility, growth, and inclusion. The company offers progressive work arrangements, including hybrid roles, flexi-hours, enhanced parental leave, and safe travel support. The flagship returnee program – Aarohi - enables second-career women to relaunch confidently through structured projects, mentorship, and career progression pathways. For leadership development, the management runs focused talent reviews and succession planning with diverse slates, ensuring equal access to growth roles. The company's investment in listening tools like Amber - women-specific engagement insights, and inclusion-focused FGDs - ensures the management is responsive to feedback.

Haleon (erstwhile GlaxoSmithKline Consumer Healthcare)



Haleon is committed to drive equity and inclusion among its internal stakeholders. Embracing diverse backgrounds and experiences, the company aims to build an accessible workplace. The DEI Strategy globally is anchored on three key pillars – employee belonging, diverse representation, and community impact.

Fostering diversity, equity, and inclusion (DEI) is a top priority and can be substantiated quite well from the recent Engagement survey, where 90% colleagues in India have answered positively about being their authentic self at work. The commitment to create a supportive and enriching environment by achieving gender parity in the leadership community and aligning the gender goals to leader's individual incentives.

Hapag-Lloyd Global Services Private Limited



Hapag-Lloyd GCC is committed to creating a safe and empowering environment for women employees by maintaining work-life balance. Recently, the company has invested in Female Leadership Empowerment Program and She Leads Program - which were designed and curated for the women leaders.

The She Leads forum help curate women oriented engagements throughout the year including the Quarterly Women's Connect which enables all female colleagues to gain insights from leaders and help learn through experiences and a forum to learn new skills. Learning opportunities via LinkedIn is available for employees who wish to learn new topics based on their interest irrespective of their location. Employees returning from maternity or long leave are provided with training programs for them to get acquainted with the current practices.

Happiest Minds Technologies Private Limited

Happiest Minds has implemented several initiatives to promote gender inclusion under the Engage pillar of its DEIB goals. The "Women in Break" program was a key effort aimed at reintegrating women - who had taken career breaks - back into the workforce. The company conducted targeted hiring drives, especially in Noida, and focused on lateral hires to meet its DEIB goals for each business unit (BU). Additionally, the management also achieved a campus hiring ratio of 60% women.



HCLTech



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

HCLTech is committed to empower women through structured career enablement policies focused on leadership development, skill building, and inclusive practices. The flagship initiatives - Surge Ahead, Momentum, Ignite & Evolve - support women at various career stages. Surge Ahead prepares women leaders for senior roles through upskilling and mentoring; Momentum enhances leadership capabilities for mid-level women managers; Ignite offers mentorship and growth opportunities for early-career women; Evolve is a program offered by the Diversity & Inclusion (D&I) CoE for alumni of the Women's Career Development programs.

These programs build a supportive network that fosters lifelong learning, mentorship, and collaboration, while celebrating the successes and contributions of its participants. Gender diversity goals are tracked and reviewed quarterly at the board level, with clear charters and performance metrics. The Women Connect ER) plays a pivotal role in advancing gender inclusion as it engages women through development programs and positions HCLTech as an employer of choice for women globally.



HDFC Bank Limited

At HDFC Bank, fostering an inclusive and equitable workplace is more than a commitment but a way of life. Through focused initiatives in recruitment, retention, and leadership development, HDFC Bank builds pathways for sustained growth and advancement. HDFC has three strategic and integrated Diversity hiring approach; HeadStart (Women in Sales), Udaan (Women Hiring Low Tiers 3, 4 & 5) and Back2Work (Career Break).

Programs like the Career Accelerator Program and structured support for returning Mothers reinforce the Bank's dedication to career continuity and leadership readiness. The Pleasant Parenthood Policy offers personalized support to new and expecting parents, helping them balance personal milestones with professional aspirations.



HDFC ERGO GENERAL INSURANCE COMPANY LIMITED



HDFC ERGO's women's career enablement policies span hiring, development, and flexibility, ensuring comprehensive support. Through Project SHAKTI, they have increased women's representation from 19% to 27%, focusing on hiring women in roles traditionally held by men, including having 135 All-Women Digital Office Clusters in cities like Tirupati and Ranchi. WINSpiration provides structured mentorship, combining internal leaders and external experts to guide high-potential women; over 50 women leaders have advanced through this program. Project Flexi offers hybrid and fully remote options, now utilized by 47% of women employees, empowering work-life integration. Together, these initiatives create an equitable environment for women across levels and geographies, supported by policies such as the Equal Opportunity Policy and maternity guardrails.

HDFC Life Insurance Company Limited.



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



EmpowerHer – a dedicated women's development group run by the Women in Insurance ERG - drives growth for women at all levels through workshops, talk shows, and mentoring sessions. The program focuses on helping women overcome self-limiting beliefs and works actively to eliminate biases within the system.

HiPo-Women-Development ensure women form at least 25% of the talent pool. These women receive focused inputs beyond the standard program to prepare them for larger roles. Programs like “#MyJobMyTerms” support flexible work options at different life stages to continue thriving in their careers. This initiative supports offering flexibility in location, hours, and work contracts.

Hero MotoCorp Ltd

At Hero MotoCorp, Diversity, Equity, and Inclusion aims to drive its commitment to achieve 30% women in the workforce by 2030. Its comprehensive approach spans from attracting diverse talent to ensuring their sustained growth and leadership.

- Equity-first policies and infrastructure
- Inclusive leadership and sensitization
- Targeted career advancement.

Moving from 8% gender diversity in 2023 to 13.2% in 2024 demonstrates tangible progress. Spearheaded by leadership, DEI is owned by every Hero, building a powerful narrative for an inclusive future.



Honeywell



Honeywell has multiple policies and governance structures to support diversity, equity & inclusion. The salary advance in cases of bereavement or medical emergencies has been expanded to include partners. Adoption leave has been extended to cover single-parent adoption & surrogacy and partners are included in the relocation requests, while the POSH policy has been made gender neutral. Maternity policies now cover adoption leaves for single parents & same-gender parents, & hospitalization policy benefits have been extended to include partners.

These policies and structures ensure accountability and drive continuous progress towards creating a more inclusive & diverse workplace at Honeywell.

HP Inc



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



At HP, empowering women is a strategic commitment driven by initiatives that support their personal and professional growth. Programs like the Upsurge Women Talent Management Council pair high-potential women with senior leaders for mentorship and leadership development. For women in middle management, the Disha Program offers a six-months blended leadership training designed to help them transition into senior roles confidently. HP also supports women re-entering the workforce through the Reboot Program, offering skill refreshers and mentorship to ease their reintegration, particularly in tech roles. The Family Flexible Work Arrangement Policy further enables women to balance professional and personal responsibilities. Through Lean-In Circles, HP also fosters a strong peer community, encouraging women to share, grow, and lead with authenticity.

ICICI Lombard GIC Pvt. Ltd.

At ICICI Lombard, building an inclusive workplace is central to the women's career enablement strategy. The Synergy inclusion workshops, covering over 15,000 employees, bring the core values - Trust, Respect, Care, Allyship, and Fairness - to life through practical, organisation-wide learning. To ensure sustained inclusion, the company has established Employee Resource Groups (ERGs) across Tier 1, 2, and 3 cities, creating safe spaces for women to voice challenges, co-create solutions, and access mentorship. Additionally, the Catalyst program supports mid-to-senior women professionals through customised coaching and leadership development, leading to measurable advancement.



As of FY2025, the company's gender diversity stands at 26%. These initiatives are supported by inclusive policies on flexible transitions, maternity support, and equal access to growth - ensuring that inclusion isn't a one-time effort but a continuous journey embedded in our culture.

Impetus Technologies India Pvt. Ltd.



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

At Impetus, women's career growth is enabled through a cohesive blend of policies that support every stage of their professional journey. One standout initiative is SHERoes - the internal leadership platform that facilitates mentoring, skill-building sessions, and storytelling circles for women across levels. Secondly, the "Journey 2.0" program ensures smooth transitions for women returning from maternity breaks, offering buddy support, flexible reintegration, and access to the New Mom's Club for peer exchange.

Thirdly, the "Raise the Bar" initiative enables women technologists to deepen expertise and gain visibility as trainers, with over 100+ women leading sessions. Supporting policies include two-day office attendance, paid maternity leave, sabbatical options, an on-site crèche, and a feeding room. Transparent performance reviews, wellness check-ins, and leadership access through open hours reinforce our inclusive ecosystem. Together, these initiatives foster a workplace where women thrive, lead, and grow - professionally and personally.



Indegene Limited



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



With over 43% women in its workforce, Indegene is committed to fostering a workplace where women can thrive. Gender-neutral hiring, equal pay audits, diverse interview panels, and robust anti-sexual harassment policies ensure fairness and safety. Supportive benefits include hybrid work, safe transport, and professional counselling, and strategic learning programs empower mid-level women managers. Under health initiatives, expecting mothers can avail maternity benefits in partnership with Cloudnine Hospitals. Women returning from career breaks gain access to Cultpass HOME, gynaecological consultations, wellness webinars, and flexible roles. Athena - run by a diverse committee - is a women-led platform offering networking, coaching, and mentoring with a focus on financial wellness and professional growth. Under leave & performance policies, women employees get 26-weeks maternity, surrogacy, adoption leave, and miscarriage leave. They also get standardized performance ratings during maternity. About 46% of employees promoted during the year were women - aligning closely with overall gender representation.

INFINEON TECHNOLOGIES SEMICONDUCTOR INDIA PRIVATE LIMITED



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years

Infineon India is dedicated to fostering an inclusive environment where women can thrive and advance their careers. The policies are designed to support women at all stages of their professional journeys - from hybrid work model and day care facility to women leadership development program. Under hybrid work model, the company enables women to balance their personal and professional responsibilities.

Women can choose day care options that are located near their home or office or both, ensuring care under the integrated day care facility. The company has a comprehensive leadership development program which empowers women to develop leadership skills. These initiative aim to prepare them for senior roles, fostering confidence and readiness to tackle greater challenges and reflect the company's commitment in enabling women's career growth and supporting their aspirations for leadership roles.



InfoBeans Technologies Limited

At InfoBeans, women in tech are not just contributing, but they're leading. Through the flagship program 'Shakti,' the company enables women technologists to take charge of high-impact teams, lead client engagements, and represent InfoBeans at global platforms such as TechHR and international product summits. The program combines mentorship, leadership coaching, and strategic thinking workshops tailored to elevate women into decision-making roles. Today, many women leaders drive end-to-end technology delivery and innovation initiatives across India and international markets. For continued growth, the company offers hybrid work options, extended maternity leave, and strong support during life transitions. Their proactive POSH framework and inclusive policies create a workplace where women feel safe, supported, and celebrated. The leadership at InfoBeans does not just aim to close the gender gap but also build a future where women lead with vision, voice, and global impact.



Infosys Limited



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

In pursuit of the company's ESG 2030 Vision, Infosys has implemented several initiatives to propel women into leadership roles. The #IamtheFuture program prepares women for senior leadership role by enhancing competencies in Business, Execution, People, and Ecosystem leadership through collaborations with Northwestern Kellogg, MIT, and masterclasses by Harvard Business Review. The Orbit Next, a year-long development program is for women employees in middle management. This program supported over 400 high-performing women across India, EMEA, and APAC in its third cohort. Additionally, the Restart with Infosys program enables women returning from career breaks to re-join the workforce with structured learning and mentorship. In FY25, 935 women re-entered corporate world through this initiative, further strengthening the diverse talent pool. Initiatives like SheLovesTech in Chennai and collaborations with Google Women TechMakers further strengthen networking and leadership opportunities.



INGRAM MICRO INDIA PVT LTD

The approach to women's career enablement at Ingram Micro India is driven by structured development, inclusive hiring, and sustained support systems. Through their Second-Career Hiring Program, the company creates opportunities for women returning to work after career breaks, supported by sensitized on-boarding and flexible work arrangements. Their flagship Talent Development Journey is a nine-month leadership program focused on grooming high-potential women for critical roles, with alumni from the 2024 cohort progressed into the P&L and strategic leadership positions. To strengthen internal networks, the company launched SHERO – an Employee Resource Group for women – offering mentorship, leadership visibility, and allyship engagement through curated events and toolkits.



These initiatives are embedded within the broader DEI strategy, enabling women across career stages to grow and lead, letting the management drive measurable impact in representation, retention, and advancement of women across the organization.

Integra Software Services Pvt. Ltd



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

Integra believes women empowerment is key to building an inclusive and high-performing organization. The approach applies to an employee's complete lifecycle – from focused recruitment campaigns, partnerships with women's colleges to gender-neutral selection practices. The policies promote retention through extended maternity leave, flexible work, safe infrastructure, and caregiving support, leading to a 92.7% return-to-work rate post-maternity. Career advancement is driven by structured learning programs (SDP, MDP, LDP, BLP), mentorship, coaching, and leadership nominations, with 41% women participation in 2024. Their flagship, WINGS initiative, fosters a culture of inclusion through health and development tracks, manager sensitization, and recognition programs like the Women Achiever and Diversity Champion Awards. With 52% overall representation and 62% of promotions going to women in 2024, our efforts have built a robust, diverse talent pipeline. Integra's culture ensures women grow, thrive and are supported at every stage of their career.



Intercontinental Hotels Group



IHG Hotels & Resorts are committed to fostering a diverse, inclusive, and equitable workplace where women feel valued, empowered, and supported throughout every stage of their career journey. This policy outlines the structured initiatives to attract, retain, and develop women employees, ensuring a safe, supportive, and growth-oriented environment. The company takes pride in showcasing achievements and contributions of women across internal and external platforms. The company has a dedicated initiative to support women returning to the workforce after a career break of 24 months or more. This program also targets women who may have never worked but are educated, willing, and ready to begin their careers.

In terms of development programs, the company offers a one-year intensive program preparing women managers for senior leadership roles, along with structured programs to equip women employees to take up managerial positions. IHG Hotels & Resorts is proud to champion a workplace where women feel supported, respected, and empowered to grow. Through structured policies, targeted initiatives, and an inclusive culture, we are committed to driving gender equity and making IHG a preferred workplace for women across all levels.

ITC Limited (Foods Division)

At ITC Foods, inclusion is not a standalone initiative but an enduring commitment woven into every stage of a woman's career journey. It focuses on an ecosystem where women can thrive before, during, and beyond work to build a career, supported by enabling policies, inclusive infrastructure, and a culture of care and growth. This begins with talent strategies and strong partnerships with educational institutions to expand opportunities for women across diverse roles, including manufacturing. ITC has structured induction programs, connect sessions, and infrastructural readiness through travel, accommodation, and support, while ensuring a seamless transition into the workforce.

Maternity transition support, extended childcare, caregiver travel aid, and non-linear career paths reflect ITC's deep commitment to supporting women through every life stage. Reinforced by the leadership at every step of the way, ITC Foods' framework champions equity, belonging, and sustainable career growth for women across career and life-stages.



JSW Group



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



At JSW, women's career enablement is a strategic priority integrated across hiring, development, and retention. The GET Campus Hiring Program maintains a strong gender focus, with 22% women among 1,184 new recruits, reflecting the company's commitment to building diverse talent from the ground up. To support continuous development, the Empower U and Women Wednesday learning series provide skill-building, leadership readiness, and community engagement opportunities for women employees across locations. In addition, the JSW Women of Steel Ideathon empowers women to voice ideas on fairness, wellness, and inclusion – most of which are now in pilot phase. These efforts are complemented by a robust 1-to-1 Maternity Support Program, inclusive POSH mechanisms, and leadership from the Diversity Council.

Together, these initiatives form a comprehensive framework that advances gender equity, nurtures leadership potential, and enables women to thrive in every stage of their professional journey.

Kantar GDC India Pvt Ltd



Kantar enables women's careers through inclusive policies and action. The flexible work options, wellness rooms, and safe commute services, including escorted cabs and home drops, support women's wellbeing and work-life balance. The company also provides child-friendly spaces to help women manage caregiving responsibilities. ERGs like Women@Kantar, Pride@Kantar, and Accessibility@Kantar also foster community and allyship. The company plans to launch two programs – RekindleHER and Unpause2.0 – to support leadership development and return-to-work transitions. Additionally, the company also has mentorship and learning programs focused on inclusive leadership and gender work-life balance. Beyond the workplace, the company addresses menstrual hygiene and period poverty through kit donations, awareness panels, and stall spaces for underprivileged women. With an engagement score of 9.1/10 among women and 40% women in the People's Representation Group, the company continues to build a workplace where women can thrive.

Kaya Ltd



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

At Kaya, women's career enablement is embedded in the culture through inclusive policies that support every stage of their professional journey. With 85% of the workforce being women, the company ensures growth through flexible work arrangements,



career mobility, and targeted development programs. The Homecoming Program enables women returning from career breaks to reintegrate seamlessly, achieving a 100% retention rate among returnees. The Extended Maternity Policy includes 26 weeks of paid leave and an additional three months of 6-hour workdays, helping new mothers transition smoothly. The Udaan Leadership Programs - Empower and Transform - focus on mentoring and skill-building to prepare women for senior roles. Through supportive leave policies, flexible shifts for parents, internal mobility via KITES, and recognition platforms like the Star Program, Kaya champions a holistic and sustained approach to career progression. This ecosystem builds capability and nurtures a sense of belonging, helping women at Kaya thrive and lead with confidence.

KBR



KBR India is committed to fostering women's career advancement through inclusive, supportive, and future-focused policies. The Gender-Balanced Graduate Hiring Program ensures a 50:50 gender ratio in early careers recruitment, increasing women representation in engineering roles from 14% in 2022 to 26.4% by 2024. The company supports women returning from career breaks through inclusive recruitment campaigns, offering flexible work models, targeted hiring messages, and mentorship opportunities. Additionally, their Leadership Development Program, in partnership with Jombay's 1000 Women Leaders initiative, equips high-potential women with the tools and visibility to accelerate their growth.

Beyond these, the "Rise to the Mic" platform encourages public speaking, while leadership KPIs ensure gender diversity in succession planning. These initiatives reflect their belief in total inclusion - creating an environment where every individual, regardless of background, has equal opportunities to grow, lead, and thrive.

Kellogg India Pvt. Ltd



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



Kellanova India's focus is to build equity, improve diversity, and cultivate inclusion in the workplace. For the management, diversity and inclusion are not standalone initiatives but embedded values defining the company and the way they lead. Their commitment to doing things the right way is central to their belief in creating a workplace where everyone feels a sense of belongingness. The company fosters an inclusive environment where diverse perspectives are respected and celebrated, including:

- Inclusive workplaces: Lift and level the playing field for women with policies removing barriers across different life stages and flexible options to enable focus on wellbeing.
- Inclusive mindsets where leaders play a strong role in role-modelling these mindsets and reinforcing them through structured programmes.
- 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 Pvt Ltd



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years

KONE has consistently championed gender diversity, introducing impactful initiatives that empower women and reinforce its commitment to equal opportunity. Through a focused diversity hiring campaign, the company has actively recruited women into roles



traditionally dominated by men. To foster work-life balance, KONE offers flexible work arrangements and extended maternity leave, enabling a smooth, phased return and through maternity buddy. Exclusive Employee Assistance Program (EAP) services provide coaching, workshops, and resources to support women post-maternity. KONE further advanced its inclusive policies by introducing special leave provisions for miscarriage, surrogacy, and extended maternity care - underscoring its commitment to holistic well-being and continue to benchmark against industry. These initiatives have strengthened retention, attracted diverse talent, and elevated KONE's reputation as an inclusive, progressive employer.

Larsen & Toubro Limited



Larsen & Toubro (L&T) continues to prioritize diversity and inclusion as a cornerstone of its organizational strategy. Guided by the four pillars of its DEI Charter, Induct, Engage, Develop, and Enable, L&T focuses on building equitable opportunities for all. This year, the company expanded hiring for People with Disabilities (PwD) and conducted accessibility assessments to ensure inclusive workplaces. The WINSPIRE program addresses the developmental needs of women professionals at various career stages, benefitting over 765 participants through leadership development interventions. L&T is also recognized for its progressive policies supporting women, including flexible work options for new mothers, childcare facilities, ergonomic support, and hybrid work post-maternity.

In a pioneering move for the construction and engineering industry, L&T became the first Indian company to introduce one-day paid menstrual leave every month for women employees, which is a reflection of its deep commitment to well-being, equality, and empowerment.

Lear Corporation



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



Lear India is deeply committed to advancing gender equity and fostering a workplace where women thrive. Its DEI framework spans Talent Attraction, Talent Management, Culture, Health & Safety, and Flexibility. Between 2018 and 2024, Lear achieved a 192% increase in diversity hiring, earning repeated recognition as a Top 100 Best Company for Women and a Great Place to Work. Programs like Jumpstart facilitate smooth career reentry for returning mothers, while initiatives such as Together We Grow and Accelerate Leadership strengthen leadership skills among women employees. Lear ensures pay equity, provides daycare and safety support, and offers flexible work options to enable work-life balance. Women now occupy 25% of leadership roles, reflecting the success of its inclusive policies. With robust mentoring, campus hiring with 60% women representation, and continuous learning initiatives, Lear India continues to drive a culture of inclusion, empowerment, and sustainable career growth.

Legrand

Legrand India champions women's career advancement through inclusive policies, leadership development, and a culture of continuous improvement. Under the leadership of CEO Tony Berland and CHRO Nisha Samuel, Legrand offers flexible work options, caregiver-friendly leave, and gender-sensitive wellness benefits to support women across life stages. Initiatives like Ellevate and Winning Duo mentorship programs foster growth and cross-level learning, while the Ellegrand Employee



Resource Group builds community and dialogue among women employees. Regular policy reviews and employee feedback ensure ongoing relevance and inclusivity. Legrand celebrates milestones such as International Women's Day by spotlighting women in unconventional roles, including sales and supply chain. With strong PoSH compliance, regular sensitization programs, and visible leadership advocacy, Legrand India continues to create a workplace where women are empowered to learn, lead, and shape the company's inclusive future.

Lenovo (India) Pvt Ltd

Lenovo India's Accomplisher Series exemplifies its commitment to empowering women and advancing inclusion. Launched by the India Women in Leadership (WIL) chapter, the campaign celebrates women's resilience, ambition, and collaboration through storytelling and engagement. The Accomplisher Podcast amplifies inspiring journeys of women professionals, while the Accomplisher Speaker Series — a quarterly leadership forum — equips women with actionable strategies for career and personal growth. Sessions focus on key themes such as career management, ecosystem building, learning, and leadership. Complementing these, Women's Roundtables provide safe spaces for open dialogue, helping the company identify and address women's workplace needs. Together, these initiatives foster connection, mentorship, and empowerment, driving Lenovo's goal of building a workplace where women are visible, valued, and supported in their growth journeys. The Accomplisher platform continues to be a catalyst for inclusion and organizational excellence.

Lintas India Private Limited

At Lintas, inclusion begins with equitable opportunity and extends to every stage of an employee's journey. The company ensures that at least 50% of resumes reviewed for roles come from women, supported by

a 1.5x diversity referral bonus to deepen the female talent pool. Merit-based growth is safeguarded through fair, bias-checked performance evaluations, ensuring promotions and pay are based solely on capability. Recognizing the impact of life events on careers, Lintas offers extended maternity leave, hybrid work options, and guaranteed role continuity post-return. These interventions are complemented by flexible work models that help women balance professional aspirations with personal commitments. Through these measures, Lintas is creating a culture where women are empowered to grow, lead, and succeed — not just by policy, but by practice. The organization's approach to inclusion is both strategic and human-centered, ensuring every woman's career can thrive.



L'Oréal India



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



L'Oréal India integrates inclusion and gender equality into its organizational DNA. Women represent 32% of leadership and 30% of new hires, supported by flagship initiatives like HER'cules, an 18-month women's leadership program combining workshops, mentorship, and career mobility — with 52% of participants advancing into larger roles. The company also offers extensive maternity and parental benefits, flexible work models, and childcare allowances. Its Anti-Domestic Violence policy and specialized healthcare programs address holistic well-being, including reproductive health, menopause support, and cancer care assistance. L'Oréal's EDGE certification recognizes its

excellence in pay equity and inclusive leadership for six consecutive years. Beyond the workplace, initiatives like For Young Women in Science and Beauty for a Better Life empower women in education and livelihoods, training over 12,000 beneficiaries. With equity at its core, L'Oréal India continues to set benchmarks in gender inclusion and workplace innovation.

Integra Software Services Pvt. Ltd



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



Lowe's India is building equitable career pathways for women through inclusive, future-focused programs. Its flagship initiatives — Developing Engineering Women (DEW), Do-It-Herself (DIH), Elevate Your Influence (EYI), and Bring Her Back (BHB) — nurture women across career stages. DEW supports women in technology through mentorship and leadership development, while DIH enables career returnees through structured reskilling and flexible work options. EYI sharpens executive presence and strategic communication for emerging leaders, and BHB provides end-to-end support for mothers, ensuring career continuity through proactive engagement. These initiatives have driven tangible impact — 45% of DEW participants advanced into larger roles, 25% of EYI graduates were promoted within a year, and 32 DIH participants transitioned into full-time positions. Lowe's commitment to inclusive growth continues to foster a diverse, resilient, and innovation-driven workforce where women thrive and lead.

LTIMindtree

LTIMindtree is committed to empowering women professionals through purposeful development, mentorship, and inclusion. Its Women Tech Trailblazer (WTT) program accelerates career growth for mid-level women through leadership immersion, while EmpowerHER grooms high-potential women for senior roles by strengthening business acumen and strategic influence.

The company's progressive policies — including flexible work models, parental support, and returnship programs — ensure continuity and equity at every stage of a woman's career. Through leadership connects, allyship initiatives, and sponsorship programs, LTIMindtree continues to cultivate a culture where women lead transformation across functions. These initiatives reflect LTIMindtree's belief that empowering women is not just a social imperative but a business strategy that drives innovation, inclusion, and organizational excellence.



Lumen IT India Pvt Ltd

Lumen India continues to strengthen its commitment to empowering women in technology through focused initiatives on career advancement, pay equity, and flexibility. Programs such as Intentional Career Pathing and Dare to Lead have expanded the women's leadership forum from three members in 2022 to ten in 2025. In 2024, women accounted for 51.4% of total training participation, recording over 42,000 learning hours. Pay equity efforts have narrowed the gender pay gap from -8% to +1% within three years. Lumen's return-to-work programs achieved a 100% return rate for mothers reentering the workforce, while diversity-focused hiring increased representation by 1% in 30 months. Comprehensive policies — including extended maternity leave, child and maternal medical coverage, flexible and remote work options, ERGs, safe transport, and wellness programs — provide holistic support. As a result, voluntary female attrition declined from 21.5% in 2022 to 10% in 2024, reflecting a thriving, inclusive workplace culture.



Macquarie Global Services Private Limited



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



Macquarie firmly believes that the diversity within its teams is a defining strength—fueling innovation, enhancing decision-making, and delivering exceptional outcomes for clients, communities, and employees alike. Gender equity is a cornerstone of Macquarie's inclusive culture and is seamlessly integrated across the entire talent lifecycle, from attraction and hiring to development, recognition, and advancement.

The organisation invests in targeted development programs and specialised academies that empower women to build expertise across finance, technology, risk, and other domains, strengthening both its leadership pipeline and future talent. Complementing these initiatives are Employee Network Groups that champion gender equity, fostering connection, mentorship, and allyship across the business.

This holistic approach reflects Macquarie's belief that when its people are supported to thrive, the organisation thrives with them—creating a culture where diversity drives performance and inclusion fuels sustainable success.

Maersk Global Service Centres (India) Private Limited



Maersk Global Service Centre champions women's advancement through mentorship, networking, and empowerment programs designed to drive equity and growth. The MIX Mentoring Program anchors its inclusion efforts, fostering diverse talent pipelines and supporting professional development through meaningful mentoring relationships. Within technology, the RISE Network empowers women to enhance their skills, visibility, and career progression, strengthening gender representation across tech roles. The Power Women Network (PWN) further unites women and allies to build inclusive leadership practices and advocate equitable career opportunities. These initiatives focus on three priorities — enabling women to pursue new opportunities, addressing inequities in advancement, and expanding women-centric development programs. Together, they create a culture that encourages authenticity, collaboration, and ambition. By embedding mentorship, allyship, and advocacy into its culture, Maersk continues to nurture a workplace where women thrive, lead, and contribute meaningfully to both business growth and organizational inclusivity.

Maersk India



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



Maersk India is advancing gender equity through strategic programs that nurture leadership, inclusion, and career continuity. The Equal at Sea initiative is revolutionizing the maritime industry by increasing female seafarer intake — reaching 45% women cadets in India in 2024. Onshore, the Strategies for Success (S4S) program accelerates leadership growth for high-potential women, preparing them for management roles. To support retention, Maersk offers 18 weeks of paid maternity leave, phased return-to-work options at full pay, and on-site childcare facilities. Flexible work arrangements ensure balance between professional and personal responsibilities. Employee Resource Networks such as Power Women Network and RISE foster mentorship, peer collaboration, and inclusive leadership development. These initiatives collectively build a culture of belonging, ensuring that women at Maersk not only participate but lead, innovate, and inspire. Through this comprehensive approach, Maersk continues to set benchmarks in gender inclusivity across both sea and shore operations.

MakeMyTrip India Pvt. Ltd.



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



MakeMyTrip is dedicated to creating a culture where women grow, belong, and lead with confidence. The organization fosters a community-first ecosystem that connects women through structured mentoring programs, peer learning forums, and leadership development opportunities. By promoting networks of support and allyship, MakeMyTrip empowers women at all career stages. Its Maternity Mentoring Program, Emotional Wellness Support, and Manager Sensitization Workshops ensure women experience seamless transitions through key life stages. Leadership development partnerships extend access to industry mentoring and skill-building. The company also invests in sensitizing managers as cultural champions who drive empathy and inclusion daily. This holistic framework — combining care, opportunity, and community — helps women thrive professionally while balancing personal aspirations.

MakeMyTrip's sustained focus on evolving systems and mindsets is shaping an organization where inclusivity is not just encouraged but embedded into every aspect of its workplace culture.

Marsh McLennan



Marsh McLennan India promotes women's empowerment through a holistic approach that supports professional growth at every stage. The organization focuses on early career enablement, offering mentorship and peer networking through gender-focused colleague resource groups that enhance confidence and skill development. Its structured support during maternity and career transitions — including returnship programs, flexible work options, and family benefits — enables women to balance personal milestones without career compromise. Leadership development programs such as the Women Leadership Development Program equip women with the tools, mentorship, and exposure needed to advance into senior roles. By integrating equity into hiring, development, and retention strategies, Marsh McLennan ensures equal access to opportunities across all levels. Its sustained efforts reflect a deep commitment to creating a workplace where women are empowered to lead with purpose, strengthening the organization's diversity, inclusion, and leadership pipeline for long-term success.

Michelin India Private Limited



Michelin India is committed to building a diverse, inclusive, and empowering workplace where women thrive across all functions and levels. Its gender equity strategy focuses on hiring, development, retention, and leadership acceleration. The Redémarrer Your Career returnship program supports women professionals returning from career breaks with structured onboarding, reskilling, and mentoring. Flexible work arrangements — including hybrid models, part-time roles, and extended parental leave — enable long-term career sustainability. Through its Respect at Work framework, Michelin enforces a zero-tolerance policy toward bias or harassment and regularly conducts sensitization and awareness programs. These initiatives foster a culture of respect, equity, and safety. Michelin India's comprehensive approach to inclusion ensures that women receive both professional opportunities and personal support, reinforcing its belief that diversity is a key driver of innovation and organizational success. The company continues to set benchmarks in equitable career continuity and women's leadership empowerment.

Molecular Connections Private Limited



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



Molecular Connections (MC) has redefined gender equity in STEM since 2001, with 74% women in its workforce and 50% in leadership roles. Under the leadership of CEO Jignesh Bhate and CHRO Chendil Kumar S, MC has built a gender-intelligent ecosystem where diversity drives innovation and business success. In 2023 alone, 82% of hires were women, and over half of all promotions went to women in managerial and critical roles. CEO-sponsored mentorships and equitable career advancement frameworks ensure women lead across key business units. MC's inclusive policies — including extended parental leave, lactation rooms, and flexible reintegration for second-career women — support continuity and growth. The organization's meritocratic culture is evident, with 65% of top performers being women and 40% of the CEO succession pipeline female. With 62%

women in the CEO's Club driving strategy, MC exemplifies how equity and excellence go hand in hand in STEM leadership.

Morgan Stanley



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



Morgan Stanley continues to strengthen gender diversity through focused hiring, mentorship, and leadership development initiatives. Nearly half of its 2024 hires were women, supported by partnerships with all-women colleges and targeted outreach such as coding challenges and career events for women from underrepresented backgrounds. Retention is driven by engagement surveys, focus groups, and talent reviews that inform equitable workplace practices. Comprehensive mentoring and leadership programs provide growth pathways, while training on unconscious bias and inclusive leadership is embedded across all management levels. Diversity & Inclusion Councils ensure accountability through measurable goals and business reviews. The Institute for Inclusion and employee networks further nurture a culture of belonging and allyship. These integrated initiatives have maintained strong female representation across the Firm, with an expanding pipeline of women in leadership roles — reinforcing Morgan Stanley's commitment to creating a workplace that champions equity, inclusion, and sustained career success.

MSD Pharmaceuticals Private Limited



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

MSD India's approach to career enablement helps girls and women at every stage find the support they need to grow, lead, and thrive. The company is committed to embedding a culture of inclusion and belonging across the organization and strengthen equitable pathways in India's pharma and health ecosystem. The 'Women's Network' – an employee-



led group – aims to foster a diverse and inclusive work environment across its offices in Pune.

In terms of career advancement, mentoring continues to be an enabler. The Speed Mentoring Program brought mentors and mentees together for focused discussions on leadership skills. The CSR initiative 'Fellowship for Daughters' is a merit-based scholarship program for girls aspiring to pursue Pharmaceuticals (B. Pharma) and Veterinary Sciences (BVSc). Under this initiative, MSD India is assisting girls with education and preparing young talent for leadership trajectories.

Myntra Designs Pvt Limited



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

Myntra continues to accelerate gender diversity under CEO Nandita Sinha and CHRO Govindraj M K, increasing women's representation from 25% in 2020 to 38% in 2023, with over one-third in leadership roles. The Phoenix returnship program supports women resuming careers, achieving a 20% growth in placements.

Recruitment processes emphasize gender neutrality through unbiased job descriptions and interviewer sensitization. The Motherhood and Beyond initiative offers flexible work options and childcare support, while a robust anti-harassment framework ensures safety and accountability. Leadership development programs such as WeEmpowHER and XLRI Upsurge prepare women for senior roles, alongside mid-management interventions to build future leadership pipelines.

The WeForShe ERG fosters dialogue, mentorship, and advocacy for women's advancement. Through continued learning opportunities and inclusive culture-building, Myntra is creating an equitable ecosystem where women thrive as leaders, innovators, and changemakers, contributing significantly to the organization's growth and inclusive success.

NatWest Digital Services India Private Limited (Formerly known as RBS Services India Private Limited)

NatWest Group is deeply committed to creating an inclusive organization where women can thrive and lead. With a target of achieving 50% women in top leadership by 2030, inclusion is driven top-down and embedded across the colleague lifecycle through Employee-Led Networks. Hiring programs like WISH for first-time career seekers and Re-Invest for returners promote equitable entry points. Development programs such as Breakthrough, IGNITE, Women in Tech, and the Gender Network Development Programme empower women across career stages. Policies like 26 weeks of maternity, adoption, or surrogacy leave, job sharing, hybrid work, and crèche support enable holistic well-being. The Moments That Matter framework further emphasizes mental health and work-life balance. With leadership sponsorship and structured interventions, NatWest continues to build a workplace where women are supported, visible, and inspired to grow personally and professionally.

NielseniQ (India) Private Limited



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



At NIQ, women's career enablement is a strategic priority, reflected through inclusive policies and impactful programs. The flagship India Women's Leadership Program (WLP) empowers mid-career women through an eight-month journey of leadership development, mentoring, and exposure to senior leaders. ProLEARN, NIQ's higher education sponsorship initiative, supports women pursuing advanced degrees from institutions such as IIT Chennai and IISc Bangalore. NIQ introduced 26 weeks of paid maternity leave even before it became law and subsidizes 60% of daycare costs for children aged six months to six years. A hybrid work model, gender-neutral POSH policy, and inclusive roundtables promote safety, flexibility, and open dialogue.

These measures have led to a rise in women's representation in India from 30.7% in 2021 to 36% in 2024. NIQ's sustained commitment continues to build an environment where women can thrive, lead, and inspire across all levels of the organization.

NXP Semiconductors



NXP is committed to cultivating a workplace that values diversity and fosters inclusion across every level. Flexible work options, including hybrid models and adjustable hours, accommodate individual needs, while comprehensive parental benefits—covering maternity, paternity, and adoption leave—support both parents. On-site mother care rooms and crèche facilities further enhance work-life balance. Health and holistic well-being are prioritized through global partnerships with Virgin Pulse and Isha Foundation, offering digital wellness tools, yoga, and mindfulness programs. Through initiatives like Women Tech Talent, Tanmatra, and WLP, women receive mentoring, development, and advocacy for career growth. Structured Employee Resource Groups for gender, generation, LGBTQ+, and sustainability strengthen allyship and awareness. Regular training on unconscious bias and inclusive behaviors reinforces accountability. NXP's aspirational 2025 DE&I goals aim to improve global gender representation, underscoring its ongoing commitment to equity, transparency, and a culture where all employees can succeed authentically.

Omega Healthcare Management Services Pvt Ltd



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

Omega fosters a diverse and inclusive culture grounded in its CREDO values—Customer Excellence, Respect, Empowerment, Diversity, and One Omega. The Roshni ERG connects women through networking and expert-led learning sessions for personal and professional growth.



Initiatives such as extended maternity leave of up to nine months, infertility coverage, and the Cradle to Desk returnship program support working mothers, resulting in over 80% resuming work post-maternity. Programs like SheRose and SheThePeople celebrate women's stories and achievements globally. Omega's Empower @ Omega monthly learning series promotes emotional intelligence, well-being, and inclusive leadership aligned with its DEI vision. Partnerships with Jombay for the Women Leadership Program and internal executive development tracks prepare women for future leadership roles. With flexible work models, elder care, and return-to-work options, Omega continues to build an equitable environment that nurtures continuous learning, belonging, and growth for all employees.

Opella Healthcare India



At Opella, inclusion and care are at the heart of its purpose—redefining health for people, communities, and the planet. The company fosters a culture where safety, belonging, and authenticity are non-negotiable, particularly for women employees. Globally, women represent 50% of leadership at Sanofi Consumer Healthcare, reflecting Opella's commitment to gender-balanced leadership. In India, women form 21% of the workforce, with steady progress at key locations. Since celebrating its first anniversary in India, Opella has embedded inclusion into its organizational DNA, ensuring that every employee feels supported and empowered.

Strategic hiring initiatives focus on enhancing women's representation at senior and leadership levels, strengthened by a dedicated referral program that encourages employees to recommend women candidates. Through its evolving journey of equity and empowerment, Opella continues to build a workplace where women can thrive, lead, and shape the future of inclusive healthcare.

Pegasystems Worldwide India Private Limited



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

Pegasystems India demonstrates a strong commitment to advancing women's careers through inclusive programs and structured development pathways. The Women@Pega employee resource group drives engagement, mentorship, and leadership through initiatives such as the "Leaders Advancing Diversity" series and speed mentoring sessions. The Return to Work program supports women technologists re-entering the workforce after career breaks through focused hiring, onboarding, and mentoring.

In addition, Pega invests in personalized coaching via platforms like CoachHub to accelerate the growth of high-potential women. With over half of open roles filled through internal mobility, the company ensures equitable advancement opportunities.

Regular pay parity reviews, inclusive hiring practices, and flexible work policies further strengthen its inclusive culture. These concerted efforts reflect Pega's belief that fostering equity and empowering women not only enhances workplace culture but also drives innovation and organizational success.



Pernod Ricard India



Pernod Ricard India is nurturing an inclusive culture through impactful initiatives that empower women and allies. The Diksha Women Mentoring Program pairs women professionals with external mentors for six-month learning journeys tailored to individual growth goals. The company's flagship ERG, Pragati, brings together women and allies to create a supportive community focused on networking, collaboration, and skill-building. Under the ConviWell wellness pillar, benefits have been expanded to include coverage for psychiatric disorders, critical illnesses, children with special needs, and same-sex partners. Maternity benefits extend to surrogacy, adoption, and IVF, ensuring comprehensive support for parenthood. Additionally, PROsper, the financial well-being initiative, focuses on empowering women with financial literacy and resilience. By embedding inclusion across mentorship, wellness, and workplace policies, Pernod Ricard India continues to build a culture where every employee can thrive and contribute to shared success.

Publicis Sapient, a division of TLG India Private Limited



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

Publicis Sapient is shaping a culture where inclusion is intentional, systemic, and transformative. Its framework for women's advancement spans the full employee lifecycle—from attraction and retention to development and leadership. Inclusive sourcing and hiring ensure representation, while return-to-work programs provide pathways for women resuming their careers. The company prioritizes leadership development through mentorship, sponsorship, and experiential learning, equipping women to step into influential roles. Internal communities and ERGs offer spaces for connection and dialogue, amplifying women's voices and building allyship.

Publicis Sapient also embeds equity into decision-making through inclusive hiring panels, fair advancement opportunities, and visibility-building initiatives. These integrated actions reflect the company's belief that when women thrive and lead, innovation deepens, and culture flourishes—making inclusion not just an HR goal but a strategic advantage.



PwC in India



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

PwC India continues to champion gender inclusion through bold, purpose-driven initiatives designed to attract, retain, and advance women talent. The firm's My+ strategy centers on well-being, flexibility, and choice, helping employees thrive personally and professionally. Programs such as ENRICH, Forward Together, and One Firm Leadership Development empower women through mentorship and leadership training.

PwC's inclusive policies support women at every career stage—offering flexible work arrangements, subsidized childcare, and a comprehensive Preparing for Parenthood initiative. The Full Circle program provides up to three years of childcare leave, while the Retain Your Rating policy ensures performance continuity for caregivers. Medical coverage for IVF and egg freezing and travel accompaniment for nursing mothers reflect a holistic approach to inclusion. By integrating support systems into its people strategy, PwC enables women to lead confidently and drive organizational excellence.



Ramboll

Ramboll India is committed to building a socially just, economically inclusive, and environmentally sustainable future through its strong focus on Equality, Diversity, and Inclusion (EDI). The company champions women's representation in STEM, recognizing their vital role in driving innovation and progress. Ramboll actively nurtures women leaders and engineers through leadership mentoring, targeted development initiatives, and campus programs that encourage young women to pursue careers in engineering. Its CSR efforts extend to empowering schoolgirls through mentorship and engagement led by women engineers. Across its projects, women professionals play key roles in designing sustainable infrastructure and leading complex, high-impact work. By fostering equal opportunities, encouraging innovation, and celebrating the achievements of its women engineers, Ramboll continues to shape an inclusive engineering ecosystem that reflects its purpose-driven commitment to people, planet, and progress.



Sagility India Limited

At Sagility, inclusion fuels innovation. The organization's comprehensive women's enablement framework spans the entire career lifecycle—from early development and leadership acceleration to post-maternity reintegration. The flagship S.H.E. Leads program develops women leaders through mentoring, experiential learning, and executive coaching, building a robust global pipeline. S.H.E.'s Back, the maternity reintegration initiative, offers structured onboarding, HR check-ins, wellness support, and manager sensitization to ensure smooth transitions. Complementing these programs are family-friendly policies such as flexible work, extended maternity leave, and crèche benefits. Engagement platforms like S.H.E. Circle and allyship campaigns reinforce belonging, while leadership accountability ensures measurable progress.



With rising representation in leadership roles and growing confidence among women professionals, Sagility exemplifies how purposeful inclusion creates a thriving, equitable, and high-performing workplace where women lead with purpose and impact.

Sasken Technologies Limited

Sasken Technologies is advancing gender equity through structured initiatives that strengthen recruitment, development, and leadership opportunities for women. To enhance gender balance in hiring, Sasken offers an additional 10% referral bonus for women candidates, which has significantly increased representation in recent years. The organization's inclusive leadership programs identify and prepare high-potential women employees for senior roles through mentoring, stretch assignments, and exposure to strategic projects. Bias-free processes are embedded across recruitment, performance reviews, and promotions, ensuring equitable advancement based on merit. Flexible work options, extended parental leave, and women-centric employee networks further support work-life integration and belonging. Together, these efforts create a sustainable ecosystem that enables women to thrive across all career stages while strengthening the organization's commitment to inclusive growth and diverse leadership.



Societe Generale Global Solution Centre Private Limited



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

Société Générale India is enabling women to thrive at every stage of their career through progressive and empathetic workplace policies. New mothers receive 26 weeks of fully paid maternity leave, during which engagement with the organization continues. They are further supported with remote work options until their child turns one and access to complimentary near-site childcare services for children aged six months to six years. Employees may also take up to six months of sabbatical to meet family or personal needs. To advance women's long-term growth, the organization offers structured leadership and sponsorship programs embedded in its succession planning framework. By combining flexible policies with intentional development initiatives, Société Générale ensures that women are empowered to sustain career momentum, balance responsibilities, and grow into leadership roles in an inclusive, supportive environment.



Solenis Chemicals

At Solenis Chemicals, gender equity is a strategic priority central to building a high-performance, inclusive culture. In response to challenges faced by women in career progression, the organization launched targeted leadership programs that enable growth at every stage. WinRise, developed in partnership with Avtar, supports early-career women in charting meaningful career paths. WINstone focuses on mid-career leadership readiness, while Elevate empowers women with skills in strategic thinking, branding, and inclusive leadership. The Women's Executive Leadership Program offers senior leaders a global, nine-month development journey. Complementary initiatives like Fly High (India) and DiverSHE (IMEA) reinforce regional engagement. Since 2023, Solenis has

achieved a 13% improvement in retention and a 27% increase in women's representation, demonstrating the tangible impact of its efforts to drive gender balance and leadership diversity across its global operations.



Solenis GSS Pvt. Ltd.

Solenis GSS Pvt. Ltd. fosters gender inclusion through policies that enable women to thrive in leadership while balancing personal and professional priorities. The company provides a hybrid and flexible work environment supported by on-site daycare facilities, ensuring working mothers can remain connected with their children. Structured development plans, stretch assignments, and leadership preparation programs encourage women to take on larger roles, while sensitization workshops equip managers to support their teams with empathy. Solenis GSS also emphasizes career continuity for women returning from breaks, offering phased reintegration programs that ease their transition. By combining developmental initiatives with a supportive ecosystem, the organization creates an environment where women professionals are empowered to succeed, lead confidently, and contribute to long-term organizational growth and inclusion.



Sony Pictures Networks India Private Limited



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

Sony Pictures Networks India (SPNI) embeds women's empowerment at the heart of its "Bring Your Own Self" (BYOS) philosophy, aligned with the UN Women's Empowerment Principles. With strong leadership sponsorship, SPNI cultivates a culture where women are encouraged to learn, lead, and grow. Programs such as WINGS – Women's Initiative for Growth & Success, Equal Parenting Workshops, and Unconscious Bias Training advance gender inclusion across all career levels. The Breaking Barriers series fosters open dialogue on allyship and inclusion, strengthening collective awareness. Through policies supporting flexible work, caregiving, and equal opportunity, SPNI ensures that inclusion is a lived value. Recognized at the UN WEPs Awards and Avtar's Best Companies for Women in India for nine consecutive years, SPNI continues to set benchmarks for building a progressive, equitable, and future-ready media organization.



SPI TECHNOLOGIES INDIA PRIVATE LIMITED

Straive's commitment to advancing women's careers is reflected through its focus on leadership, development, and engagement programs that promote equity and inclusion. The EmpowerHER initiative, a three-month learning and development program, offers workshops, mentorship, and skill-building sessions designed to shape women into resilient, tech-savvy, and emotionally intelligent leaders. To support women returning to work, Straive's RE-IGNITE program facilitates seamless workforce reintegration after career breaks. As part of this, LeadHER provides two months of customized training, personalized mentorship, and Lean Six Sigma certification to enhance employability and confidence.

Beyond skill development, Straive champions women's well-being through engagement initiatives that encourage work-life balance — including special webinars, health and wellness programs, and month-long celebrations around Women's Month and Mother's Day. These efforts collectively underscore Straive's dedication to creating a supportive and empowering environment where women can thrive and reach their full potential.

Sun Life Global Solutions Private Limited



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

At Sun Life Global Solutions, fostering an inclusive and empowering environment for women is a key organizational priority. The company's comprehensive framework supports women throughout their career journey—offering flexibility, mentorship, and leadership opportunities at every stage. A standout initiative is its progressive maternity policy, which provides six months of fully paid leave followed by an additional six months of postnatal care leave—resulting in a 100% return-to-work rate for women in 2024. Flexible work arrangements further enable employees to balance personal and professional responsibilities effectively. Leadership development programs such as Catalyst provide structured mentoring and learning opportunities to help women advance into larger roles. Complementing this are continuous learning initiatives, including the Learning Assistance Program, designed to strengthen both personal and professional growth. By integrating well-being, flexibility, and career advancement, Sun Life Global Solutions continues to build a culture where women thrive and lead with confidence.

Swiggy Limited

Swiggy's people-first approach extends beyond its flagship 'Mom'entum' program, reflecting a deep commitment to employee care and inclusion at every life stage. 'Mom'entum' supports mothers with flexible and part-time work options, role security, financial assistance for fertility treatments, paid leave, and structured transition plans. The company's gender-neutral parental policy embraces diverse paths to parenthood, including IVF, adoption, and surrogacy, complemented by bonding leave and wellness support. Beyond parental care, Swiggy nurtures an inclusive culture through mentoring programs, listening circles, and regional chapters that foster connection and growth among women.



The ‘Swiggy Moms Community’ offers peer mentorship and expert guidance, while sensitization sessions equip managers to support caregiving employees empathetically. By ensuring career continuity through preserved ratings, timely promotions, and personalized coaching, Swiggy demonstrates its commitment to diversity, equity, and inclusion — empowering every employee to thrive personally and professionally.

Target Corporation India Pvt Ltd



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



At Target in India, Belonging lies at the heart of its efforts to empower women—both within and beyond the organization. Through inclusive hiring, flexible work arrangements, tailored benefits, and advancement programs, the company has achieved steady progress, with women comprising 41% of new hires in 2024 and 45% of the total workforce. Target nurtures equitable career pathways through award-winning leadership and global mentorship programs, returnships that help women resume work after career breaks, and sponsorships for higher education.

Its inclusive benefits and comprehensive parental leave—covering pregnancy, adoption, and surrogacy—reflect a commitment to care at every life stage. By embedding inclusion into its culture, Target continues to build a workplace where women thrive, grow, and lead confidently.

Tata Communications Ltd.



Also placed in **Best Companies - Hall of Honor** for featuring in the Best Companies list for 10 years



Tata Communications advances diversity and inclusion through its flagship Winning Mix program, which focuses on fostering an inclusive culture, building diverse talent, and enabling supportive policies. Guided by leadership accountability, the company integrates diversity targets into its balanced scorecard and reviews them annually across hiring and leadership teams. Initiatives such as Each One Bring One for women referrals and Make Each Woman Count for retention strengthen representation and engagement. The in-house platform LEAP provides resources for parenthood journeys, while programs such as Achieve 2.0, Take the Leap, and Leap Ahead promote professional growth and leadership readiness. Its Aspire to Inspire role model series and wellness-focused ERG further reinforce inclusion and well-being, reflecting Tata Communications’ belief that diversity is both a value and a driver of innovation.

TATA Starbucks Private Limited



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



Tata Starbucks places women’s career enablement at the center of its DEI strategy. The company embeds inclusive policies across the talent lifecycle to address systemic barriers and create equitable opportunities. Its flagship Brew of Balance program supports women returning from maternity or career breaks, complemented by referral incentives that encourage participation.

Tata Starbucks proudly operates 31 All-Women Stores across India, challenging workplace stereotypes and fostering leadership among women partners, supported by safe, company-arranged night transportation. The Care for Caregiver program offers gender-neutral support such as day care subsidies, ergonomic aids, and late-stage pregnancy travel assistance.

Through sensitization workshops, inclusive job descriptions, and leadership-owned gender goals, the company ensures accountability and sustained progress. With women representing 37% of its workforce, Tata Starbucks continues to cultivate a culture where every woman feels empowered to grow and lead.

TE Connectivity India Pvt Ltd



TE Connectivity India demonstrates its commitment to gender inclusion through a range of leadership, mentorship, and work-life balance initiatives. Programs such as Leadership Foundations and Unconscious Bias training equip women with the skills and confidence to take on leadership roles. The Women in Networking (WIN) employee resource group provides mentorship, guidance, and career networking opportunities that promote visibility and growth.

The company also emphasizes balance through flexible work options, extended parental leave, and childcare support, ensuring that women can pursue their ambitions without compromising personal responsibilities. Together, these initiatives reflect TE Connectivity's dedication to fostering an environment where women are empowered, supported, and encouraged to succeed.

Telstra India



Telstra integrates inclusion into every aspect of its workplace through progressive, people-centered policies. Its All Roles Flex policy ensures flexible and hybrid work arrangements, enabling women to balance personal and professional priorities effectively. Gender-neutral parental leave—26 weeks for birthing parents and 16 weeks for non-birthing parents—reflects the company's equitable approach to caregiving. The Rise – Gender Equity Network, with over 2,500 members, promotes mentorship, leadership visibility, and allyship. Telstra's inclusive ecosystem extends beyond the workplace through study assistance, global mobility programs, and insurance benefits for LGBTQIA+ partners. The company also provides domestic violence leave and confidential counselling support for employees and their families. These initiatives demonstrate Telstra's commitment to building a safe, inclusive, and empowering environment where women can thrive, grow, and lead.

Thales India Pvt Ltd



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



Thales is deeply committed to creating an inclusive workplace that empowers women and enables their advancement into leadership roles. The company nurtures high-potential women through structured talent reviews, focused recruitment drives, diverse learning programs, and initiatives like the Fly High Program, which facilitates career progression at national and international levels.

The IDEAL Council—Thales’ DEI framework—strengthens accountability and ensures a supportive ecosystem for women. Flexibility is central to Thales’ culture, with a hybrid model allowing three office days and two remote days each week. The company prioritizes safety and well-being through enhanced maternity leave, on-site childcare, 24/7 medical assistance, and comprehensive insurance coverage. Thales ensures women employees’ safety by discouraging late working hours and providing adequate support systems. With its strong focus on trust, balance, and belonging, Thales continues to nurture an environment where women can excel and achieve their fullest potential.

Thermo Fisher Scientific India Pvt. Ltd.

Thermo Fisher Scientific’s approach to diversity and inclusion is rooted in intentional strategy and measurable progress. Through annual Human Resource Reviews, the company tracks leadership readiness among top women performers and implements accelerated development plans to fast-track growth. Its formal mentoring initiative, Mentor Point, connects high-potential women with cross-functional leaders. Inclusive parental leave policies—covering biological and adoptive parents—ensure equal caregiving support, complemented by flexible work arrangements and expanded daycare tie-ups nationwide. The Women’s Empowerment BRG advocates gender equity through initiatives that create both business and community impact. Travel and accommodation provisions for women are enhanced to ensure safety and comfort. Building on these efforts, Thermo Fisher is launching a Women Leadership Development Program to strengthen its leadership pipeline through structured learning, mentoring, and exposure opportunities. These initiatives collectively reflect Thermo Fisher’s commitment to cultivating an inclusive culture where women can thrive and lead.

THOUGHTWORKS TECHNOLOGIES INDIA PRIVATE LIMITED



Thoughtworks continues to lead the technology industry in advancing gender inclusion, achieving its global goal of 40% women and underrepresented gender minorities in tech in 2022. The company focuses on equitable representation across all levels, including leadership, supported by a strong DEI Council that governs inclusion initiatives. Programs such as Vapasi—a back-to-work initiative for women technologists—enable career re-entry and skill revival after breaks. Thoughtworks’ strategy goes beyond hiring and retention, emphasizing mentorship, career transition pathways, and visible leadership opportunities for women. Its comprehensive DEI framework fosters belonging and empowerment while positioning Thoughtworks as a top employer for women in technology. By challenging systemic barriers and creating equitable opportunities, Thoughtworks continues to strengthen its commitment to nurturing diverse talent and shaping a tech ecosystem that values inclusivity, innovation, and authentic representation.

TIAA Global Capabilities Private Limited (formerly known as TIAA Global Business Services (India) Private Limited)

At TIAA, inclusion and belonging are integral to its People Pledge and core to its growth philosophy. The company invests intentionally in gender diversity through dedicated recruitment budgets, equitable hiring, and comprehensive leadership programs.

In partnership with the Achieve BRG, TIAA launched iWil, a development program for emerging women leaders, with measurable success leading to its upcoming second cohort. Progress metrics and internal benchmarks ensure pay parity and transparency. The organization also addresses diverse healthcare needs through fertility benefits, including egg freezing and IVF treatment.

TIAA’s global #RetireInequality initiative extends this focus by championing financial empowerment for women, recognizing their growing influence in household decision-making. Through its inclusive policies, leadership development programs, and equitable practices, TIAA continues to foster a culture where women are supported in achieving professional success and long-term financial well-being.

Titan Company Limited



Titan Company Ltd. fosters an empathetic and inclusive workplace that supports women through key life stages with progressive policies. Its Period and Menopause Relief Policy allows four days of paid leave or flexible work annually, acknowledging women's physical and emotional well-being. The Half Day Work, Half Pay Model enables new mothers to transition smoothly back to work while balancing caregiving responsibilities. Titan's Travel Policy allows women with children under three years to travel on business with their child and caretaker, ensuring professional opportunities remain accessible. These measures are complemented by flexible work options and inclusive culture-building initiatives. By prioritizing empathy, flexibility, and sustained support, Titan continues to enable women to pursue fulfilling careers without compromising personal priorities—reflecting its belief that inclusion strengthens both individuals and the organization.

TP



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

TP is dedicated to creating meaningful opportunities for women to grow, lead, and succeed. Since the launch of TP Women in 2019, the company has implemented transformative programs that promote representation and inclusion. The JUMP Program enables women to explore new career paths and leadership roles, while TP Homecoming supports those returning from career breaks with structured reintegration support. The Super Mom Program, POSH Training, and #MenAsAllies workshops foster a culture of respect and awareness. Initiatives such as WIN (Women in Network) sessions and the Mentoring Intervention Program provide continuous development and recognition. In 2024, #DiversityFest marked a milestone with eight all-women batches, driving visible progress in gender balance.

Through these efforts, Teleperformance reaffirms its commitment to empowering women and advancing a workplace where inclusion fuels collective success. Its inclusive benefits and comprehensive parental leave—covering pregnancy, adoption, and surrogacy—reflect a commitment to care at every life stage. By embedding inclusion into its culture, Target continues to build a workplace where women thrive, grow, and lead confidently.



#TPIndia #TPWomen #Proud2beTP

TPI Composites India private Limited

TPI Composites champions gender diversity through structured enablement programs across Learning & Development, Talent Mobility, and Equity. Its Career Progression Framework for Women maps role-based skills and creates transparent growth pathways through individual development plans and internal job postings. The company conducts women-only hiring drives across blue- and white-collar roles to strengthen representation in non-traditional domains. High-potential women are supported through the Women in Leadership Program, which offers mentoring, training, and cross-functional exposure. Programs such as the Essential Leadership Development Program and Advanced Leadership Development Program further accelerate leadership readiness. Regular Women Leadership Connects encourage open dialogue and trust between women employees and management. With 50% of its Graduate Engineer Trainee intake comprising women and regular audits ensuring pay parity, TPI Composites continues to build a safe, equitable, and growth-focused workplace where women can thrive at every level.



Transunion CIBIL



TransUnion CIBIL is committed to empowering women through leadership development, career re-entry, and inclusive community engagement. Its Women Leadership Development Platform (WLDP), Womantastic, and structured Mentorship Program strengthen managerial capabilities, confidence, and visibility for women across levels. The Returnship Program offers six-month internships with reskilling, mentorship, and support, enabling women to restart careers after a break—many transitioning into full-time roles. The Women@TU network fosters connection, advocacy, and belonging through storytelling events and leadership interactions. These initiatives address challenges like imposter syndrome and bias while building a culture of allyship and growth. By integrating inclusive leadership with real career outcomes, TransUnion CIBIL continues to create pathways for women to lead, grow, and thrive in an equitable workplace.

TVS Motor Company Ltd



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



TVS Motor Company is committed to building a supportive ecosystem that enables women's advancement at every career stage. Its Flying Lessons program focuses on leadership development for women managers through coaching, mentoring, and individualized growth plans. Over 120 women have benefitted, with 65% advancing to higher roles. The Unnati Policy supports second career women with flexible,

remote, or part-time options, ensuring continued engagement. Inclusive initiatives such as the Default Rating Policy safeguard women on maternity leave or higher studies from career disadvantage, while the Menstrual Leave Policy reinforces health and balance. TVS's Employee Assistance Program supports employees' mental and emotional well-being, complemented by its Remote Working Policy, allowing hybrid flexibility even within manufacturing contexts. Through these sustained measures, TVS Motor exemplifies how inclusion, empathy, and flexibility can drive women's empowerment in traditionally male-dominated industries.

UST



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



At UST, Diversity, Equity, and Inclusion (DEI) are embedded in the organization's purpose to create a workplace rooted in belonging and growth. The NowU network provides women associates with mentorship, peer support, and learning opportunities on leadership, mental well-being, and financial empowerment.

UST's Career Architecture Framework integrates equity into talent development and promotion processes, ensuring women's fair representation in leadership roles. Its flexible work models and holistic well-being policies enable balance and prevent burnout. UST's DEI charter also includes the POSH framework, mentorship, and targeted upskilling to create safe, equitable spaces for all.

Looking ahead, the company's three-year gender vision aims to achieve 30% women's representation in the C-suite and develop 20 high-potential women leaders. By combining accountability, analytics, and empathy, UST continues to champion a workplace where women thrive as leaders and changemakers.

Vodafone Idea Ltd.



Vodafone Idea Limited (Vi) strengthens inclusion through initiatives that empower women across career stages. The Signature Maternity Experience offers night shift exemption for expectant and new mothers until the child turns two, alongside access to high-quality childcare support. Vi's annual Amazing Women@VIL campaign celebrates stories of perseverance and leadership among women employees. The Inclusive Leadership Workshop for people managers builds awareness, mitigates unconscious bias, and embeds inclusion into leadership behaviors. These programs collectively enhance women's participation, well-being, and career continuity. By fostering allyship and empathy-driven management, Vi ensures inclusion is not just policy but lived culture. The organization's ongoing focus on equitable benefits, leadership readiness, and recognition reinforces its commitment to building a workplace where every woman can thrive with purpose and pride.

Zensar Technologies



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

Zensar Technologies drives gender inclusion through programs that develop leadership capability and ensure equitable growth. The Womentoring Program pairs high-potential women with senior leaders for six months of focused mentorship, exposure, and strategic learning. The Performance Rating Clause for Women on Maternity Leave ensures career continuity and fair evaluation, while the Enliven Returnship Program provides structured reintegration for second career women. Initiatives such as ZIVA (pregnancy care) and ZAAP (employee assistance) reinforce holistic well-being. Flexible work arrangements, extended maternity leave, and strong governance by a 67% women-led DEI Council demonstrate commitment to accountability. The ZenWen network further amplifies women's voices and visibility.

Through sustained inclusion efforts, Zensar is cultivating a culture where women thrive as innovators, mentors, and future leaders.



ZS



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



ZS Associates advances gender equity through programs that enhance women's leadership representation and belonging. Its Returning Parent Program ensures smooth reintegration for employees post-parental leave through phased return options and tailored support. The Women Champion Program develops a strong leadership pipeline by pairing high-potential women with senior champions to accelerate their growth to senior leadership levels. The Golden Hour podcast series showcases conversations with trailblazing women leaders, inspiring employees through real stories of resilience and success. To foster allyship, ZS launched the EACH (Enabling Allies and Champions) program—training over 250 leaders in inclusive leadership and bias awareness. By combining mentorship, advocacy, and accountability, ZS is building an environment where women and allies collaborate to drive progress. Its commitment to continuous learning and belonging ensures inclusion remains integral to its culture and success.

alight

Build what's next with us:
alight.com/careers

Belonging in action.

At Alight Solutions, inclusion is how we work.

Being named a **Top 10 Best Company for Women in India** — Emerging Icons is a milestone we share with colleagues, mentors and allies who make progress real—every day.

As a Silver Sponsor of Avatar's Best of the Best India, we're championing development, flexibility and leadership opportunities so more women can build the careers they envision.



At Target, Belonging is an essential part of our team and culture,

helping fuel consumer relevance
and business results.

We champion innovation, celebrate differences,
and create space for joy along the way.

Together, we're building a workplace where all
team members feel seen, heard, and welcomed,
guided by our purpose: to help all families
discover the joy of everyday life.

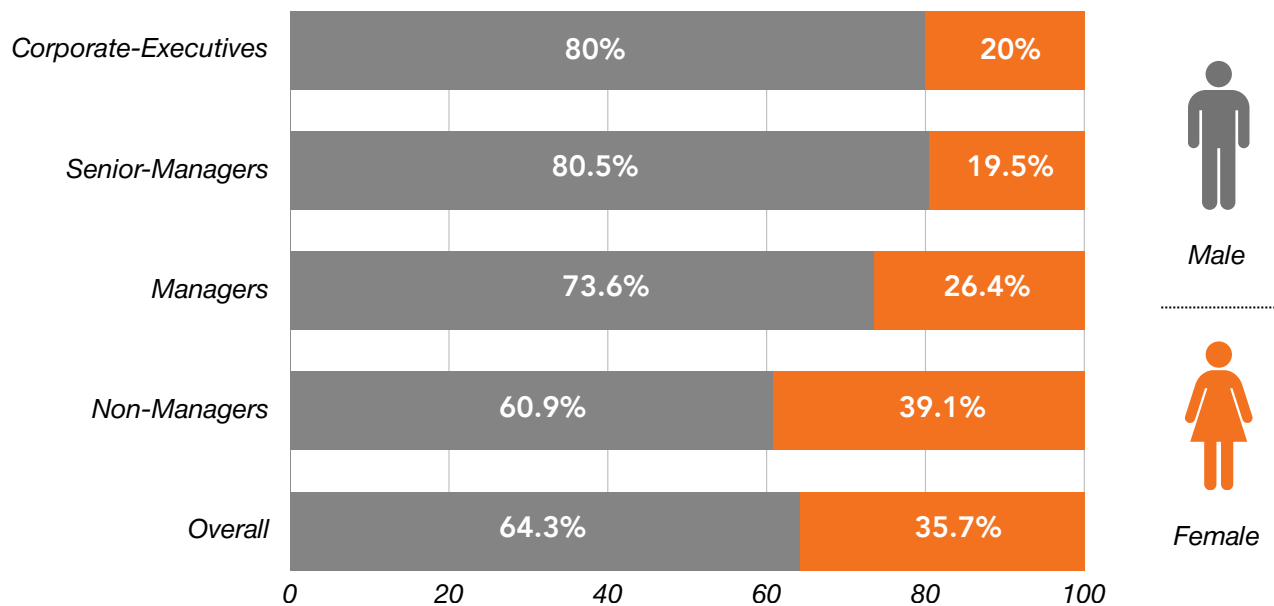
Learn more at <https://india.target.com>



Highlights from 2025 Best Companies

2025 Best Companies: Key Highlights

Gender Distribution across levels

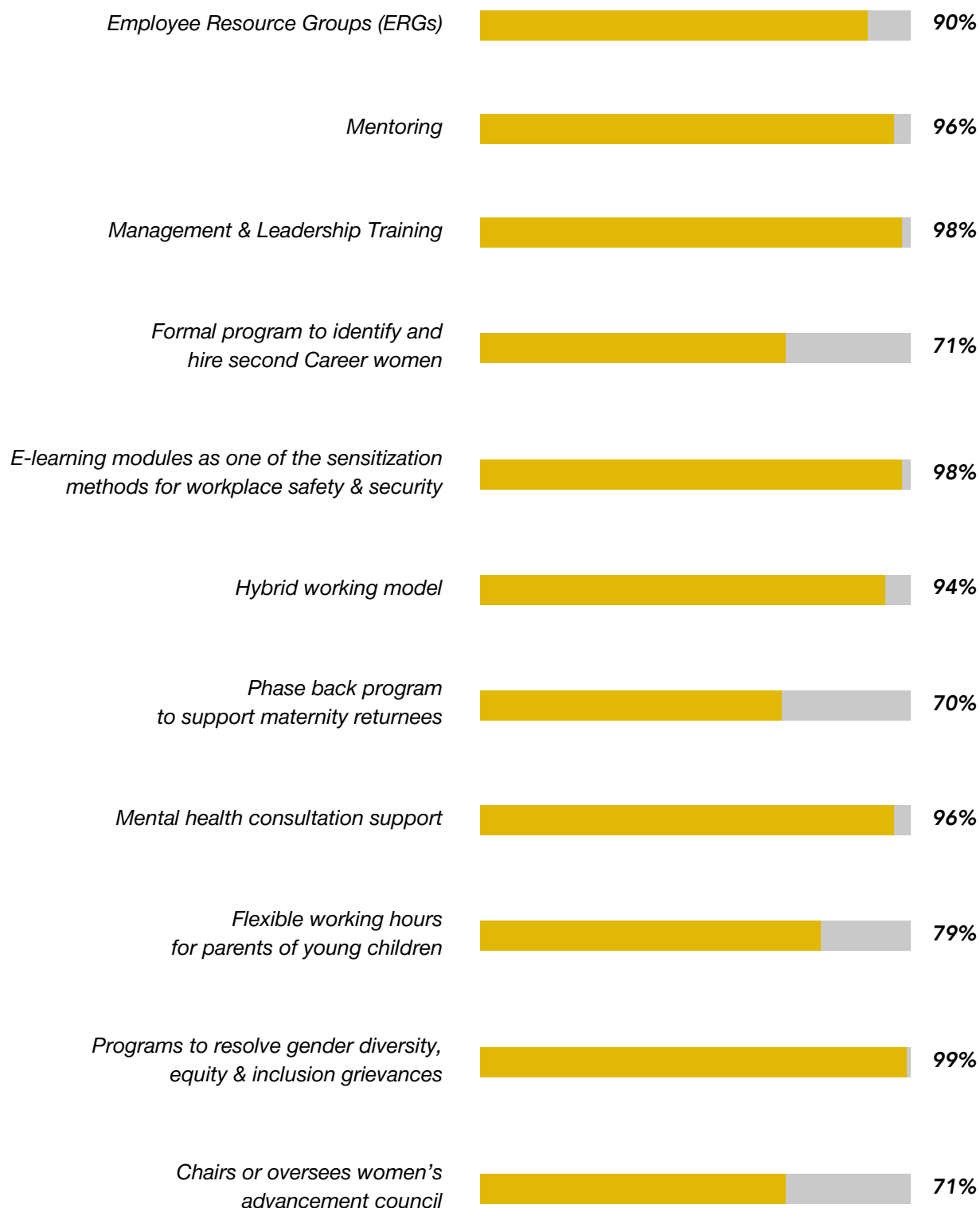


Parental Leave Provisions



- Fully paid Maternity leave
Average weeks offered
26.5
- Fully paid Paternity leave
Average days offered
20
- Adoption leave to women employee adoptive parent
Average weeks offered
18
- Average Maternity Retention rate
94%

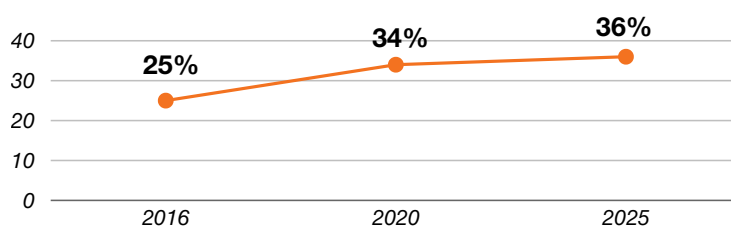
Career Development Programmes



10 years of BCWI: A growth snapshot

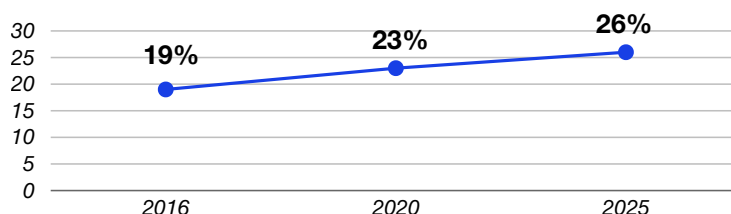
Women's representation

(This denotes the representation of women as a part of the overall workforce)

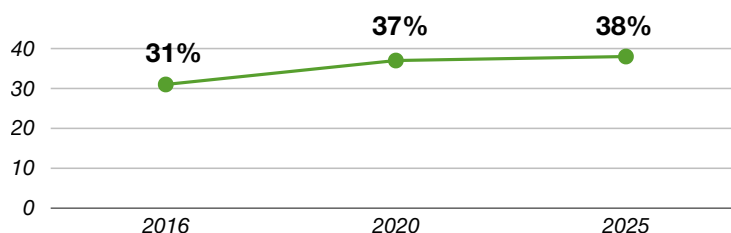


Women at managerial level

(This denotes the representation of women at managerial level)

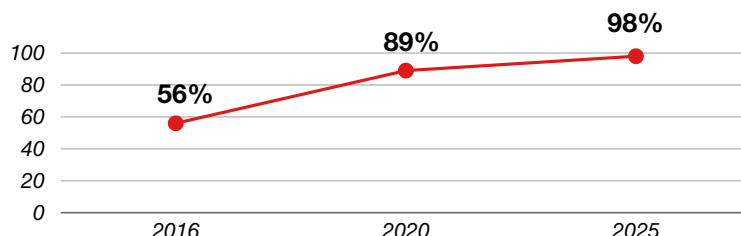


Percentage of women amongst all hires



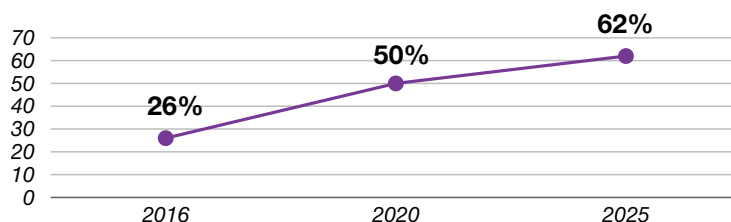
Percentage of companies offering E-learning for POSH

(These are e-learning modules to raise employee awareness on 'Prevention of Sexual Harassment (POSH)')



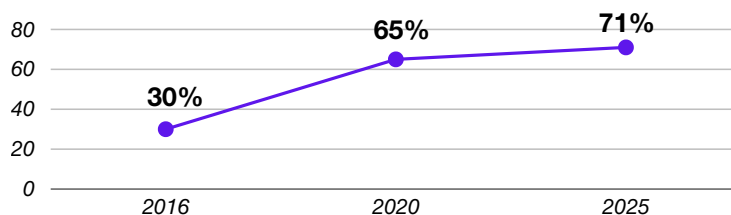
Percentage of companies offering Onsite childcare support

(This refers to childcare facilities/crèches within company premises)



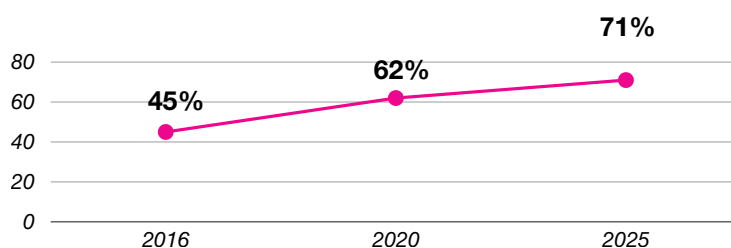
Percentage of companies offering Second career programmes

(This refers to the formal hiring programmes to identify and recruit women on career breaks)



Percentage of companies offering Career Sponsorship

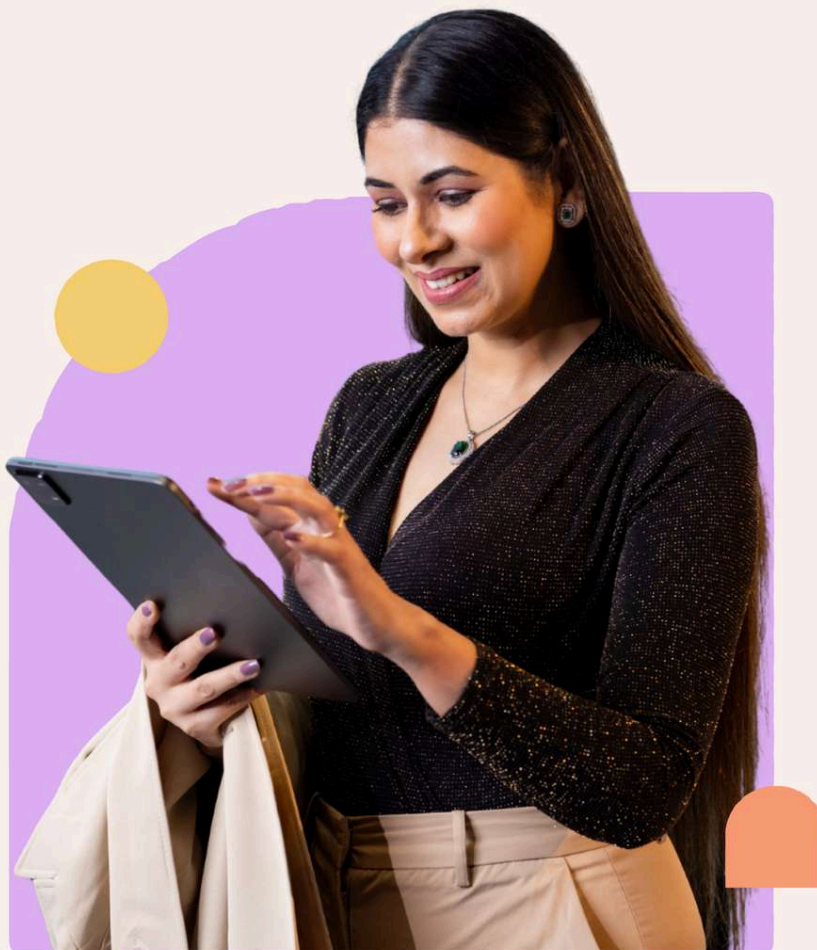
(a sponsorship program is similar to mentoring, although in this case the sponsor is held accountable for the development and success of the sponsee.)



Talent That Powers Your Progress

Hire people who take your organization forward.

The myAvatar portal connects you to professionals who bring new perspectives and the drive to make a difference.



It's time to build a better workplace.

Learn more, visit **www.myAvatar.com**

**The Best Companies
for Women in India (BCWI)
Emerging Icons**

About Avtar & Seramount Best Companies for Women in India: Emerging Icons

The Emerging Icons category was created to spotlight smaller, fast-growing enterprises that demonstrate exceptional commitment to gender inclusion. Now in its second edition, Emerging Icons continues to celebrate scaling organizations like yours that are making meaningful strides in building workplaces where women can thrive, even amidst the challenges of dynamic and competitive business environments.

From amongst 62 companies that registered to apply, this year listing features Top 10 & Best Companies for Women as Emerging Icons. The application form with close to 100 questions, required applicant companies to provide data of high-order granularity on their practices, programs and policies to ensure gender inclusion at their workplaces.

The study accepted applications from companies (meeting the eligibility criteria of employee strength between 100 to 500 employees in India) between February 2025, and July 2025.

The Top 10 & Best Companies for Women in India – Emerging Icons were chosen based on their efforts towards gender inclusion, as represented in their applications.



Gender Profile



Career enhancement program



Measures for PoSH



Flexible Work Structure



Parental Provision



Work Life Programs



Inclusion, Commitment, & Accountability

**BCWI Emerging Icons:
Winners Segment - 2025**

**TOP 10
BEST COMPANIES
FOR WOMEN**
INDIA 2025

EMERGING ICONS

alight

Alight India Services PVT LTD



Aurigene Oncology
Conquering Cancer

Aurigene Oncology Limited



Boehringer Ingelheim India Pvt. Ltd.



Giant Eagle Global Capability Center Llp



Grundfos Pumps India Pvt Ltd

KINAXIS®

Kinaxis India Pvt Ltd

MMOSER ASSOCIATES 

M Moser Associates DESIGN
ASSOCIATES (INDIA) PRIVATE LIMITED

tcqo
BY mahindra

Mahindra Teqo Pvt. Ltd.

Welspun^WGCC

Welspun Transformation Services Limited



Zuci Systems (India) Private Limited

**companies listed alphabetically*

BEST COMPANIES FOR WOMEN

INDIA 2025

EMERGING ICONS



Evonik India Pvt Limited



Mahindra Susten Pvt. Ltd



Sankey Solutions Pvt. Ltd.



Sureworks Infotech Pvt Ltd



Vena Energy Infrastructure Services Pvt Ltd

**companies listed alphabetically*

**The Trailblazers:
2025 - Top 10 BCWI Emerging Icons**



alight

Alight India Services PVT LTD

Alight recognized and addressed the workforce gap by evolving their workplace policies to support women who return but also thrive. Traditional office settings have often posed challenges to new mothers who wish to balance professional ambitions and caregiving responsibilities. The company's flexible return-to-work program across India is designed to support women re-entering workforce after their leave.

Alight used a different approach to address the barriers women returnees faced – the company didn't wait for attrition data but used engagement surveys and direct conversations to understand the stress of balancing early parenthood with the expectation of a full-time on-site employee. Their openness was a signal of trust and gave the company the opportunity to evolve their practices as they met women with empathy, support, and flexibility during complex transition. The return-to-work approach is anchored on two core elements: flexibility and community. Through phased hybrid transition, the company allows new mothers to gradually increase their office presence.

The impact of these programs is best captured through employees' voices. In an employee's words: "I wanted to be back at work, but I was exhausted, anxious, and trying to figure out feeding schedules while also preparing for client meetings. The flexibility and support that Alight offered with a hybrid work schedule helped me transition to my new normal." These stories reflect the strength and resilience of women employees and the power of a workplace that meets them with empathy and flexibility.

“

Supporting women through life's transitions isn't just policy—it's purpose. Our hybrid return-to-work program reflects Alight's commitment to empathy and flexibility, helping every woman feel valued and empowered to thrive. Listening to their voices shaped this approach, and we're proud to create a workplace where careers and caregiving coexist.

Ankush Bhandari, Vice President, Alight India Country Leader





Aurigene Oncology Limited

The 37% gender diversity at Aurigene Oncology Limited reflects the company's commitment in creating an environment where diverse perspectives are valued, driven by initiatives that support inclusion, development, and work-life balance. One of the transformative programs is the "1000 Women Leaders Program" by Jombay, designed to help women professionals break barriers and rise with confidence. The four-month learning journey focused on building resilience, assertive communication, and collaborative leadership. Participants gained insights from accomplished women leaders and some were recognized among the "Top 10% Finalists Club," earning exclusive mentoring sessions - a true testament to the program's success in shaping future women leaders. To ensure safety and inclusivity, Aurigene provides secure transportation facilities, commute-tracking systems, and actively enforces POSH policies, creating a respectful and secure workplace for all women employees. The organization also celebrates women's achievements through its annual Women's Day event, featuring a Financial Empowerment Session and an internal campaign, "Women of Aurigene." The campaign showcases inspiring stories of resilience, ambition, and leadership, reinforcing Aurigene's belief that when women rise, the organization rises with them.

Anchored in its vision of achieving gender parity by 2030, Aurigene has increased its women's representation from 16% to 37% in a decade - a reflection of deliberate action, inclusive policies, and a deeply rooted commitment to empowering women to lead, thrive, and inspire.



At the heart of our science lies our diverse talent & inclusive culture. We take immense pride in fostering an environment where talent thrives beyond gender, creating space for every voice to lead and innovate. This recognition reaffirms our belief that true progress happens when equity and excellence walk hand in hand.

Veerendra, Vice President & Head HR, Aurigene Oncology





Boehringer Ingelheim India Pvt. Ltd.

The commitment of Boehringer Ingelheim to fostering a supportive and inclusive environment where women can thrive is deep. This dedication is reflected in concrete policies and programs designed to ensure their well-being, development, and career advancement. The organization's comprehensive Women's Safety Policy underscores this commitment, providing travel and accommodation assistance for female employees working after 8 PM, alongside cab services for all official travel. To support working parents, the company also offers crèche facilities for new mothers.

The company also champions diversity and has implemented an attractive referral program that includes a 200% bonus for referring diverse frontline talent. Furthermore, its global Leadership Development Programs are tailored to empower women, providing clear pathways for their professional growth within the company. These focused efforts have yielded significant results, including a 100% increase in gender diversity over the past five years. This success in attracting and retaining talented women is a milestone the company is proud of, and it remains dedicated to continuously enhancing its workplace for all.



Our people power innovation. We foster a culture where diverse perspectives are celebrated, grounded in our enduring commitment to Openness, Respect, and Opportunity. This ensures every employee can thrive, grow, and do their best work, unlocking tremendous potential and helping to transform lives for generations to come.





Giant Eagle Global Capability Center LLP

Giant Eagle India's journey to becoming a recognized leader in women-centric workplace practices is rooted in its unwavering dedication to building an inclusive, people-first environment where every team member can flourish. Two of Giant Eagle's six foundational values - Respect All and Think Team - underscore its ethos, ensuring that unique perspectives and diverse experiences are not only welcomed but celebrated across all offices.

A cornerstone of this commitment is the Women's Business Resource Group (WBRG), a flagship initiative that empowers women by providing opportunities for networking, learning, leadership, and community engagement. Sponsored by Janis Leigh, Executive Vice President & Chief People Officer at a global level with regional leaders, the WBRG, champions intentional change: supporting women's career transitions, growth, accelerating their voices at all corporate tables, and reinforcing enterprise-wide business successes through the valuable perspectives and skillsets women offer.

Over 40% of Giant Eagle India's team members are women - a representation notably high for the technology sector in the region, where retention and advancement of women often pose industry challenges. Celebrations such as International Daughters' Day and Women's History Month further exemplify Giant Eagle India's commitment, with interactive forums, guest speakers, and skill-building activities for women-led teams and their constituents.



Giant Eagle India's recognition as an Emerging Icon is a testament to its progressive and inclusive practices—creating environments where talented women not only join and aspire to lead but drive measurable business impact, with a seat at every table and a robust voice in shaping company culture and future.

Vijay Tummala, VP of Corporate HR Business Partnership and India Operations, Giant Eagle Global Capability Center LLP





Grundfos Pumps India Pvt Ltd

Grundfos believes in using diversity, equity, and inclusion as critical keys for building a sustainable future. This unwavering commitment to DE&I is deeply rooted in the core values, reflecting their dedication to caring for the employees and fostering an inclusive workplace where everyone can thrive. The focus is also on increasing the awareness on how a healthy gender balance is valuable and all genders have a role to play in it, by prioritizing DEI in everyday work. Some of the gender balance efforts such as recruitment drives, wellness breaks for employees, crèche facilities, periodic health talks on women's health, financial literacy, networking and career development for women and women's health.

Grundfos believes that every individual has a potential to succeed for the greater good of water, climate, and people, and continues to push the boundaries to making this a reality. By successfully achieving these outcomes, Grundfos India not only foster great employee experience and a better sense of belonging but also establish a supportive environment that nurtures collaboration, innovation, and individual growth.



At Grundfos, we believe improving gender-balance is very important. Securing women's representation is an imperative towards creating both healthier workplaces and societies. All efforts towards integrating women more actively and purposefully are investments to building sustainable and thriving eco-systems in the longer run.

Usha Subramaniam, Country President, Grundfos India





KINAXIS

Kinaxis India Pvt Ltd

Kinaxis fully embraces diversity in all its forms, recognizing the invaluable contributions of women and the unique perspectives, ideas, and problem-solving approaches they bring to the workplace. These contributions are key drivers of innovation and long-term success. The WIK (Women in Kinaxis) Employee Resource Group promotes Kinaxis to identify prospective female candidates, promotes STEM careers to girls and women, and helps provide a work environment where women can be motivated and successful. They provide a platform for sharing gender-based experiences, advice, and challenges. They also promote opportunities for personal and professional development, encouraging empowerment and supporting women on their journey to being future leaders. Kinaxis champions flexible working schedules, recognizing the unique responsibilities many women balance, especially as primary caregivers. This approach empowers women to structure their work hours to align with their professional and personal needs. The Disconnecting from Work policy reinforces healthy boundaries by affirming that employees are not expected to engage in work-related communication outside of their working hours, and focus on rest and work-life balance. At Kinaxis, women can excel without sacrificing their well-being.

Kinaxis conducts an annual global gender pay equity analysis that uses comparative ratios between team members identifying as men and those identifying as women within the same job category. There is sustained progress in this area, with a comparative ratio that was only 1.8% higher for men in 2024, down from 2.6% in 2023. All discrepancies were appropriately addressed on an individual basis, thus demonstrating the company's dedication to continuous improvement and equitable practices by tracking and reporting these metrics.



At Kinaxis, empowering women is fundamental to our culture and values. Our commitment to fostering an inclusive environment is reflected in our efforts and achievements in equity, flexibility, and development opportunities. We believe that when women thrive, they help drive innovation and shape a better future for the entire organization.

Richard Hsiao, VP, Professional Services, APJ & India Region, Kinaxis





MMOSER ASSOCIATES 

**M Moser Associates DESIGN
ASSOCIATES (INDIA) PRIVATE LIMITED**

M Moser India is a women-founded and led company that empowers women in its leadership philosophy and company's culture. What makes this particularly impactful is the presence of women leaders who not only lead but uplift others, creating a workplace where women thrive, and men equally value working alongside them. In a traditionally male-dominated industry, this culture of mutual respect, care, and inclusion stands out. All four of M Moser India's business units - three in design and one in technology - are led by women, which is a direct reflection of the company's commitment to nurturing women's leadership across disciplines. The leadership philosophy, influenced by founder Moira Moser, is built on flat, trust-based teams and empathetic leadership, that fuels inclusive policies, and safe, bias-aware spaces for growth.

M Moser's people-first policies are backed by tangible results. In 2024 alone, over 70 women accessed hybrid work options, and 20 chose flexi-time. A 100% return rate from maternity leave was achieved through structured phase-back periods and personalized planning. With benefits like childcare allowances and support for emotional safety, women feel empowered to pursue both ambition and well-being. Most importantly, the company promotes shared responsibility. For instance, the company offered paternity leave (despite the absence of mandatory regulation by the Central Government), thereby normalizing caregiving roles for men. This, in turn, supported women to resume or balance work. Initiatives are designed to support individuals, not just check boxes. In a culture where leaders lead with care and policies are driven by people, M Moser's approach to gender equity has not only shaped individual careers but continues to influence the industry's evolving narrative around women in design and architecture.

“

As a founder, I could never place limits on what women can achieve. We've always nurtured leadership by empowering responsibility over hierarchy. True growth comes from stepping up—not waiting for permission. Our women leaders in India exemplify this spirit every day.

**Moira Moser, FAIA, FHKIA, FCTBUH, Founder & Chairman,
M Moser Associates**





Mahindra Teqo Pvt. Ltd.

In India's renewable energy sector, women represent less than 11% of the technical workforce - a gap that demands purposeful action. Mahindra TEQO, driven by Mahindra's core philosophy of creating inclusive growth and empowering communities, is transforming this landscape through pioneering diversity, equity, and inclusion initiatives that propels women's advancement across the entire organisation.

Mahindra TEQO has architected systematic and integrated policies that address the entire employee lifecycle. The Post-Maternity Support Program offers women officers up to three years of flexible work arrangements - including remote work, flexi-hours, and hybrid models - enabling seamless career continuity without compromising family commitments. The company's commitment extends beyond leave policies. A Baby Care Allowance for children up to two years and crèche facility reimbursements alleviate financial burdens, while unpaid childcare sabbaticals provide crucial career flexibility. These measures recognize that supporting women in technical roles requires dismantling both professional and personal barriers that prevent them from continuing their jobs post the child.

Mahindra TEQO has exceeded industry benchmarks for gender representation in technical roles, demonstrating that intentional policies create measurable impact. By creating pathways for women in a niche industry like renewable energy, Mahindra TEQO is reshaping India's clean energy future to be more inclusive, equitable, and representative of the talent available across society.



Diversity isn't a metric to achieve—it's the foundation for excellence, growth and innovation. In renewable energy's domains, women remain underrepresented not due to capability, but opportunity. Our women-centric policies aren't just about representation—they're about dismantling systemic barriers that limit talent. When we enable mothers, support career flexibility, and mandate inclusive hiring, we're not just building a better workplace; we're architecting India's equitable energy future.

Ankit Jain, CEO, Mahindra TEQO





Welspun Transformation Services Limited

Welspun Global Competency Center (GCC) considers inclusion as a lived culture. The organization's women-centric initiatives are grounded in the belief that sustainable success stems from enabling equitable opportunities, flexibility, and career growth for every woman employee. With 34% women representation in its workforce and 40% of leadership roles held by women, Welspun GCC exemplifies gender diversity in action. One of its hallmark practices is the progressive leave and flexibility framework, which includes six months of paid maternity leave followed by extended work-from-home support, ensuring a seamless transition back to work. This framework has seen strong adoption, with women remaining engaged and productive before and after maternity leave. Additionally, more than 580 paid period leaves were availed by over 140 women employees in FY24-25 - an initiative that reinforces empathy, trust, and wellness at work. Beyond policies, Welspun GCC has institutionalized structural enablers for gender equity. The DEI Committee drives measurable action across gender, LGBTQ, and persons with disabilities, with accountability embedded through data dashboards and SOPs. Leadership representation is strengthened through targeted learning interventions, executive coaching, and successor development programs, ensuring women have equal access to upskilling in technology, automation, and strategic roles. A progressive approach like Welspun GCC's has earned recognition as one of India's Best Companies for Women 2025 under the Emerging Icons category.



At Welspun GCC, we see diversity as our greatest strength and inclusion as our way of working. We are proud that women today constitute 34% of our workforce and 40% of our leadership roles—an outcome of our continuous focus on equity, flexibility, and opportunity for all. Our women-centric initiatives go beyond representation—they are about empowerment, growth, and belonging. This recognition as one of India's Best Companies for Women 2025 is a testament to our collective effort in building a workplace where every woman can thrive, lead, and inspire meaningful change.

Nitin Jain , Chief Executive Officer & Executive Director, Welspun GCC





Zuci Systems (India) Private Limited

Inclusion at Zuci Systems is not a slogan on the wall but the quiet rhythm of how people work, lead, and grow. When the founders of Zuci Systems began their journey, they imagined a place where women could build careers on their own terms, and ambition didn't have to come at a cost. The idea evolved into a series of thoughtful initiatives. Equal Pay and Opportunity ensures that compensation depends solely on role and experience, supported by transparent salary bands. The language across policies is intentionally gender-neutral, and processes are designed to build clarity and trust. Through programs like Career Comeback, Zuci welcomed women returning from career breaks - helping them rebuild confidence, refresh their skills, and restart without judgment. Flexible work arrangements, extended maternity leave of up to eighteen months, and partnerships with trusted creche providers enable women to stay invested in both work and family.

Zuci's BEVY community brings together women across roles and functions for mentoring circles, open discussions, and shared learning. Along with it, LEAP BOLD prepares women for leadership and decision-making roles through exposure, negotiation skills, and sponsorship. Representing nearly 45% of the workforce, women at Zuci lead critical functions at including Quality Engineering, Learning & Development, and Finance. These initiatives are interwoven through Zuci's Inclusion & Diversity Community, which focuses on allyship, equity, and representation year-round. What stands out is that inclusion here isn't about statements or labels but about everyday choices that make people feel seen, supported, and respected.



When we started Zuci, we never set out to build policies for inclusion. We simply wanted to create a workplace where everyone felt they belonged. Over time, that intent shaped our culture more deeply than any manual ever could.

Venkatesh Veerachamy, COO, Zuci Systems



**The Role-Models:
2025 - BCWI Emerging Icons**

Evonik India Pvt Limited

Evonik India demonstrates a strong commitment to gender equality and the advancement of women through inclusive policies and meaningful initiatives. The company promotes flexible work arrangements and a hybrid setup that supports working mothers and women returning after maternity breaks.

A dedicated childcare facility for children up to six years of age further strengthens this support. The virtual networking group GROW connects women employees globally to share knowledge and insights, while the E-Shakti initiative offers workshops on self-discovery and personal growth. Evonik's inclusive policies, covering POSH, LGBTQ+ insurance, childcare, and work-from-home options, ensure equity across the employee lifecycle. Women-specific health checks, including mammograms and sonography for colleagues over 40, underscore its focus on well-being. With measures ensuring safe travel and discouraging extended office hours, Evonik India fosters a thoughtful, employee-centric culture—earning high “Pride to Work” scores in its global PULSE survey.



Mahindra Susten Pvt. Ltd

Mahindra Susten is committed to building a supportive and inclusive workplace for women officers through progressive, need-based policies. Its Post-Maternity Support program offers up to three years of flexibility after maternity leave, including options for flexible hours, remote work, and hybrid arrangements. The company provides 26 weeks of maternity leave, extended to adoption and surrogacy, along with 45 days of miscarriage leave to support women through sensitive phases. Women officers can also avail a one-year unpaid sabbatical for childcare (for children under 12 years) and receive a Baby Care Allowance of ₹5,000 per month for children up to two years.



Additional benefits include crèche reimbursements up to ₹7,000 per month and IVF treatment reimbursement of up to 75% (capped at ₹2.25 lakh). These initiatives reflect Mahindra Susten's commitment to empowering women and enabling them to thrive both personally and professionally.

Sankey Solutions Pvt. Ltd.

At Sankey Solutions, women's career enablement is a purposeful and ongoing commitment rooted in the vision of equal representation and inclusive growth. The organization's inclusive hiring and rehiring practices ensure that women from diverse backgrounds—including working mothers and those returning from career breaks—are welcomed based on merit, free from gender or age bias. To support employees through various life stages, Sankey offers flexible work models, mental health support, and a non-judgmental culture that promotes work-life balance.

Through initiatives such as the 'Sankey Elevate "She Care" program' and strategic external partnerships, women are provided with leadership pathways and tailored upskilling opportunities. These sustained efforts foster an environment where women not only contribute but also thrive—as innovators, leaders, and changemakers shaping the future of Sankey Solutions.



Sureworks Infotech Pvt Ltd

Sureworks is committed to empowering women and building sustainable career pathways through focused, inclusive initiatives. The Women Returnship Program enables women to re-enter the workforce after career breaks by offering mentorship, reskilling workshops, and flexible roles aligned with their needs. The SkillBridge Initiative equips women with in-demand skills in data analytics, cybersecurity, and cloud computing through certified training and project-based learning. Complementing these is the Campus-to-Corporate Program, which partners with academic institutions to mentor, train, and place women graduates—particularly in STEM—bridging the transition from education to employment. Together, these initiatives advance Sureworks' vision of gender diversity and workplace inclusivity. By addressing key career barriers, the organization fosters an empowering ecosystem where women are encouraged to lead, grow, and achieve long-term success.



Vena Energy Infrastructure Services Pvt Ltd

The Women Empowerment (WE) Committee at Vena Energy, established in November 2023, is driving meaningful change in the traditionally male-dominated renewable energy sector. Acknowledging challenges such as underrepresentation in field roles, limited exposure to remote projects, and fewer advancement opportunities, the committee champions inclusion, equity, and growth. Anchored in five core pillars—Support, Safety, Shine, Strengthen, and Smile—WE fosters a culture that empowers women both personally and professionally. In 2024, it rolled out initiatives including body image and mental health workshops, personal color and confidence sessions, and brain health awareness talks.



The committee also offered one-on-one guidance on fertility-related decisions, including egg freezing and treatment options. Through these initiatives, the WE Committee is building a strong foundation to recruit, retain, and advance women in core business roles, ensuring inclusion becomes an integral part of Vena Energy's culture and everyday experience.



About Most Inclusive Companies Index (MICI)

2025 Avtar & Seramount Most Inclusive Companies Index (MICI)

The seventh edition of MICI was launched in February 2025, featuring an application with over 150 questions across three segments. Participating companies submitted their responses through a confidential, encrypted application link, and evaluations were conducted based on this data. A total of 155 companies applied this year. This section highlights the key insights from the 2025 MICI.

The 2025 MICI reflects a strong commitment to inclusivity among participating organisations. Focused initiatives span across Gender, Generational, Persons with Disabilities (PwD), LGBTQ, and Regional diversity. For these companies, identifying and developing diverse talent continues to be a central priority.

Any company that employed at least 500 employees (men, women and the third gender included) in India and participated in the 2025 Avtar & Seramount Best Companies for Women in India study was eligible to apply. 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% and above get the coveted **CHAMPIONS OF INCLUSION AWARD**
- Companies with an Inclusion Index score of between 55% and 74% (inclusive) are recognized with the **EXEMPLARS OF INCLUSION AWARD**

MICI: Study Contours

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

The companies were assessed in each of the critical segments and the scores were expressed in percentages. The closer a score is to 100, the better the companies' performed in that segment.

**Most Inclusive Companies Index:
Winners Segment - 2025**

CHAMPIONS
MOST INCLUSIVE
COMPANIES INDEX
INDIA 2025

accenture

Accenture Solutions Private Limited

Allianz

Allianz Services India



AXA XL India Business Services Pvt. Ltd

encore
CAPITAL GROUP
Better Solutions. Better Life.®

Encore Capital Group, Inc

EY Shape the future
with confidence

EY

IBM

IBM India Private Limited

KPMG

KPMG in India



Mastercard Incorporation

Omega
Healthcare®

Omega Healthcare Management
Services Pvt. Ltd.

U -
S T

UST

Companies with an Inclusion Index score of **75%** and above
get the coveted **CHAMPIONS OF INCLUSION AWARD**

EXEMPLARS
MOST INCLUSIVE
COMPANIES INDEX
INDIA 2025



Abbott India



Barclays in India



Capgemini Technology Services
India Limited



CGI



Deutsche Bank
Deutsche Bank Group



Dow Chemical International Pvt. Ltd



EPAM Systems India Private Limited



Flipkart Internet Private Limited



Godrej Capital



Happiest Minds Technologies Limited



HCLTech



HDFC Life Insurance
Company Limited.



HP Inc



InfoBeans Technologies Limited



Infosys Limited



INGRAM MICRO INDIA PVT LTD



Integra Software Services Pvt. Ltd



KBR



L'Oréal India (IN10)



Lowe's India Private Limited

Companies with an Inclusion Index score of above **65%** and less than **75%**
are recognized with the **EXEMPLARS OF INCLUSION AWARD**

EXEMPLARS
MOST INCLUSIVE
COMPANIES INDEX
INDIA 2025



Macquarie Global Services

Morgan Stanley

Morgan Stanley



Myntra



PwC in India



Societe Generale Global
Solution Centre Private Limited



Target Corporation India Pvt. Ltd.



Tech Mahindra Limited



TIAA Global Capabilities Private Limited



TP



TVS Motor Company



Wipro Limited



Zensar Technologies



ZS

Companies with an Inclusion Index score of above **65%** and less than **75%**
are recognized with the **EXEMPLARS OF INCLUSION AWARD**

**Champions of Inclusion:
2025 Most Inclusive Companies Index**



Accenture Solutions Private Limited

Accenture is committed to being one of the most inclusive organisations in the world. As a part of its talent strategy, Accenture invests in programs to attract, retain, and develop people from diverse backgrounds, with an intention to foster a culture in which all employees feel a sense of belonging and are respected and empowered to do their best work.

The commitment to diversity starts at the top. The company has a dedicated Inclusion & Diversity Council led by the Senior Country Managing Director defining the Inclusion & Diversity Charter for Accenture in India. This is a testament to the fact that the leaders at the top display and model inclusive behaviors.

Accenture is and has always been a meritocracy - a workplace free from bias. It supports its people with diverse identities to self-identify their disabilities, sexual orientation and gender identity, and thereby embrace their whole selves. The organization also strives to create an accessible and inclusive workplace for all. Through its Accessibility Centers and the Accommodation Support Tool, Accenture enables its people to experience assistive technology and request for assistive workplace devices and reasonable accommodation support. Through its enabling policies, the organization upholds the values of meritocracy, respect for the individual, zero tolerance for discrimination, equal opportunity and inclusivity.

Accenture is also focused on providing equitable and inclusive benefits to support all employees, including Persons with Disabilities and Neurodivergent conditions, LGBTIQ+ employees, and caregivers. Some of the flagship benefits include gender-neutral primary/secondary caregivers' leave, all-inclusive washrooms, insurance coverage for self and dependents for multiple disabilities and neurological conditions as well as assistive technology, and insurance coverage for LGBTIQ+ employees and partners for relevant procedures.

Additionally, the ERGs and ally networks provide safe spaces that foster a sense of belonging and support. Accenture celebrates equality through the year in the form of significant cultural observances and key moments that recognize intersectionalities among people of diverse groups and lived experiences. These include celebrations that help raise awareness such as PRIDE Month, International Day for Persons with

Disabilities, International Men's Day, International Women's Day, Neurodiversity Week, and Caregiving Month, among others.

Accenture also collaborates with clients and communities to deliver value that extends beyond the organization. Its accessibility as a service offering helps clients operate and optimize user experiences to deliver breakthrough growth at scale. Furthermore, its flagship impact sourcing programs, such as Aarambh and Inclusive Internship Program, help people from underrepresented communities build future-ready skills and access equitable career opportunities based on merit. The organization also supports and empowers historically underserved communities to improve their livelihood and navigate their career journeys, through funding NGO partners, pro-bono consulting, and having our people volunteer as mentors.

These programs and initiatives are evidence that embedding inclusion and fostering belongingness has paved the way for driving authentic, sustainable, and scalable inclusion at Accenture in India.



I believe in the power of the collective and we at Accenture are committed to build safe spaces for everyone to thrive, belong, innovate, and lead the change. We “walk the talk” every single day, through our actions—big and small.

**Ajay Vij, Senior Country Managing Director and I&D Sponsor,
Accenture in India**





Allianz Services India

At Allianz Services India, inclusion and equal opportunity are not just strategic values, they are the foundation of the workplace built on integrity, and trust. Since its foundation in 2019, the organization has cultivated an environment where every individual is empowered to thrive. The organization has earned multiple accolades, including Great Place to Work certification for six consecutive years, the SSON Impact Award for Inclusion, and recognition among India's Top 25 Best Workplaces in inclusion and belonging.

One of the most transformative initiatives is the Allianz BEYOND Charter, which promotes fairness and accessibility for persons with disabilities. Programs like Coffee Chronicles offer quarterly forums for employees with disabilities to share ideas directly with the inclusion team, leading to tangible improvements. MUDRA, an in-house sign language training initiative, fosters empathy and connection, while sensitization programs like SAMPOORNA equip managers to lead with understanding and respect. The Allianz PRIDE Charter builds a culture of trust and acceptance for LGBTQIA+ colleagues. Ally training (SWEKAAR), queer counselling, and visibility platforms like Rainbow Reflections ensure support and representation. Symbolic gestures such as PRIDE lanyards and inclusive book corners reinforce solidarity across the organization.

Gender inclusion is driven by Allianz NEO, with initiatives like AMAN supporting mothers returning from maternity leave, and leadership development programs such as TARA and LAMP. Campaigns like #RESTART enable seamless career transitions, while various wellness programs ensure holistic support. Generational and cultural inclusion is championed through Allianz Engage and Allianz GRACE. The #BRIDGE and Reverse Mentoring programs foster mutual respect and idea exchange across age groups, while cultural celebrations promote unity.

Through these multifaceted efforts, Allianz Services India has built a workplace rooted in fairness, integrity, and trust where inclusion and equal opportunity are deeply embedded in the organization's culture.



Inclusion is a transformative mindset driving innovation and growth. At Allianz Services India, we empower individuals to bring their authentic selves to work through five key employee networks- Allianz Engage, Allianz Grace, Allianz NEO, Allianz Beyond, and Allianz Pride. Our commitment to building equitable workplaces is unwavering, driven by allyship, accessibility, flexibility, and accountable leadership. Through intentional and focused efforts, we ensure every individual feels valued, respected, and empowered, to bring their full potential with passion.

Jison John, Member of the Executive Management Team, Allianz Services; Chief Delivery Officer - India, Mauritius, Morocco, Portugal, and APC Region; and CEO & Managing Director - Allianz Services, India





AXA XL India Business Services Pvt. Ltd

AXA XL is committed to creating a global workplace that values every individual, background and idea, where every colleague feels safe, valued and respected. Inclusion and diversity are business imperatives led by senior leaders who set strategic direction, champion key initiatives and celebrate success.

The company's efforts to foster an inclusive and diverse environment include programs and policies to keep all employees fully engaged and supported, regardless of gender, sexual orientation, cultural/ethnic heritage, physical abilities, age or other personal characteristics. Some of the programs include:

- **Advancing gender diversity:** Women make up about 48% of AXA XL's workforce in India, reflecting the company's long-standing commitment to developing women leaders, advancing gender diversity and fostering an inclusive work environment. Initiatives targeted at women include open-house sessions with the Country Head for all women employees, enhanced leave policies for women with medical issues during pregnancy, and a flexible SMART working policy to ease the return-to-work transition for new mothers after maternity leave.
- **PwDs:** AXA XL recognises that recruiting and retaining people with disabilities is a win-win, offering meaningful employment and advancement opportunities to capable individuals who can contribute significantly to the business. The firm's Indian offices are well-equipped to enable PwDs to function independently. The company also conducts recruitment campaigns targeting PwDs, provides an increased recruitment bonus for differently abled hires, offers financial assistance to NGOs supporting people with intellectual disabilities, and hosts workshops and panel discussions on the International Day of Disability.
- **LGBTQ+:** AXA XL stands in solidarity with its employees, including those who identify as lesbian, gay, bisexual or transgender. AXA XL in India's support for the LGBTQ+ community includes multiple PRIDE initiatives and events, such as workshops on embracing diversity and nurturing inclusive families and the importance of building inclusive workplaces. It also has a PRIDE Business Resource Group (BRG) for those who identify as LGBTQ+, to support shared goals of the LGBTQ+ community and to help colleagues learn more about LGBTQ+ issues at work. BRGs are voluntary, colleague-led groups that play a vital role in fostering diversity and inclusion at AXA XL.

AXA XL's commitment to creating an inclusive and diverse global workplace remains unwavering. The organisation will continue to embrace and foster a culture of "conscious inclusion" where all employees are empowered to reach their full potential.



Talking about the benefits of diversity and inclusion isn't enough; we must "walk the talk." Being recognised as one of India's most inclusive companies confirms that our efforts to embed these values and behaviours across the organisation create a workplace where all employees are valued and supported.

Aditi Shukla, Head of India Shared Services and Country Head – India, AXA XL





Encore Capital Group, Inc

At Encore India, inclusion is not an initiative, but an expression of purpose. Guided by a value-driven culture and a belief in the power of diverse perspectives, the organization continues to embed equity, empathy, and belonging into its everyday practices. From policy design to workplace infrastructure, Encore's approach to inclusion is intentional, evolving, and deeply aligned with its commitment to creating meaningful employee experiences.

Over the past year, Encore has launched and scaled several impactful initiatives that reflect its belief in equitable opportunity and belonging. The organization's progressive policies include insurance coverage for same-sex partners, gender affirmation surgery benefits, and gender-inclusive parental leave and pathways programs. These are complemented by inclusive infrastructure such as gender-neutral washrooms, wellness rooms, and agile workspaces designed for accessibility.

Encore's Pride Network ERG has been instrumental in fostering allyship, respect, and inclusion for LGBTQ+ colleagues, while the "Women@Encore" and Allies Group continue to drive leadership development through programs like SheRise. The Inclusion & Belonging Council - focused on performance, hiring, engagement, and talent development - ensures that inclusion is not a siloes effort but a strategic priority.

The company's commitment to persons with disabilities (PwD) is reflected in its accessible design standards, including ramps, touchless access, and daylight-responsive lighting. Encore also invests in DEI learning through sensitization sessions, vernacular POSH refreshers, and bias education, ensuring that inclusion is not just policy, but practice.

With a pay equity philosophy, enhanced diversity referral incentives, and ERGs empowered with independent budgets, Encore India has created a culture where every voice matters. The various industry-wide recognitions are not just an accolade - they are a clear reflection of Encore's belief that inclusion is the foundation of innovation, resilience, and growth.



Inclusion is not a program, but a cardinal principle. At Encore India, we believe that when every voice is heard, every identity respected, and every barrier removed, innovation becomes inevitable, and excellence becomes inclusive.

Jaison Thomas, Managing Director, Midland Credit Management, India





EY

As a 400,000-person global organization, spanning 150 countries and territories and multiple generations, EY recognizes that diversity of thought, skills, backgrounds, and experiences is the reality and strength. Thus, building an inclusive workplace remains one of the most cherished commitments.

To start with, EY has pioneered several programs for Persons with Disabilities (PwD) and members of the LGBTQ+ community. The 'Purple Champions' ally network, inclusive on-boarding, and accessible physical and digital infrastructure have fostered a culture where PwD employees are supported at every step. Experiential workshops like 'Dialogue in the Dark' and 'Vision in the Dark' deepen empathy, while targeted hiring drives and the Neurodiverse Centers of Excellence offer meaningful opportunities for Neurodivergent talent.

For the LGBTQ+ community, the policies are complemented by gender expression guidelines, gender affirmation leave and all-gender restrooms. The 'Unity' network, safe space conversations and workshops for LGBTQ+ inclusion create an environment that accepts and celebrates people of diverse gender identities and sexual orientations. Additionally, ongoing education and awareness events empower employees to be active, visible allies, encouraging authentic self-expression and belonging. Initiatives such as reciprocal mentoring, theatre-based bias interventions, flexible leave and benefits (including support for diverse family structures) and generational diversity programs reinforce that equity and belonging are woven into the fabric.

Leadership accountability is enforced through inclusiveness KPIs, while recognition programs honor those championing inclusiveness. These efforts are underpinned by robust support systems, wellness initiatives, and open forums, enabling every individual to be heard and valued.

Inclusiveness is a longstanding priority for EY that they continue to build upon in an increasingly dynamic and complex global business landscape. When leaders include all voices, experiences, and backgrounds, they inspire confidence, fuel growth, and create value to shape the future with confidence.

“

At EY, the way we work together— inclusively—is core to who we are. When we include all voices, experiences and backgrounds, we live our values, inspire confidence, fuel growth and create value to shape the future with confidence. Our year-round initiatives and awareness programs enable our people to feel safe and to be proud of their authentic selves, while respecting and celebrating each other for who they are. This is what allows us to make EY truly inclusive.

Sandeep Kohli, Deputy Global Vice Chair Talent, EY GDS





IBM India Private Limited

IBM fosters an inclusive culture and collaboration where every employee can make a positive impact while bringing their authentic selves to work. Employees at IBM are empowered to contribute ideas and solutions, reflecting their strengths and perspectives. As a global company, IBM understands intersectionality – a key component of inclusion which include attributes that are visible and permanent, as well as other the acquired dimensions. The strategic priorities for IBM in this area are:

- Build engagement by creating a culture where every voice is heard and valued, thereby fostering collaboration and innovation driving business success.
- Inspire collaboration with active listening, learning, and teamwork to achieve business outcomes.
- Embrace inclusion by celebrating diverse perspectives and opportunities for all employees.

IBM has been a pioneer in workplace inclusion and equality for over a century. From hiring its first women and Black professionals in the 1940s to championing human rights in the workplace decades ahead of others, IBM has continually redefined what it means to be an inclusive company. The organization believes that innovation flourishes when diverse perspectives are valued, but because of them.



At IBM, inclusion is how we innovate — through empathy, openness, and courage. It's about creating spaces where every IBMer's voice shapes ideas, every difference drives progress, and every individual feels valued. That's how innovation becomes our collective language.

Nisha Gopinath, Vice President HR, IBM India South Asia





KPMG in India

For KPMG in India, inclusion is both a value and a shared responsibility, with an aim to build a workplace where individuality is celebrated, equity is intentional, and employees feel empowered to be their authentic selves. Being recognized among India's Most Inclusive Companies reflect their ongoing commitment to making belonging a lived experience across the firm.

Over the past year, the company has advanced inclusion across multiple dimensions: gender, LGBTQ+, disability, neurodiversity, and veterans through actions that deepen awareness, allyship, and accountability. The IDE learning curriculum also equips colleagues to strengthen inclusive mindsets, while specialized e-modules for second-career women and defence hires ensure equitable access to opportunity from day one. With gender inclusion, the company has curated a series of impactful roundtables for women managers and above - creating open, inclusive spaces to share experiences and spark meaningful conversations around leadership, balance, and ambition.

KPMG harnessed the power of storytelling to drive change; the Leader Speak series is a spotlight on authentic journeys and insights from women achievers. The International Women's Day social experiment video ignited dialogues on gender equity, challenging perceptions and amplifying diverse voices. These initiatives elevate perspectives from across and beyond the firm, fostering a culture of inclusion, inspiration, and bold leadership.

With LGBTQ+ inclusion, KPMG launched the Handbook for Transitioning Colleagues and also convened an industry round table on trans-inclusion. The Youth Changemaker Fellowship Program continues to champion authentic representation through long-standing sponsorship of the Kashish Queer Festival and mentoring LGBTQ+ students. Additionally, through the "Unlocking Inclusion" series, the company has deepened communication by addressing topics like identity, privilege, intersectionality, and code-switching, while encouraging employees to identify themselves through self-ID programs. The Disability Inclusion Roadmap has further evolved through accessibility initiatives, neurodiversity awareness workshops with external experts, and strengthened collaboration with PwD colleagues through focus group discussions, one-on-one dialogues, and ERG engagement.

KPMG has also celebrated many milestones, including International Women's Day, Pride Day, IDPWD (International Day of Persons with Disabilities), Global Accessibility Awareness Day, Neurodiversity Awareness Week, Transgender Day of Visibility, International Men's Day, International Day Against Homophobia, Biphobia, and Transphobia, along with initiatives such as Menopause Awareness, and Vijay Diwas (honouring the veteran community through the Know Your Veterans series).

These actions reflect the company's belief that inclusion is not a program but the way the company leads, learns, and works every day.

“

At KPMG in India, we believe true inclusion is built when respect turns into understanding and opportunity meets intent. Our focus is on creating a culture where authenticity is celebrated, access is equitable, and every person feels empowered to contribute their best. This recognition reinforces our continued commitment to making inclusion part of every conversation, decision, and experience at KPMG.

Rupesh Tripathi, Partner, Head of People, Performance & Culture, KGS





Mastercard Incorporation

Mastercard India has consistently championed diversity, equity, and inclusion through impactful, people-centric initiatives that foster belonging and opportunity. A cornerstone of its approach is the Inclusion & Diversity Council, which drives strategic programs across gender, ability, and LGBTQ+ inclusion.

One of the most transformative initiatives has been the IWRP (India Women Returners Program), which supports women professionals re-entering the workforce after career breaks. This program not only provides structured onboarding and mentorship but also creates pathways for long-term career growth. Mastercard's commitment to Persons with Disabilities (PwD) is reflected in its inclusive hiring practices, accessible infrastructure, and sensitization workshops for teams. The company has partnered with external experts to ensure workplace accessibility and has introduced assistive technologies to empower PwD employees.

For the LGBTQ+ community, Mastercard India has taken bold steps to build a culture of acceptance and pride. Through its PRIDE ERG (Employee Resource Group), the company has hosted allyship sessions, inclusive policy reviews, and visibility campaigns. These efforts have led to tangible changes, including inclusive health benefits and gender-neutral restrooms.

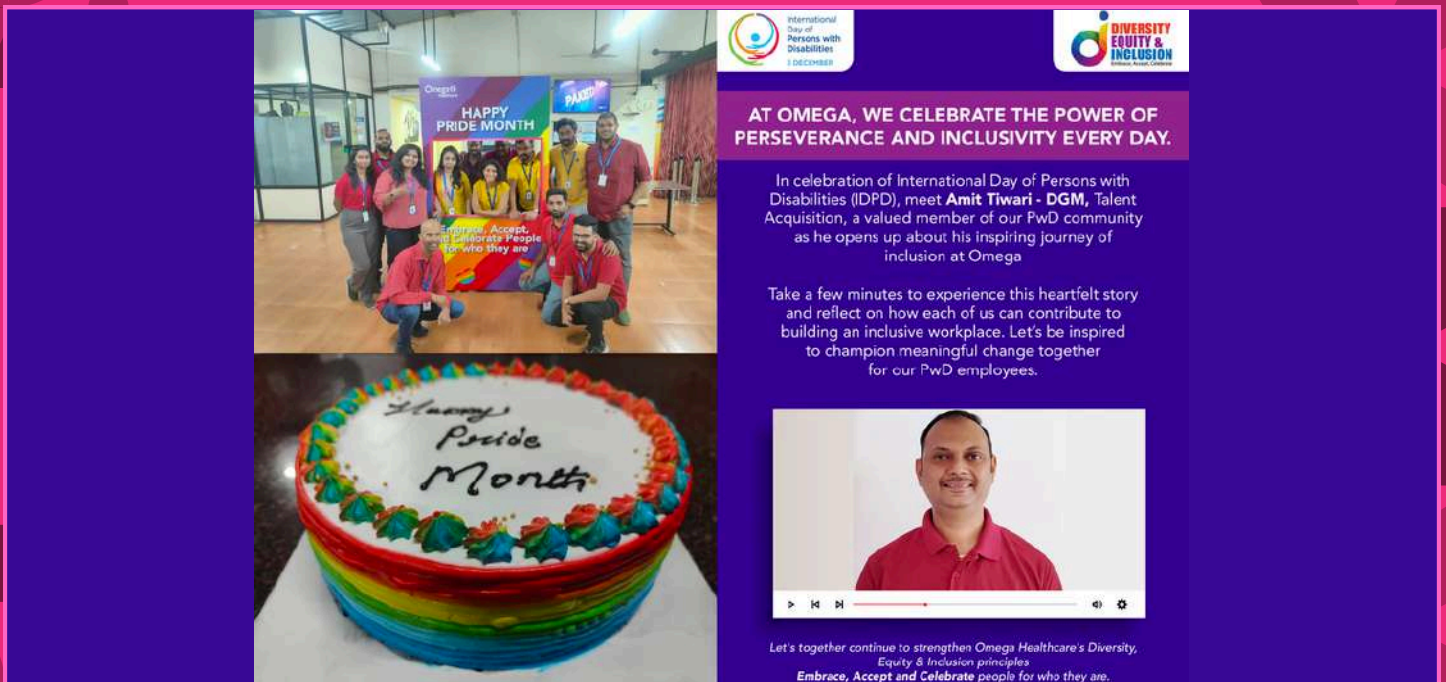
The organization also runs Non-Conscious Bias and Inclusive Leadership trainings for all people managers, ensuring that inclusion is embedded in everyday decision-making. These initiatives have not only enhanced representation but also created a psychologically safe environment where every employee feels seen and valued. Mastercard India's holistic approach to inclusion - spanning policy, infrastructure, culture, and leadership - has been instrumental in earning this recognition. It reflects the company's belief that diversity is not just a metric, but a mindset.



At Mastercard India, inclusion is not a program—it's a promise. We're proud to build a workplace where every voice matters, and every identity is celebrated. This recognition reaffirms our commitment to creating equitable opportunities for all.

**Joseph Fernandes, Senior Vice President, People and Capability,
South Asia**





Omega Healthcare Management Services Pvt. Ltd.

Omega Healthcare's journey toward building an inclusive organization is deeply rooted in its belief that diversity fuels innovation, empathy, and long-term growth. Guided by its CREDO values (Customer Excellence, Respect, Empowerment, Diversity, and One Omega), the organization strives to create a workplace where every individual feels valued, respected, and empowered to thrive.

Its DEI strategy is anchored in creating equitable opportunities and driving systemic change. With women making up 50% of the workforce, Omega takes pride in fostering genuine gender balance across levels. Through Roshni - its flagship initiative for advancing women leaders - the organization has strengthened representation in middle and senior management roles. Complementary programs such as exclusive external Leadership Development & Mentoring Programs, CradletoDesk, and SheRoseofOmega nurture confidence, leadership capability, and career progression for women at every stage.

Omega has taken a structured approach to empowering Persons with Disabilities (PwDs) through barrier-free infrastructure, inclusive hiring, sensitization workshops, and non-profit partnerships. A dedicated Employee Resource Group (ERG) for PwDs is being established to foster allyship, mentoring, and policy enablement. Its inclusion lens also embraces the LGBTQIA+ community through all-gender restrooms, same-sex partner benefits, Pride Month campaigns, and self-identification initiatives. Personal stories, like that of an employee who transitioned genders while at Omega, reflect its culture of dignity and psychological safety.

Focused trainings on Non-Conscious Bias, Inclusive Language, and Upholding Boundaries: The Importance of Consent, along with campaigns like I Pledge and Parivarthan (Employee Assistance Program), embed inclusion and support well-being. The monthly "Empower@Omega" learning series strengthens emotional intelligence and inclusive leadership, while tools like Amber, an AI-enabled cultural assistant, and gender-neutral POSH policies ensure transparency, safety, and continuous improvement.

Recognition among the Champions of Most Inclusive Companies in India reinforces Omega Healthcare's belief that inclusion is not just what it does, it's who it is. At Omega Healthcare, belongingness fuels brilliance, and every voice truly matters.



“Inclusion is at the heart of who we are at Omega. Guided by our values of One Omega, Diversity, Respect, and Empowerment, we believe diverse perspectives ignite innovation and progress. This recognition reaffirms our commitment to celebrating individuality and fostering a workplace where everyone can truly thrive.

Satya, Chief Delivery Officer, Omega Healthcare





Inclusion, at UST, isn't an initiative but a part of who they are as an organization. The Equity, Inclusion & Belonging (EIB) framework drives intentional action across ability, identity, culture, and generation, ensuring that every associate feels seen, supported, and empowered to thrive. Through Impact India, the company has created employment pathways for persons with disabilities (PwD), provided sign language training, and collaborated with NISH to strengthen accessibility and skill development. The inclusive learning initiatives extend to AI and advanced Excel training for PwD, supported by interpreters and adaptive learning methods to ensure full participation.

The company's "Curved Colors" - LGBTQIA+ employee resource group - champions allyship and awareness through Pride campaigns, HIV education, and Sexual Orientation, Gender Identity, and Gender Expression (SOGIE) sensitization, while our SheArchitects program builds a strong pipeline of women tech leaders through mentorship and visibility. Cultural inclusion thrives through the EIB global events, where they celebrate heritage, traditions, and stories from diverse communities. The management also fosters generational inclusion via mentoring, flexible work options, and cross-generational learning, creating bridges between experience and innovation. Governed by the EIB Steering Committee and fuelled by passionate grassroots champions, these initiatives reinforce a culture of belonging. For UST, inclusion is not just metrics but a movement; one that transforms the way they learn, lead, and connect across every corner of the company.



At UST, inclusion is a shared responsibility — it's how we honor each other's humanity. From empowering persons with disabilities to celebrating LGBTQIA+ pride and cultural diversity, our people continuously remind us that belonging isn't built by policy alone, but by the everyday actions that connect us.

Vinaya Kamada, Head - Equity, Inclusion and Belonging, UST



**Exemplars of Inclusion:
2025 Most Inclusive Companies Index**

Abbott India

At Abbott India, inclusion is embedded across five focus areas: Policies and Practices, Inclusive Hiring, Capability and Mindset, Forums and Networks, and Communication and Awareness. For persons with disabilities, the Abbott disABILITY Network (ADN) promotes inclusion through sensitization workshops, caregiver support, and partnerships with disability-inclusive vendors. Infrastructure at the Mumbai headquarters has been enhanced for accessibility, while the Vendor Partner Summit amplifies inclusion beyond Abbott.



Barclays in India

Barclays is committed to creating a workplace where everyone feels valued and respected, within a culture of belonging and equal opportunity. The organisation cultivates high-performing teams and offers rich opportunities for progression. Barclays aspires to hire from the broadest global talent pools available to deliver against their strategy. The organization provides adjustments, specialist equipment, and support that can help individuals succeed and excel in their careers. During 2024, higher standards of delivery were further embedded into their performance management approach through objectives for all colleagues aligned to the consistently excellent standard.

They continue to invest in identifying and developing skills to support colleagues with their development and career progression. They continue to evolve their 'Recognition at Barclays' employee recognition platform, to enable colleagues to recognise peers for living by their Purpose, Values and Mindset. In 2024, Barclays noted that through this platform a colleague was recognised every 22 seconds.

Capgemini Technology Services India Ltd

The NeuroAbility Employee Resource Group (ERG) is a dynamic community that celebrates neurodiversity and fosters an inclusive workplace where diverse cognitive strengths are valued and leveraged for innovation. Group IT teams are enhancing the accessibility of over 300 internal applications, aligning with WCAG 2.1 AA standards to promote digital inclusion. Guided by employee network feedback, assistive tools such as Texthelp—available through HR or Mission Handicap—are being implemented to support employees with disabilities.

Physical workspaces are thoughtfully designed to be PwD-friendly, featuring ramps, wheelchair-accessible lifts, universal washrooms, tilted mirrors, reserved parking, and customized emergency evacuation plans. In June 2024, Pride Month was celebrated through townhalls, leadership connects, pride marches, and sensitization sessions, reaffirming the organization's commitment to diversity and inclusion. Together, these initiatives demonstrate the organization's dedication to creating a workplace where every individual can thrive, contribute meaningfully, and experience a true sense of belonging.



CGI

The Ability CGI Resource Group (CRG) supports employees with disabilities and fosters an environment of inclusion and empowerment. Partners are encouraged to self-identify in the PSA system, with new members automatically added to the CRG. Quarterly connects between the CRG and the leadership team provide a platform to discuss challenges, share experiences, and recommend industry best practices to the management team. Employees are also encouraged to participate in ongoing mentoring sessions and leadership development programs to enhance their professional growth.

At the APAC level, the LGBTQ+ CGI Resource Group drives inclusion and awareness across the region. To promote sensitization—particularly around transgender inclusion—professional transgender individuals are invited to spend half a day at CGI offices, engaging with partners across locations. These interactions foster open dialogue, understanding, and empathy, resulting in a workplace where respect and acceptance for the community are both genuine and deeply felt.



Deutsche Bank Group

At Deutsche Bank, inclusion is at the heart of its workplace culture, embracing employees with disabilities (PwD), members of the LGBTQ+ community, individuals from diverse cultural backgrounds, and colleagues across generations. The organization champions gender diversity through ambitious goals such as the “35 by 25” target and supports career returners through initiatives like Resume your resumé, which has successfully reintegrated numerous professionals. Deutsche Bank nurtures talent through continuous skill enhancement and networking opportunities while ensuring equitable policies such as gender-neutral parental leave, inclusive of surrogacy and adoption. Targeted employee networks empower diverse groups to navigate both professional and personal journeys with confidence.



The organization also prioritizes accessibility for PwD employees, fosters active LGBTQ+ and cultural employee resource groups, and encourages intergenerational collaboration. Facilities such as wellness rooms, childcare reimbursement, and comprehensive health screenings reflect Deutsche Bank’s holistic approach to employee well-being—enabling every individual to thrive and reach their full potential.

Dow Chemical International Pvt. Ltd

At Dow, Inclusion & Diversity is an integral part of the business strategy, empowering every employee to bring their authentic self to work, deliver greater value, and pursue a fulfilling career. The company champions inclusion through comprehensive initiatives that celebrate diversity across abilities, identities, cultures, and generations.

Employee Resource Groups (ERGs) form the foundation of Dow’s inclusion efforts, providing platforms for engagement, connection, and continuous growth. These groups enable employees to develop personally and professionally while fostering a sense of belonging. Dow India hosts seven active ERGs—Women Inclusion Network (WIN), Asian Diversity Network (ADN), RISE (Employees new to Dow), PRIME (Employees above 50 years of age), Disability Employee Network (DEN), GLAD (LGBTQ+), and Global African Affinity Network (GAAN)—each sponsored by a senior executive.

Participation in all ERGs is open to every Dow employee, reinforcing the organization’s belief that inclusion thrives when everyone is encouraged to engage and contribute.



EPAM Systems India Private Limited

At EPAM India, inclusion is both systemic and measurable. The organization empowers Persons with Disabilities (PwD) through accessible infrastructure, skill-based hiring, and dedicated mentoring, resulting in a 40% year-on-year increase in PwD retention. Its LGBTQ+ Employee Resource Group (ERG) and allyship campaigns have tripled voluntary self-identification, supported by inclusive benefits and gender-neutral policies.

Generational inclusion is strengthened through flat organizational structures and intergenerational learning platforms such as LEAP and MEP, with over 300 managers trained in inclusive leadership. Initiatives like EPAM Garage and 50+ Value Creation Networks (VCNs) unite employees across roles, generations, and cultures to drive innovation.

Comprehensive DEI learning modules and practical tools—including the 7-Step Critical Thinking Framework and a strong “Speak Up” culture—foster safe, bias-free collaboration. Today, over 80% of employees affirm that EPAM values diversity, up from 62% last year. For EPAM India, inclusion is not a program—it is how the organization builds a better future, together.



Flipkart Internet Private Limited

At Flipkart, inclusion is more than a principle—it is a shared philosophy that drives the purpose of maximizing every Flipster’s potential. Anchored in the Culture of Maximization and the Employee Value Proposition pillars—We Care, Work with the Best, Leave a Mark, Experiment, Learn & Grow—the organization continues to build a workplace where everyone truly belongs. Flipkart’s Inclusion & Diversity framework is built on three pillars: Women, Persons with Disabilities & Veterans, and LGBTQIA+, with customized programs designed to meet each group’s unique needs.

Initiatives such as Catalyze for women’s leadership acceleration and Springback and Career & Cradle for mothers returning to work reflect Flipkart’s belief in enabling life stages, not just careers.

Programs like Mural: One Canvas, Many Shades and inclusive hiring across supply chain, technology, and corporate functions foster belonging, fairness, and psychological safety. At Flipkart, diversity fuels innovation, equity creates opportunity, and inclusion ensures every Flipster’s story helps empower the dreams of India’s billions.



Godrej Capital

The organization focuses on building a workplace that mirrors and respects the diversity of society. For persons with disabilities, it provides roles across functions, supported by assistive technology, accessible infrastructure, and the Enable Employee Resource Group. LGBTQ+ inclusion is strengthened through dedicated hiring initiatives such as Pride Capital, Pride Path, and the BeYou Internship, alongside a gender affirmation policy and inclusive medical benefits.



A multigenerational workforce is supported through continuous learning, mentorship, and open feedback systems that value varied perspectives and work styles. Cultural diversity is celebrated through regular sensitization sessions, inclusive policies, and events that honor different backgrounds. All employees participate in training on equity and inclusion to foster understanding and allyship.

These combined practices create a workplace where every individual feels respected, supported, and empowered, enabling all employees to grow, contribute meaningfully, and thrive in an inclusive environment.

Happiest Minds Technologies Private Limited

Implementation of Programs:

To accelerate women's growth, the organization has introduced initiatives such as AuraRise, a speed mentoring platform that connects women employees with senior leaders. The program also incorporates reverse mentoring, enabling senior male leaders to gain insights from women on emerging perspectives. The Women Excellence framework identifies high-potential talent and aligns them with leadership readiness programs and specialized learning journeys, including communication workshops, business acumen training, and cross-functional project exposure.

Impact Created:

- 30% growth in women leaders at mid-management and above in 2024.
- Over 60 women mentored through AuraRise, with 40% promoted or moved to strategic roles post-mentorship.
- Reverse mentoring adopted by 80% of business unit heads.
- These initiatives reflect a strategic, measurable approach to fostering women's leadership and embedding inclusion across organizational leadership pipelines.



HCLTech



HCLTech is committed to creating a diverse and inclusive workplace that embraces persons with disabilities (PwD), the LGBTQIA+ community, varied cultures, and multiple generations. Employee Resource Groups (ERGs) such as Ability Connect and Pride@HCLTech drive accessibility, advocacy, and awareness, while cultural programs like Culturati, GlobeSmart, and Culture Scrolls foster cross-cultural understanding.

Moving beyond traditional D&I training, HCLTech introduced Fostering Inclusion, a neuroscience-based program that enhances allyship and cultural intelligence. This initiative offers personalized learning paths to promote inclusive behaviors, reduce bias, and support social learning. The GlobeSmart Profile (GPS) tool further deepens awareness of cultural and working style differences, strengthening team collaboration.

Together, these initiatives underscore HCLTech's commitment to embedding inclusion into everyday workplace culture, ensuring that every employee feels seen, respected, and empowered to thrive and contribute meaningfully.

HDFC Life Insurance Company Limited.

HDFC Life fosters a workplace culture where every individual is valued and respected. The organization promotes diversity across LGBTQIA+ communities, Persons with Disabilities (PwDs), and a multigenerational workforce through inclusive policies and supportive programs. For LGBTQIA+ employees, HDFC Life offers gender-neutral dress codes, gender transition support, same-gender partner mediclaim benefits, and confidential counselling services. Awareness is further strengthened through curated speaker sessions and talk shows.

For PwDs, the company ensures accessible infrastructure, conducts sensitization training, and organizes sign language workshops to build empathy and allyship. To support diverse learning preferences and generational needs, HDFC Life provides flexible development formats—from classrooms to digital and AI-led learning. Reverse mentoring programs and flexible pay structures enable employees to tailor professional growth to their life stage. The company's office environments are intentionally designed to encourage belonging across all age groups, reinforcing its commitment to inclusion and equal opportunity.



HP Inc

HP Inc. is committed to fostering an equitable workplace where every employee can thrive. Guided by a strategic DE&I framework, the organization embeds inclusion into talent acquisition, development, leadership programs, and workplace policies. HP's inclusive hiring efforts focus on increasing representation of Persons with Disabilities (PwDs) and transgender talent through partnerships with specialized agencies, curated talent databases, and targeted hiring campaigns. Its flagship initiative, Trans(em)POWERment, provides structured mentorship, skill-building, and growth pathways for transgender employees.



The PwD Business Resource Group plays a central role in advocating for workplace accessibility and supporting career progression through assistive technologies and tailored development resources. HP also reinforces equity through progressive policies, including same-sex partner medical benefits and flexible work options that support holistic well-being. These integrated efforts have contributed to improved engagement, retention, and leadership representation

across diverse employee groups, demonstrating HP's commitment to building a truly inclusive and empowering workplace.

InfoBeans Technologies Limited



InfoBeans nurtures a culture where every individual feels valued, supported, and encouraged to bring their authentic self to work. The organization views diversity not merely as a metric but as a mindset embedded across hiring, development, and everyday culture. InfoBeans' recruitment practices intentionally focus on bringing in diverse talent to enhance creativity and representation. People Groups within the organization create meaningful avenues for learning, mentorship, and peer support, including programs for women returning to work and community-based referral hiring. Signature initiatives like the Women Influencer Program enable women to gain early access to leadership pathways and cross-functional opportunities. Complementing this, Shakti, the company's women empowerment cell, conducts initiatives focused on confidence-building, leadership readiness, and professional growth. Through these efforts, InfoBeans builds a workplace where diverse voices are recognized, bold ideas are encouraged, and inclusion fuels excellence and innovation.

Infosys Limited

Infosys is committed to amplifying human potential by creating an inclusive workplace for Persons with Disabilities (PwDs), the LGBTQ+ community, multicultural teams, and multiple generations. Through the #AccessibleByDesign initiative, Infosys fosters empathy and awareness by providing an Accessibility Lab in Bengaluru where teams can understand real-world barriers experienced by PwDs. Additionally, a dedicated digital Accessibility Learning Channel on the LEX platform offers over 60 learning resources and multiple certifications to strengthen accessibility competence.

Employees with disabilities also receive additional transport allowances to support safe commuting. As a signatory to the UN Free & Equal charter, Infosys advances LGBTQ+ inclusion through gender-affirming healthcare, same-sex partner coverage, and workplace sensitization modules. Generational diversity is supported through the Young Employee Network (YEN), which creates opportunities for growth, collaboration, and networking across age groups. These efforts collectively reinforce Infosys' commitment to equitable opportunity and inclusive growth.



INGRAM MICRO INDIA PVT LTD

Ingram Micro India embeds inclusion into the core of its organizational culture, fostering belonging across diverse abilities, identities, cultures, and generations. Its inclusive hiring framework ensures that Persons with Disabilities (PwDs) experience accessible infrastructure, sensitized teams, and supportive onboarding. The company promotes LGBTQ+ inclusion through awareness programs, allyship efforts, and work environments that encourage authenticity and respect. Cultural inclusion is strengthened through Employee Resource Groups such as AUSOME (supporting parents of neurodiverse children), SHERO (empowering women), and Youngstar (engaging early-career associates), creating networks for learning, support, and shared experiences. Ingram Micro's development pathways cater to various career stages—from campus hires and career returnees to mid-career professionals—ensuring tailored growth opportunities for each group. Through these deliberate and connected initiatives, the organization cultivates a workplace where every individual feels valued, heard, and equipped to succeed.



Integra Software Services Pvt. Ltd



Integra integrates diversity, equity, and inclusion into everyday culture and operations. The organization supports Persons with Disabilities (PwDs) by offering accessible infrastructure, participating in inclusive job fairs, and providing need-based workplace accommodations. LGBTQ+ inclusion is reinforced through non-discrimination policies, inclusive health benefits, and employee resource groups that create safe, supportive spaces. Cultural diversity is celebrated through inclusive holiday observances and cultural awareness initiatives that honor a range of traditions and community expressions. Integra also promotes generational inclusion with mentorship programs, flexible work models, and learning pathways tailored to employees at different life stages. Open communication and psychological safety are strengthened through regular Town Halls led by senior leadership, encouraging transparent dialogue and active listening. Benefits such as flexible work hours, work-from-home options, on-site childcare, and transportation support ensure equitable participation. At Integra, inclusion is not a stand-alone initiative—it is central to how people are engaged, supported, and empowered.

KBR

KBR India advanced its inclusion journey with the launch of All In, an employee-driven movement dedicated to fostering a culture of belonging, connection, and shared responsibility. Anchored in five pillars—Belong, Connect, Grow, Impact, and OkNoW—each pillar is led by employee teams who shape initiatives and engagement from within the workforce. All In introduced programs such as ideathons, storytelling platforms, reverse mentoring, and open dialogue sessions, enabling employees to connect authentically and challenge biases. Leadership actively participated in the movement, which contributed to a measurable 20% increase in employees' sense of belonging and psychological safety.



L'Oréal India (IN10)

L'Oréal India places employee well-being and development at the center of its culture, recognizing people as its greatest strength. Diversity and inclusion are foundational to the organization's identity, reflected in proactive efforts to advance gender equality through focused recruitment, leadership development pathways for women, and customized benefits. These efforts contributed to L'Oréal India earning the prestigious EDGE certification for gender equity.

The company also embraces multiculturalism, with talent represented from multiple nationalities and programs designed to deepen cross-cultural understanding and collaboration. Insights gathered through the annual PULSE engagement survey guide ongoing enhancements to workplace experience, including flexible work arrangements through the Simplicity at Work program and comprehensive wellness offerings like Benefinity 2.0. Continuous learning is supported through extensive professional development resources.

Beyond the workplace, L'Oréal encourages employees to contribute to environmental sustainability and community well-being, while the L'Oréal for Youth program supports young talent with meaningful opportunities to grow and lead.



Lowe's India Private Limited



Lowe's India is committed to building a workplace where every associate feels welcomed, valued, and empowered to be their authentic self. Inclusion is positioned as a driver of collective success and is integrated into daily culture and leadership intent. The organization has enhanced accessibility across facilities to better support associates with disabilities and strengthened fairness in hiring through Behavioral Event Interview (BEI) training to mitigate bias. Employee Resource Groups and engagement platforms cultivate belonging by encouraging dialogue across diverse cultural, generational, and identity groups. Lowe's India also extends its commitment beyond the workplace through CSR initiatives that serve underserved communities and promote broader awareness of inclusion. These sustained efforts contribute to an environment that encourages collaboration, innovation, and trust. By recognizing the importance of representation and respect, Lowe's India continues to build a "Culture of Winning" grounded in inclusion and shared purpose.

Macquarie Global Services

Macquarie's unwavering commitment to diversity and inclusion is reflected in its comprehensive initiatives that have earned it industry-wide recognition. A cornerstone of this commitment is the Pride Employee Network Group, launched in 2020, which fosters awareness, connection, and belonging among LGBTQ+ colleagues. The network hosts educational workshops, networking sessions, and provides a visible platform for authentic self-expression, marking milestones such as the celebration of Macquarie's first openly out employee. The organisation's inclusive recruitment strategy incorporates specialist partnerships, sponsorship of job fairs, and targeted skilling workshops, ensuring equitable opportunities for underrepresented talent, including Persons with Disabilities (PwD). Programs such as Reverse Mentoring and ongoing allyship campaigns enhance leadership understanding and accelerate cultural transformation.



Furthering inclusivity, Macquarie has introduced gender-neutral washrooms, a gender affirmation support guide, and confidential counselling helplines. Recognition as a GOLD Employer on the India Workplace Equality Index reaffirms Macquarie's leadership in shaping a truly inclusive and progressive workplace.

Morgan Stanley

Morgan Stanley's Diversity & Inclusion initiatives in India emphasize the recruitment, retention, and advancement of Persons with Disabilities (PwD) and LGBTQ+ employees. For PwD, targeted internship programs, ongoing sensitization training, and accessible facilities have driven consistent representation. For LGBTQ+ talent, the Firm collaborates with external partners for recruitment, uses gender-neutral job descriptions, and actively participates in external branding events.

Retention efforts include self-identification surveys, pronoun campaigns, mandatory inclusion training, and leadership engagement through the Pride and Allies Network. Community-building is fostered via panel discussions, workshops, and annual events.

These strategies have led to a fourfold increase in network membership since 2019, over 50% employee engagement in related events, and Gold Employer certification on the India Workplace Equality Index in 2023, 2024 and 2025, reflecting the Firm's broad and impactful reach.



Myntra



At Myntra Pvt. Ltd, led by CEO Nandita Sinha and CHRO Govindraj M K, diversity and inclusion are integral to the company culture. Myntra embraces individuals from various backgrounds, respecting their uniqueness across multiple dimensions, including gender, race, and disability. The organization focuses on three key pillars: gender, the LGBTQ+ community, and Persons with Disabilities (PwD), emphasizing open-mindedness, intersectionality and allyship. To enhance accessibility, Myntra conducted a thorough infrastructure audit, resulting in improvements like Braille signs and accessible parking.

Cultural sensitization sessions promote empathy, backed by policies aimed at eliminating discrimination. Initiatives such as the "Colours Collective" ERG supports the LGBTQ+ community through awareness campaigns and inclusive policies as well as becoming a safe space for all LGBTQ+ and allies. Our insurance benefits are gender agnostic and cover same-sex partners; we also provide free access to trained therapists, counsellors for all Myntra employees. During key milestones like Pride Month and International Women's Day, Myntra hosts events featuring external speakers to celebrate diversity. With flexible work arrangements and employee resource groups, Myntra fosters a psychologically safe workplace, embedding inclusion into its core values.

PwC in India

PwC India embeds inclusion as a core mindset that shapes its culture, policies, and everyday interactions. The firm fosters belonging through employee-led Inclusion Networks that support persons with disabilities, LGBTQ+ individuals, veterans, and allies, providing structured avenues for mentorship, networking, and shared dialogue. The establishment of VAN in 2024 strengthened community support for veterans.

PwC's commitment to accessibility is comprehensive, covering physical infrastructure, digital platforms, and workplace practices. Measures include accessible washrooms, screen reader-enabled systems, captions, braille signage, wheelchair access, and a Reasonable Accommodation Policy that enables employees to request assistive devices and support. The firm also emphasizes equitable performance evaluation through DEI champions within review cycles. Cultural and generational diversity are celebrated through observances such as Pride Month and the International Day of Persons with Disabilities, as well as through cross-generational learning initiatives. Through continuous sensitization and inclusive leadership development, PwC reinforces a culture where every individual can thrive.



Societe Generale Global Solution Centre Private Limited

Société Générale integrates inclusion into daily practice through targeted programs supporting persons with disabilities, the LGBTQ+ community, and multiple generations in the workforce. Accessibility is addressed through sign language learning modules, assistive technologies, inclusive evacuation plans, and fully accessible buildings. Since 2018, the Pride & Allies chapter has played a pivotal role in advancing LGBTQ+ inclusion, reviewing policies, driving sensitization initiatives, and supporting queer entrepreneurs. These efforts were recognized with a GOLD ranking by the India Workplace Equality Index and Pride Circle in 2024.



Generational inclusion is strengthened through the “Breaking Boundaries” program, a theatre-based initiative designed to enhance collaboration between seasoned leaders and early-career talent. By addressing inclusion from both structural and cultural perspectives, Société Générale fosters a workplace where differences are respected and diversity directly contributes to innovation and shared growth.

Target Corporation India Pvt. Ltd.



Target India places intentional inclusion at the forefront of its talent and culture strategy, ensuring equitable experiences for team members across identities, backgrounds, and life stages. The organization has achieved 45% gender diversity, supported by equitable hiring, development pathways, return-to-work programs, and mentorship initiatives for women in technology. Employee Resource Groups foster belonging and allyship while enabling cultural celebration and shared learning. Target offers benefits that address diverse needs, from comprehensive parental support to customized wellness resources.

The “Make Inclusion a Habit” program equips team members with practical tools to navigate biases, microaggressions, and inclusive communication. Inclusive hiring initiatives extend beyond the organization to enhance industry readiness among persons with disabilities and women from varied educational backgrounds. Generational collaboration is nurtured through apprenticeships, cross-generational learning, and varied communication formats tailored to different work styles. Through these sustained efforts, Target cultivates a workplace where everyone can contribute meaningfully and grow.

Tech Mahindra Limited



Tech Mahindra (TechM) is committed to being a diverse and globally inclusive organization. This commitment is reflected in its strategic actions, which are guided by a structured approach. TechM's diversity strategy is built upon five pillars: Representation, Enablement, Engagement, Ecosystem, and Empowerment. The company's diversity initiatives are outlined in a definitive three-year roadmap, focusing on five key areas: Gender, Generations, People with Disabilities, LGBTQ+ inclusion, and Cultural & National Diversity. TechM's approach is cognitive (Head), emotional (Heart) and behavioral (Hand). The cognitive (Head) alignment leads to well-defined D&I Strategy, Role modelling, Actional Insights etc. The emotional appeal (Heart) guides the sharing of Success Stories, ERGs, Culture & Mindset etc. Lastly, the behavioral (Hand) actions are Policy intervention, infrastructure, Hiring, Leadership development etc. Through this TechM creates a diverse ecosystem with equitable practices where everyone feels included. This 'Culture of Belonging' accelerates its ability to 'Scale at Speed' and achieve its vision.

TIAA Global Capabilities Private Limited (formerly known as TIAA Global Business Services (India) Private Limited)

TIAA Global Capability (GC) places diversity, equity, and inclusion at the core of its culture, fostering an environment where associates are encouraged to bring their authentic selves to work. As an Equal Employment Opportunity employer, TIAA GC maintains policies that prohibit discrimination and provide clear guidance for reasonable accommodation for individuals with disabilities or chronic medical conditions. The organization offers inclusive health benefits that support varied life needs, including coverage for gender affirmation care, neurological conditions, fertility care, and IVF.

Business Resource Groups create platforms for networking, leadership visibility, and peer support, with strong participation across the associate base. A dedicated BRG Fair further strengthens awareness and engagement. TIAA GC maintains rigorous internal benchmarking and metrics to promote pay equity and transparent career progression. Through sustained commitment and multi-stakeholder involvement, the organization aims to develop diverse future leaders, enable equitable economic opportunities, and foster a positive workplace experience for all.

TP



Teleperformance India advances inclusion through structured, scalable initiatives aimed at increasing representation and equitable access to opportunities. The #DiversityHiringFest expanded outreach to Tier 1, 2, and 3 cities, improving hiring of persons with disabilities and other underrepresented groups. Infrastructure upgrades—including wheelchair-accessible layouts, gender-neutral washrooms, and multi-sensory emergency systems—support safe and dignified participation for all employees. The #ChampionsofTP storytelling initiative elevates the voices of employees with disabilities, reinforcing visibility and representation. Collaborations with NGOs enable sign language training and inclusive communication practices.

TP supports LGBTQIA+ inclusion through equitable hiring processes and supportive workplace policies. Women-focused programs, including the Women in Network (WIN) and TP Women initiatives, encourage leadership development and generational inclusion. Wellness interventions—from music therapy to life skills workshops—promote mental and emotional resilience. These integrated efforts reflect TP's commitment to an inclusive environment where employees feel respected, supported, and motivated to grow.

TVS Motor Company



TVS Motor Company advances inclusion through deliberate, employee-centered strategies tailored to specific needs rather than one-size-fits-all approaches. Recognizing the impact of unconscious bias, the company has introduced structured learning journeys and sensitization programs across the workforce. Since 2023–24, the company has expanded its hiring of persons with disabilities to around 400 employees, supported by sign language training for over 800 team members and ongoing sensitization efforts for frontline managers. PwD inclusion extends across both manufacturing and corporate roles, supported by adaptive facilities and accessibility assessments.

TVS Motor also recognizes regional and generational diversity within its workforce and designs shared spaces—such as canteens and engagement platforms—to accommodate varied cultural and linguistic needs. Leadership communication emphasizes transparency, empathy, and agility, helping employees navigate evolving business environments. With clear diversity representation goals, TVS Motor continues to embed inclusion into its mission, culture, and long-term talent strategy.

Wipro Limited

Wipro's Inclusion & Belonging framework reinforces the belief that every individual should feel seen, valued, and connected. The company has achieved an 85% inclusion score in its Employee Experience Survey, reflecting sustained cultural commitment. Women represent 37.1% of the workforce and 40% of new hires, supported by leadership development programs and a 99% return-to-work rate for new mothers. Voluntary self-identification has increased significantly, with over 1,800 associates identifying as persons with disabilities and more than 1,600 as part of the LGBTQIA+ community.



Wipro provides flexible work options, enhanced reasonable accommodation policies, and medical benefits covering neurodiversity and gender-affirming care. Employee Resource Groups—including Pride and the Disability Network Alliance—have doubled in membership, driving advocacy and peer support. The organization also promotes generational inclusion through tailored learning pathways and reverse mentoring. Additionally, Wipro advances supplier diversity, with ~15% of suppliers certified as diverse. These efforts collectively strengthen belonging and equitable opportunity.

Zensar Technologies



Zensar embeds inclusion through intentional design and data-driven strategy. Support for employees with disabilities is facilitated through AI-enabled accessibility tools, adaptive technology integration, and individualized accommodations that enable seamless participation across functions. LGBTQ+ inclusion is strengthened through comprehensive policies covering gender-neutral benefits, transition support, and allyship networks, reinforced by leadership-led sensitization programs.

Cultural diversity is honored through cross-border mobility programs, multilingual onboarding, and region-sensitive engagement practices that balance local identity with global coherence. Generational inclusion is built into learning and growth, with persona-based development tracks, reverse mentoring groups, and digital upskilling pathways tailored to Gen Z, Millennials, Gen X, and Boomers. The company's DEI Council governs strategy and outcomes through data analytics, enabling continuous refinement and measurable progress.

This structured approach ensures that inclusion is not just acknowledged but operationalized—strengthening innovation, engagement, and a shared sense of belonging across the organization.

ZS

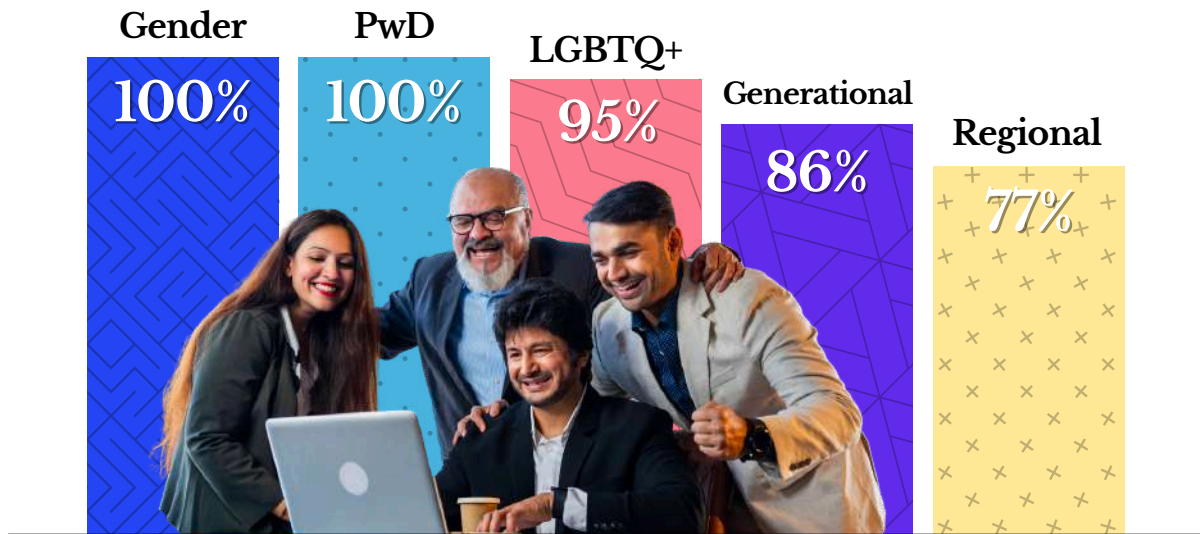
ZS places Inclusion and Belonging (I&B) at the centre of firm's culture, reflecting a deep commitment to creating a workplace where every individual feels safe, valued and empowered to thrive. Guided by the values of treating people right, doing the right thing, and getting it right, an inclusive and high-performing environment is being cultivated. One of the ways we do this is through our Do Your Part learning series, which includes courses like Inclusion at Work and Safe and Respectful Workplace.

These trainings equip ZSers with practical strategies to foster inclusiveness in everyday interactions and reinforce our shared responsibility to create a workplace where everyone feels a sense of belonging. ZSer-led communities such as women@ZS, accessibility@ZS, pride@ZS, and veterans@ZS help shape and advance the culture of empathy and empowerment. The combined, purpose-driven, people-first approach reflects ZS's belief that improving life and how we live it begins from within.

**Highlights from
2025 Most Inclusive Companies**

2025 Key Insights

The Diversity, Equity, and Inclusion Intent amongst companies on the 2025 Most Inclusive Companies Index (MICI) run deep. Gender, Generation, PwD, LGBTQ, and Regional 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 2025 MICI that focus on the following diversity strands)

9687

No of People with Disabilities



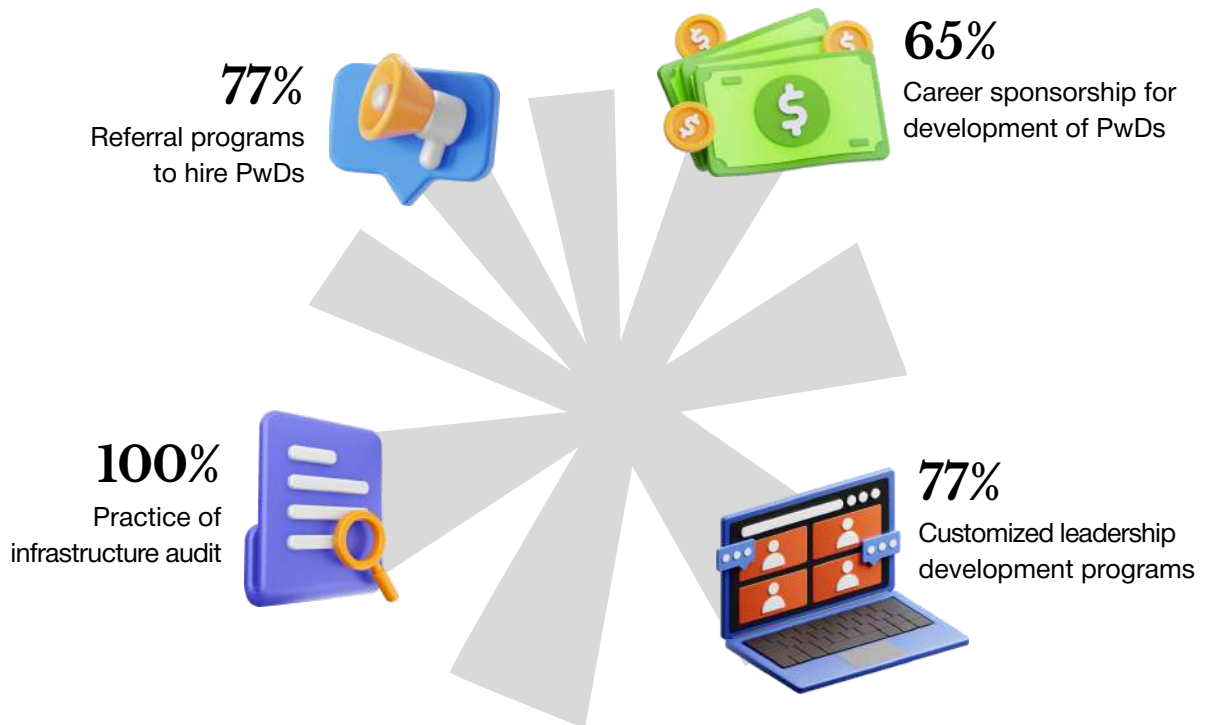
3004

No of LGBTQ+ Employees



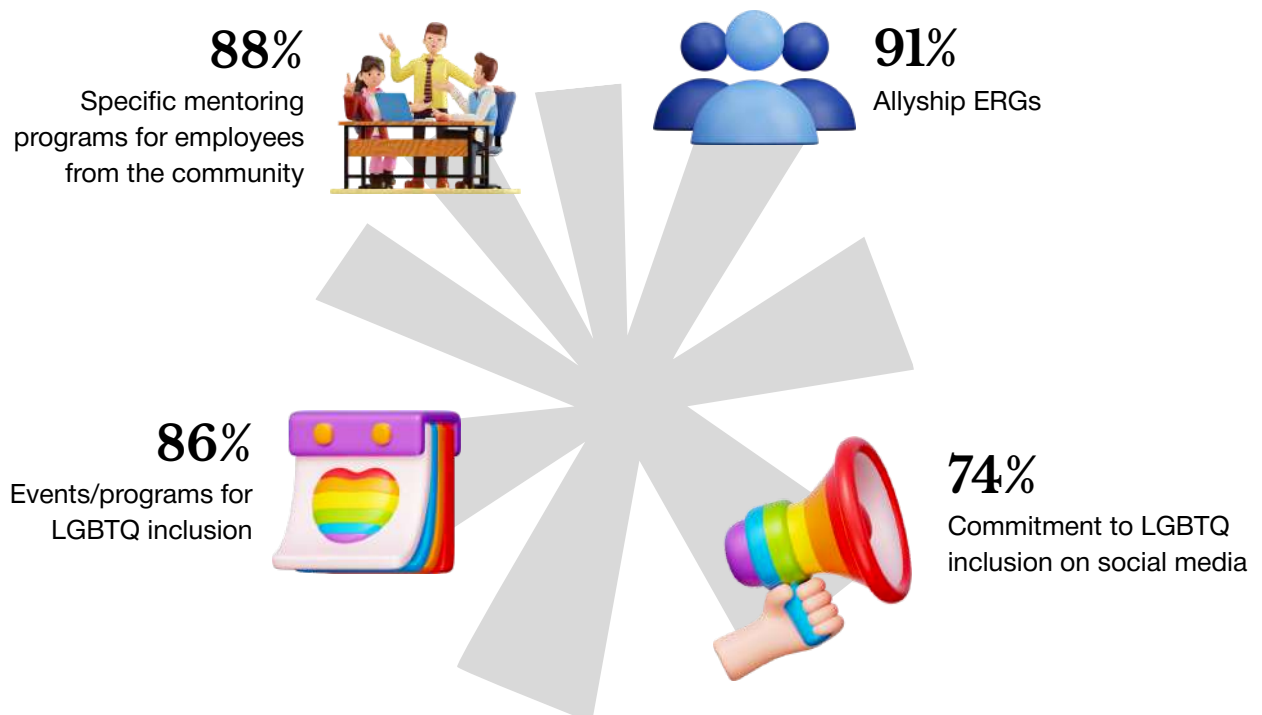
Initiatives for PwD inclusion

(% of companies)



Initiatives for LGBTQ+ inclusion

(% of companies)





The Best Companies for ESG in India (BCESG)

2025 Avtar & Seramount Best Companies for ESG in India

Avtar, one of Asia's leading workplace culture consulting and inclusion firm along with Seramount (a strategic professional services and research firm dedicated to supporting high-performing, inclusive workplaces based out of United States) hosted the inaugural edition of the Best Companies for ESG (BCESG) which marks an important milestone in our journey of recognizing forward-thinking organizations. This first-of-its-kind study in India celebrates companies that are leading the way in ESG integration—by minimizing environmental impact, fostering social good, and ensuring transparent governance.

In this first edition in 2025, 54 companies spanning every major industry, geographical location and line of business were amongst the applicants. The application form with close to 100 questions, required applicant companies to provide data of high-order granularity on their practices, programs and policies to around Environment, Social and Governance.. The study accepted applications from companies (meeting the eligibility criteria of more than 500 employees in India) between February 2025, and July 2025.

The Top 10 Best Companies for ESG were chosen based on their efforts towards building responsible and sustainable business, as represented in their applications.



**Best Companies for ESG in India:
Winners Segment - 2025**

TOP 10 BEST COMPANIES FOR ESG

INDIA 2025

CGI

CGI

EAT•N

Powering Business Worldwide

Eaton Technologies Pvt Ltd

<epam>

EPAM Systems India Private Limited

50 AHEAD | GRP
IMPACT POSITIVE

GRP LTD

Infosys
Navigate your next

Infosys Limited

L LEAR

Lear Corporation

Solenis

Solenis chemicals

TATA COMMUNICATIONS

Tata Communications Ltd.

**U •
S T**

UST

wipro

Wipro Limited

**companies listed alphabetically*

**The Trailblazers: 2025 - Top 10
Best Companies for ESG in India**



At CGI India, Environmental, Social, and Governance (ESG) principles are more than a framework; they are a force for transformation. Every initiative is designed to create measurable outcomes that strengthen communities, protect the planet, and drive inclusive growth. What began as small, local efforts has evolved into a scalable model for ecological restoration. CGI India has planted 15,000 trees, with 1,000 digitally tagged for species and location tracking - ensuring transparency and long-term care. Through solar-powered water holes, the company has improved biodiversity and water security, while portable solar lamps distributed to tribal families have enhanced safety, learning hours, and quality of life. Together, these efforts contribute directly to carbon reduction and climate resilience.

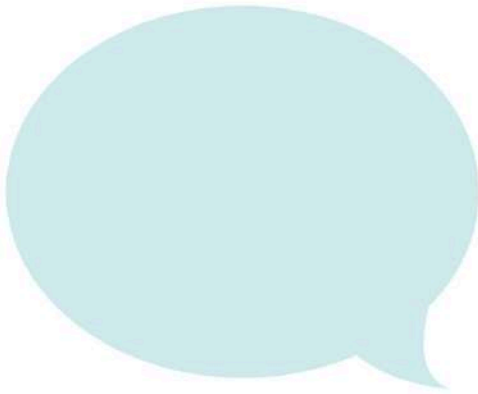
CGI India's social initiatives focus on economic independence and dignity. More than 50 Persons with Disabilities now earn sustainable livelihoods through paid digital projects, while 300 transgender individuals have been trained in employable skills - opening new pathways for inclusion and financial stability. These are not short-term interventions but long-term enablers of empowerment. Through 100 Atal Tinkering Labs across four states, CGI India has brought STEM education and innovation access to over 100,000 students. Supported by 6,000 employee volunteers, these labs are nurturing the next generation of creative problem solvers and future technologists.



Our CSR commitment reflects our core values: delivering value not just to our clients, but to our communities. Initiatives like supporting 100+ Atal Tinkering Labs and empowering 300 women organic farmers show that when we invest in people, we build a sustainable and inclusive future for all of India. This is responsibility in action.

Gopinath Dakshinamurthy, Vice President, CGI





Eaton Technologies Pvt Ltd

Eaton's environmental strategy is anchored in a robust policy aligned with ISO 14001, driving measurable impact each year. The company achieved a 4.5% reduction in greenhouse gas emissions and a 2% reduction in water usage, with a goal for 10% of its sites to achieve "Zero Waste to Landfill" and "Zero Water Discharge" certification. All facilities in India are ISO 14001 certified, with several earning LEED and IGBC Gold ratings.

Eaton continues to invest in renewable energy through solar panel installations, rainwater harvesting, and onsite wastewater treatment and also funds ecosystem restoration initiatives such as tree plantation drives and water body rejuvenation in partnership with NGOs. The ESG framework ensures global standards of employee well-being and workplace safety. The company fosters inclusion and diversity for all employees at all levels of the organization. Its community initiatives include employee volunteering, education programs, and scholarships for underprivileged youth.

Eaton's governance is strengthened by a dedicated ESG committee, anti-corruption policies, a whistleblower mechanism, and transparent ESG disclosures. ESG considerations are integrated into its risk management framework, supported by ethical sourcing and supplier audits.



At Eaton, we firmly believe that operating ethically provides us with a competitive edge in the marketplace. This belief isn't just a statement; it's a principle that we embody in our daily work. We are dedicated to making our planet a greener place for future generations through sustainable practices. And by fostering an inclusive environment, we are able to build innovative solutions.

Pradeep Kumar SK, VP & India Leader





EPAM Systems India Private Limited

EPAM India is committed to driving sustainable innovation and responsible growth, guided by global ESG principles that integrate environmental stewardship, social impact, and ethical governance into the organization's core. Under the Environment pillar, EPAM India has strengthened its climate commitment through LEED-certified campuses across India, including a USGBC-certified Hyderabad office, energy-efficient operations, and waste-reduction practices.

Under the Social pillar, EPAM advances inclusion and equity through community skilling and human-centered development. With more than 80 CSR interventions impacting 500,000+ lives, programs such as eKids, Women in Tech scholarships, Technology Skilling Centers, and social innovation partnerships bridge opportunity gaps for underrepresented groups. Internally, the company champions Diversity, Equity & Inclusion with three active ERGs, 250+ Allies, and progressive people practices that strengthen belonging across gender, disability, generations, and the LGBTQ+ spectrum.

For Governance, EPAM India conducts business with uncompromising integrity. Certified in ISO 9001:2008 and ISO 27001:2013, the organization ensures strong compliance, data security, and quality controls. Mandatory annual training reinforces ethical conduct, non-discrimination, and transparency. EPAM India's Great Place to Work – Top 50 recognition further validates a culture built on trust and accountability.



Our commitment to sustainability is not just a corporate obligation but a responsibility we embrace wholeheartedly. By engaging our employees and communities in transformative initiatives, our commitment to sustainable practices, ethical governance, and social inclusion drives every decision we make as we build a future where innovation and responsibility grow together.

Dileep Narayan, Director, People Programs, EPAM India



REDUCED COMBINED
SCOPE 1 & 2 EMISSIONS
BY **18%**
PER RUPEE TURNOVER



GRP LTD

GRP Limited is a sustainable materials manufacturer that creates value from end-of-life waste and is committed to continuous innovation to reduce carbon emissions and strengthen environmental responsibility. Recycling of end-of-life tyres is inherently energy intensive, requiring substantial power and fuel inputs to process complex, high-resilience materials. GRP has long used a production technology that involves multiple processing stages, relies on fuel consumption, and generates effluents that require separate treatment. The newly implemented line simplifies operations by reducing the number of stages involved, completely eliminates the use of fuel, and ensures that no effluent is generated during processing. This new technology has the potential to reduce carbon emissions by 27% compared to the alternate production process.

GRP has achieved a 5% reduction in energy consumption, contributing to lower operational costs and a smaller carbon footprint. Oil and chemical usage fell by 60%, significantly advancing the company's drive for resource efficiency. In the financial year 2024–25, 37% of GRP's total energy consumption, including both power and fuel, came from renewable sources, a sharp increase from 11% in the previous year. GRP has set an ambitious target to increase this share to 50% by 2028 and has already initiated a comprehensive study of its emissions profile. As a result of these efforts, the company achieved a 59% reduction in Scope 1 emissions and an 18% reduction in combined Scope 1 and 2 emissions per rupee of turnover.



At GRP Ltd., our ESG initiatives reflect our deep commitment to sustainable growth. We strive to reduce our environmental footprint, promote diversity and inclusion, and uphold the highest standards of governance. Through responsible actions today, we aim to create a resilient and equitable future for generations to come.

Harsh Gandhi, Managing Director





Infosys Limited

Infosys has established itself as a global pioneer in sustainability, achieving carbon neutrality across Scope 1, 2, and relevant Scope 3 emissions in 2020 - three decades ahead of the Paris Agreement timeline. In 2025, the company celebrates its sixth consecutive year of sustaining this milestone, certified against ISO 14068-1 standards. This achievement reflects a legacy of innovation in energy efficiency, renewable energy adoption, and large-scale offset projects.

The company's climate-positive ambition is driven by two strategic pathways - Institutional Climate Action focuses on reducing emissions at their source through granular analysis and targeted solutions, while Ecosystem Transformation engages suppliers and communities to foster collective progress across the value chain. Recognizing that buildings account for nearly 40% of global GHG emissions, Infosys has reimaged infrastructure with sustainability at its core. Over 29.7 million sq. ft. of green-certified buildings now operate under a lifecycle approach to emissions, integrating low-carbon strategies from design to construction. Advanced cooling technologies, such as Hydrofluoroolefin (HFO) magnetic chillers at the Indore campus, exemplify the company's commitment to climate-conscious innovation, with expansion plans for Noida and Hyderabad.

On the energy front, Infosys was the first Indian company to join RE100 in 2015 and continues to scale renewable energy through captive solar plants (60 MW capacity), Power Purchase Agreements, and green tariff mechanisms.



Our purpose is to amplify human potential and create the next opportunity for people, businesses, and communities.

Aruna Newton, Vice President - Head – ESG, Diversity, Equity & Inclusion



"Solenis' success starts with our people. Their safety, growth and well-being are our priority, which is why we foster a workplace where employees feel supported, engaged and empowered to thrive. By investing in development, recognition and a strong culture, we fuel innovation, strengthen our business and build lasting relationships. Our commitment extends and connects our workforce beyond our operations—we collaborate with customers to create stronger communities where we live and work, supporting a better, more sustainable future for all."

David P. Nocek

Senior Vice President and Chief Human Resources and Communications Officer



Solenis chemicals

Solenis, a global leader in sustainable solutions for water-intensive industries, continues to set benchmarks through its commitment to ESG+C™ — Environmental, Social, Governance + Customers. On the environmental front, Solenis drives measurable impact through initiatives that reduce water, energy, and waste. Its manufacturing sites have implemented closed-loop water reuse systems, utilizing treated effluent for batch production, toilet flushing, and cooling, conserving millions of liters annually. The installation of hybrid solar LED streetlights and pressure-linked pumps contributes to substantial annual energy savings of over 50,000 kWh and CO₂ reductions exceeding 20 MT. Under the social pillar, Solenis' "Soap for Hope," "Linens for Life," and "PlasticShreds" programs exemplify its focus on community upliftment and waste reduction.

These initiatives, run in collaboration with hospitality partners and NGOs, have improved over a million lives annually by repurposing discarded hotel materials into usable products, diverting 46 million kg of waste from landfills and saving 18.46 billion liters of water globally. From a governance perspective, the Responsible Chemistry Policy ensures that every new product adheres to the highest safety and environmental standards, reinforcing transparency and ethical accountability.



At Solenis, sustainability is integral to our growth. Guided by our ESG+C™ philosophy, we drive measurable impact through responsible innovation, efficient resource use, and community partnerships. Aligning environmental stewardship, social responsibility, and ethical governance, we continue creating shared value—helping our customers and communities thrive sustainably.

Brijesh Singh Rathore - VP- South Asia (Diversey institutional) & Global Strategic Accounts APAC, Solenis





TATA COMMUNICATIONS

Tata Communications Ltd.

Tata Communications adopts a holistic approach to sustainability anchored in its three-pillar strategy: People, Planet, and Community, ensuring that environmental stewardship, social well-being, and inclusive growth advance in harmony. In line with the company's commitment to achieve Carbon Neutrality by FY2030 and Net Zero by 2035, the company is implementing innovative, community-based carbon offset initiatives that deliver measurable and lasting impact. These efforts reinforce Tata Communications' long-term decarbonisation vision while driving near-term progress toward its broader sustainability goals.

The Smart Cookstoves Programme, registered under Verra's Verified Carbon Standard (VCS), exemplifies this approach by integrating technology and community engagement to address both climate action and social development. Through the distribution of Improved Cooking Solutions (ICS) in the form of energy-efficient cook stoves across underserved regions in Jharkhand, Odisha, and Meghalaya, the initiative has benefited more than 14,000 households. By replacing traditional biomass-based stoves with energy-efficient alternatives, the programme has significantly reduced household emissions, enhanced indoor air quality, and improved health outcomes - particularly for women who face prolonged exposure to cooking smoke. The traceable carbon credits generated through the project align with globally recognised voluntary carbon markets, ensuring transparency and verifiable impact.

“

At Tata Communications, sustainability is integral to our Digital Fabric — connecting people, planet, and communities. Being recognized among the Top 10 Best Companies for ESG in India by Avtar and Seramount reinforces our belief that when we act together, we can build a resilient, responsible, and inclusive digital future that empowers growth for all.

A.S. Lakshminarayanan, Managing Director & Chief Executive Officer, Tata Communications





UST is redefining sustainable enterprise operations through the power of AI and Product Engineering. With platforms like UST iDec (Digital Twin) and UST Sentry (Vision Intelligence), enterprises can see, decide, and act in real time - strengthening asset integrity, enabling predictive maintenance, optimising operations, and cutting up to 30% of controllable energy costs. Beyond the factory floor, UST extends visibility across the supply chain, addressing the 70% of emissions and hidden costs often overlooked.

Across India, UST has implemented nine environmental projects focused on forest restoration, water conservation, carbon sequestration, and community empowerment. Highlights include Wayanad Forest Restoration (86 acres), Chitradurga Dryland Restoration (20,000 saplings), and Tamil Nadu Campus Biodiversity Enhancement (9,000 trees). Water projects such as Puduppakkam Lake Restoration doubled capacity to 17 million gallons, while Thrissur's Natural Pond Project secured 600,000 gallons for farming families and care homes. Urban carbon sequestration leveraged Miyawaki forests for 10x faster carbon absorption, improving air quality. Sustainable Livelihoods distributed 75,000 medicinal saplings, blending traditional knowledge with economic regeneration. Programmes like SIGHT 2.0 engaged 1,000+ students in sustainable tech, while Campus Sustainability Transformation involved 8,000+ employees in behavioural change initiatives. Rigorous monitoring ensured 90%+ tree survival and measurable social, economic, and environmental impact.



At UST, ESG is far more than compliance - it embodies our mission of transforming lives through the power of technology. By weaving sustainability, ethics, inclusion, and wellbeing into our core, we create technology that uplifts communities, fuels purposeful innovation, and ensures our growth benefits both people and the planet.

Fousmi Abdul Gaffoor, Global director - ESG and Sustainability Services, UST





Wipro Limited

Wipro's commitment to corporate responsibility is deeply rooted in its core values, mindsets, and habits, reflecting over two decades of sustained focus on sustainability and inclusive growth. The company has defined seven ESG goals spanning climate action, water stewardship, employee well-being and training, community development, and governance.

Environmentally, Wipro's strategy centers on climate, water, waste, and biodiversity. Its SBTi-approved targets aim for NetZero by 2040, aligned with the Paris Agreement's 1.5°C trajectory. The company also targets 100% renewable energy by 2030, with 84% of electricity in operationally controlled facilities already sourced from renewables.

Wipro also strives to cut freshwater consumption by 3% annually, with recycled water currently forming 31% of usage, moving toward a 45% target by 2030. The company's community initiatives span 20 countries, benefiting over four million people through programs in education, healthcare, digital skills, and urban ecology. A distinctive facet of Wipro's governance is that 66% of its economic interest is irrevocably pledged to philanthropy through the Azim Premji Foundation, advancing equity and social progress across India.



At Wipro, sustainability has been an integral part of our purpose, values and actions for more than two decades. Business responsibility is part of our identity stemming from our belief that corporations have a fiduciary duty to act as trustees of the well-being of its stakeholders and of the planet.

**P S Narayan, Global Head – Sustainability & Societal Initiatives,
Wipro Limited**



Avtar Human Capital Trust

Progress with Purpose, Impact with Integrity.

At Avtar Human Capital Trust (AHCT), our noble endeavour 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 inspired with purpose and to secure sustainable livelihoods.

Our Journey with our initiatives so far



15 Districts
200+ Schools Enabled
900+ Volunteers
41,021+ Scholars Enabled
1,30,300+ Volunteering Hrs
372+ Scholarships



5 Districts
10 Colleges
50+ Volunteers
1100+ Scholars Enabled
500+ hrs Intervened
1200+ Volunteering Hrs



7 Districts
47 Schools
100+ Volunteers
1100+ Scholars Enabled
2400+ hrs Intervened
4000+ Volunteering Hrs

In alignment with UN-SDG Goals



Join Hands to Create a Equitable, Sustainable and Progressive Indian Human Capital

Be a part of one or more of the volunteering teams!

LINK TEAM

Coordinate & manage
the school network

LAMP TEAM

Content development &
communication material

PLUS TEAM

Social media and
PR Management

IMPACT TEAM

Provide Mentoring
Role modelling and
Career Coaching

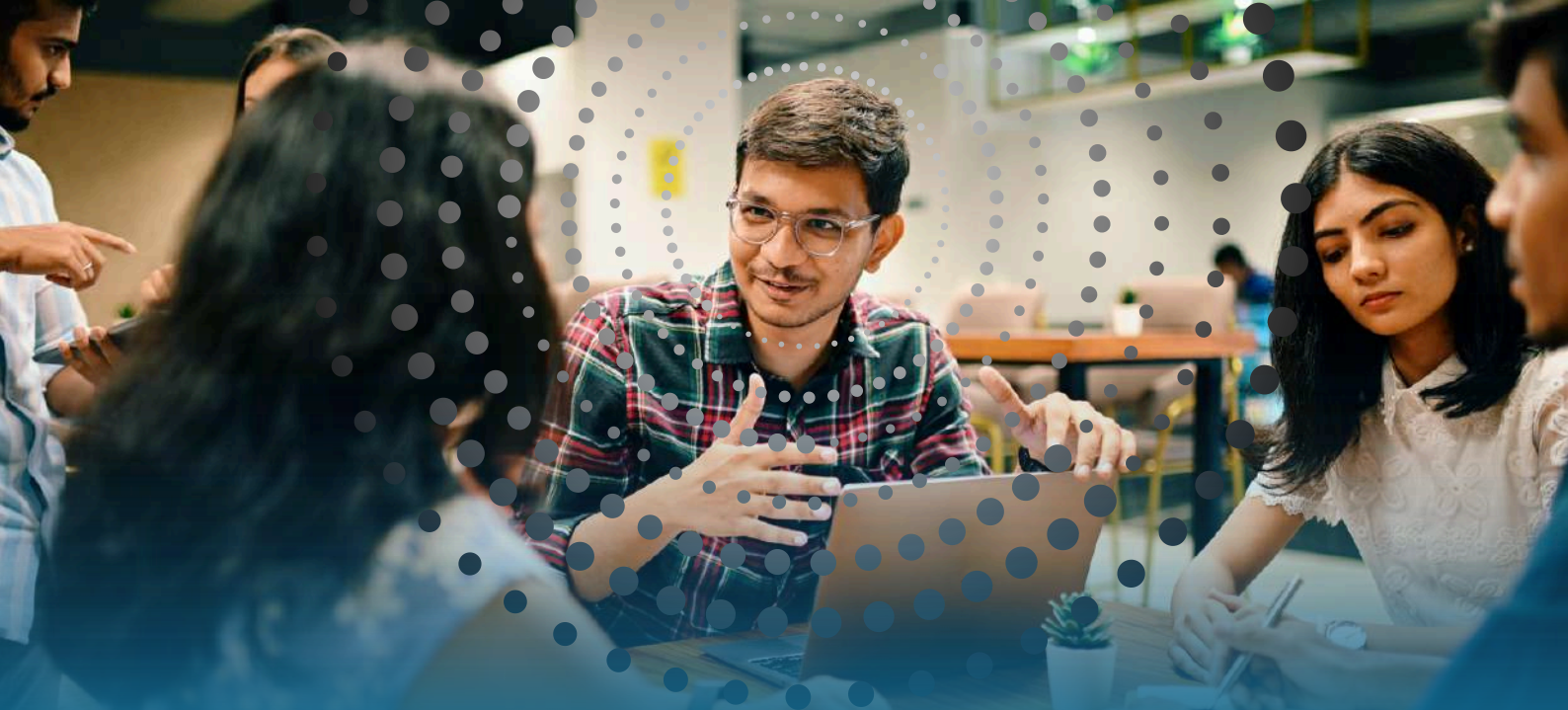
Ready to Invest in Proven Social Impact?

Donation to Avtar Human Capital Trust is eligible for a 50% tax deduction u/s 80G of Income Tax Act. We are also FCRA compliant under income tax act 2010.

To donate or adopt a Project and initiate employee
volunteering activities, Contact: Eswar Balasubramanian
eswarbala@puthri.org | Mob: +91 96000 18650



Scan Here



Avtar & Seramount 2025 Male Ally Legacy Award

Celebrating Male Allyship

Celebrating male allyship is a powerful reminder that equality is not a solitary battle but a collective endeavor as an unwavering commitment to progress that transcends gender.

For nearly a decade, Avtar's Male Ally Legacy Award has served as a beacon of hope and inspiration, illuminating the path toward a more equitable and inclusive future for all.

The Significance of the Male Ally Legacy Award

Gender equality is not a women's issue alone; true progress demands the active involvement of men.

The Male Ally Legacy Award embodies this belief. It recognizes individual actions that have significantly advanced gender inclusivity, honoring those who consistently support and advocate for the rights, representation, and well-being of women in the workplace. The award underscores the crucial role male allies play in dismantling gender bias and fostering environments where everyone can thrive.

This prestigious award stands out for several reasons:

- **Recognition of Efforts:** It acknowledges the tireless commitment and visionary leadership of male allies who challenge stereotypes, biases, and systemic barriers.
- **Inspiration for Others:** By celebrating these champions, the award motivates others to take up the mantle of allyship every year, Avtar receives numerous nominations showcasing inspiring stories of men making a difference.
- **Building a Supportive Ecosystem:** It nurtures a growing community of allies who learn from one another and collaborate to drive gender equity.

Since its inception in 2017, Avtar has honored nearly 25 male allies across industries for their exceptional contributions to women's advancement. The 2025 awardees continue this proud legacy as exemplary leaders, who have sponsored mentoring initiatives, invested in second-career programs for women, and consistently amplified women's voices in the workplace.



Sudeep Jain

Managing Director, South West Asia,
Intercontinental Hotels Group



“Leadership, to me, is about creating space where everyone can thrive. At IHG, we’re committed to ensuring that every colleague—regardless of role or background—feels valued and empowered. That’s how we build an organization that’s not only inclusive, but also resilient, innovative, and truly representative of the hospitality we stand for.” - **Sudeep Jain**

Sudeep has been the driving force behind IHG’s inclusive transformation in Southwest Asia, particularly in fostering a workplace where women can thrive, lead, and grow. His approach is rooted in purpose, intentionality, and personal commitment to breaking both attitudinal and structural biases that have historically limited women’s participation in leadership roles within the hospitality sector.

One of the most significant structural biases Sudeep tackled was the perception that leadership in hospitality—especially hotel General Manager roles—requires aggressive mobility, long hours, and an “always available” persona, often deterring women from applying. He challenged this legacy thinking head-on by advocating for women and their growth in leadership roles, introducing support systems that allowed for different leadership styles. He championed the appointment of women GMs in flagship hotels, ensuring they were supported through mentorship, operational autonomy, and performance-linked recognition rather than traditional, one-size-fits-all success metrics.

To eliminate attitudinal biases, Sudeep launched conversations at the top, ensuring that leadership team members understand bias-awareness and accountability. He reinforced the idea that diversity isn’t about “fixing” women to fit into existing molds but rather reshaping the mold itself. Through town halls, direct conversations, and policy revisions, he led a mindset shift across the organization.

Beyond internal programs, Sudeep pushed for hiring talent from non-hospitality sectors, creating a leadership team with experience across industries like consumer durables, IT services, and real estate. This infusion of diverse thinking brought fresh perspectives and challenged legacy biases around “industry fit,” particularly benefiting women from non-traditional backgrounds.

Central to this is his focus on succession planning and a strong leadership pipeline. Notably, he champions the creation of a gender-balanced leadership team, a goal often overlooked in many corporate environments. Sudeep views gender balance not as an HR initiative, but as a core business and leadership strategy.

His commitment to diversity, inclusion, and equity is also deeply personal. Having been mentored by several influential leaders—many of whom were women—Sudeep is a strong proponent of male allyship. He actively encourages male leaders across the organization to support, elevate, and advocate for gender equity in tangible ways.

That belief in balance and allyship also extends to his personal life. His wife, a very senior lawyer based in London, has built an exceptional career in a highly competitive global environment. Sudeep takes immense pride in her professional success and serves as a powerful example of modern partnership and shared ambition. While she continues to excel internationally, Sudeep ensures seamless support at home in India—managing responsibilities with a mindset rooted in respect, equality, and collaboration. He often speaks about how leadership at work mirrors leadership at home, where empathy, adaptability, and shared accountability drive success. This role management mindset not only defines his personal life but also strengthens his belief that inclusion must be practiced, not just promoted.

Sudeep's efforts have earned IHG multiple accolades, but his legacy lies in the inclusive culture he has built—one where women not only feel seen and heard but are empowered to lead. His leadership demonstrates that inclusion is not a side initiative; it is a business imperative and a leadership responsibility. His unwavering advocacy continues to pave the way for future generations of women leaders at IHG.

Choice of Jury

Allen Gilbert

COO & EVP, Financial Services SBU,
Capgemini India



“Inclusion, for me, is a personal commitment shaped by lived experiences and the belief that every voice matters. I’ve seen how diverse teams drive smarter decisions and deeper impact. That’s why I’ve worked to turn intent into action—whether it’s challenging hiring biases or building programs like FareWelcome that treat flexibility with dignity. Inclusion starts when we stop assuming and start asking. And that’s what drives me every day.” - **Allen Gilbert**

Allen has been a driving force in advancing inclusion at Capgemini by addressing one of the most overlooked challenges—unequal access to opportunity, especially for women aspiring to leadership roles. More than a supportive leader, he has been an active sponsor and ally, identifying high-potential women who lacked visibility in decision-making spaces and advocating for them when they weren’t present. By nominating them for high-impact assignments, encouraging them to present ideas to senior leaders, and sponsoring them for critical learning and certification programs, Allen has created tangible pathways for career growth.

He also tackled systemic barriers around career mobility and role transitions—areas where many talented individuals face challenges due to limited access or perceived readiness. Allen not only enabled key role changes but also ensured that those stepping into new responsibilities had the right environment, mentorship, and support to succeed. His belief in providing opportunities based on potential, not just past experience, has helped reshape perceptions of readiness within teams.

Equally important, Allen has cultivated a culture of psychological safety—where learning, failing, and growing are embraced as part of progress. His empathetic coaching style, grounded in trust and constructive feedback, empowers individuals to take ownership of their development and step into leadership with confidence. By modeling inclusive behaviors and embedding allyship into everyday leadership, Allen has created a lasting ripple effect—demonstrating that true inclusion is not a program, but a practice lived daily.

Choice of Jury

Mohit Sood

Regional Managing Principal,
ZS Associates India Pvt. Ltd.



“As a male ally, I’ve focused on building a culture of inclusion through data transparency, advocacy, and leadership development. From championing programs like Returning Mothers and the Women Champion Program to scaling allyship training for 300+ leaders, my goal has been to embed equity and accountability across ZS.”

- Mohit Sood

Mohit has been a driving force in strengthening ZS’s Inclusion & Belonging efforts, particularly by championing gender equity. As the sponsor of several flagship initiatives—PathToPrincipal, Returning Mothers, and large-scale allyship trainings—Mohit has created meaningful pathways for women to thrive in leadership roles. His efforts have directly impacted over 600 managers and senior leaders through inclusion data transparency, tailored action plans, and fostering accountability across the firm.

A vocal and visible ally, Mohit leads by example. Beyond formal programs, he facilitates full-day allyship sessions, shares personal stories to inspire change, and actively engages with male colleagues to challenge biases—especially around women returning to consulting post-maternity. His leadership in the Returning Mothers program has helped normalize flexible work options and reintegration support, making ZS a more welcoming space for working mothers.

Known as a connector and spot-lighter, Mohit ensures women’s voices are heard and their contributions recognized. His consistent advocacy has not only empowered individuals but also influenced a cultural shift within ZS. Mohit’s unwavering dedication to inclusion makes him a true role model and a deserving recipient of the Male Ally Award.

Benchmarking: Leveraging The Power of Data



**BEST COMPANIES
FOR WOMEN
INDIA**

LEARN FROM THE BEST!

UNLEASH THE POWER OF DATA



**Gain the
competitive
edge**



**Watch
industry trends**



**Monitor
your progress**



**Gain insights,
strategize**



**Get greater
control over future**

LEVEL 1 REPORT ★

This report will contain:

- Data comparison for each diversity metric against the 2025 Best companies and 2025 Top 10 companies
- One hour virtual consultation to interpret data

LEVEL 2 REPORT ★ ★

This report will contain:

- Data comparison for each diversity metric against the 2025 Best companies and 2025 Top 10 companies along with customized recommendations and insights
- Best Practices Compendium
- 90 min virtual consultation to interpret data and discuss recommendations

LEVEL 3 REPORT ★ ★ ★

This report will contain:

- Data comparison for each diversity metric against the 2025 Best companies, 2025 Top 10 companies and one industry of choice, along with customized recommendations and insights
- Best practices Compendium
- 60 min virtual consultation to interpret data
- 90 mins virtual leadership debrief on the report & recommendations

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



**UNLEASH
THE
POWER
OF DATA**



**Gain the
competitive
edge**



**Watch
industry trends**



**Monitor
your progress**



**Gain insights,
strategize**



**Get greater
control over future**

LEVEL 1 REPORT ★

This report will contain:

- BCWI Level 1 Report
- Data comparison for each metric against MICI's winning categories of Champions and Exemplars of Inclusion

LEVEL 2 REPORT ★ ★

This report will contain:

- BCWI Level 2 Report
- Data comparison for each metric against MICI's winning categories of Champions and Exemplars of Inclusion
- Best Practices Compendium

LEVEL 3 REPORT ★ ★ ★

This report will contain:

- BCWI Level 3 Report
- Data comparison for each metric against MICI's winning categories of Champions and Exemplars of Inclusion
- Best Practices Compendium

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

Write to us at info@avtarinc.in

Registrations open for

2026 Avtar & Seramount Best Companies
for Women in India study



Be a part of the movement shaping the
future of inclusive workplaces in the India!

Scan the QR code to register for
#BCWI2026

Notes:

[illegible]

Notes:

[illegible]

Notes:

[illegible]



To know more about Avtar, write to us at info@avtarinc.in
or visit www.avtarinc.com

Copyright © All the content in this report is copyrighted.
Material published can only be reproduced with permission.