

Diversity & Inclusion Agenda: 30 by 30

Empowering Tomorrow's Workforce Today

Our Vision:

At Arvind Ltd, we are committed to fostering a workplace where diversity and inclusion thrive, creating a vibrant and innovative environment that reflects the rich tapestry of the world around us. In FY 2022-23, we're proud to have achieved a 40% diversity ratio across our workforce. However, in white-collared roles, we're at 9%, and we're determined to raise this to 30% by 2030, a milestone we affectionately refer to as "30 by 30."

Our Commitment

Arvind is committed to building a diverse and inclusive workforce, with a focus on gender diversity and inclusivity hiring.

Gender Diversity (30 by 30)

- We will actively work towards increasing female representation across all levels of our organization, recognizing the value that diverse perspectives bring to our business.
- We will set specific targets and develop action plans to track our progress, ensuring we reach our "30 by 30" goal.

Inclusivity Hiring:

- We will champion inclusivity by embracing diverse talent from all walks of life, including specially abled individuals, LGBTQ+ individuals, and underrepresented groups.
- We will implement targeted hiring initiatives and training programs to nurture a culture of belonging.

Our Actions

We believe that a diverse workforce is essential for our success, as it brings together a wider range of perspectives and experiences, and we are taking concrete steps to achieve its goals.

Recruitment and Talent Acquisition:

- Launch dedicated recruitment drives to attract top female talent across various roles and departments.
- Collaborate with diversity-focused organizations and platforms to expand our reach and connect with diverse candidates.

Leadership Development:

- Provide leadership development programs to empower and mentor women within the organization, facilitating their growth into leadership positions.

Inclusivity Training:

- Develop and implement training programs to foster a more inclusive workplace, raising awareness about unconscious bias and promoting respectful behavior.

Flexibility and Work-Life Balance:

- Create a flexible work environment that accommodates diverse needs and encourages work-life balance, supporting all employees in achieving their full potential.

Employee Resource Groups (ERGs):

- Establish ERGs that celebrate diversity and provide a platform for employees to connect, share experiences, and drive positive change.

Measuring Progress:

- Regularly track and report on our diversity and inclusion metrics, sharing our progress transparently with the organization.
- Seek feedback from employees to ensure our initiatives are effective and meaningful.

We believe that by creating a diverse and inclusive workplace, we can create a better future for our employees, our customers, and our communities.