

PEL acknowledges its role in enabling India's growth story and its impact on millions of Indians. We remain dedicated to delivering long-term value to all stakeholders, serving our clients, empowering our communities, collaborating with partners, and nurturing our staff through the lens of sustainable impact. Using our tech-enabled backbone, we strive to connect with them progressively, sustainably, and promote growth.



HUMAN CAPITAL DEVELOPMENT

We understand that the growth of our company is inextricably linked to the growth of our employees. Therefore, we strongly support and provide individualized support and development to each of our employees. We aim to discover, cultivate, and empower talented employees, recognizing that everyone has their unique strengths and purpose. We prioritize the development of our employees through our personnel management system, including succession planning to prepare capable individuals for key responsibilities.

We acknowledge that the needs of our employees are evolving, and we regularly review current talent practices and assess how our work environment can attract and engage talented individuals. Some of the key initiatives to help us develop, grow and support our workforce are:

- The Piramal Learning University Virtual Campus which hosts over thousands of self-directed learning courses for all employees amongst other programmes.
- Career Opportunity Program (COP) that enables employees to apply for their next career move. Through the COP, the Company was able to close over 200 open positions that were filled by internal movement.

Further, following initiatives are implemented to promote health and well-being of employees:

- Health evaluation program that includes periodic assessments for employees and contractors; the results of which are used to provide regular interventions and proactive lifestyle change management to employees.
- Enhanced healthcare benefits that include therapies and related sessions as part of the base Mediclaim policy.
- Second innings initiative aims to reintroduce experienced female workers to the organization who have previously taken a sabbatical from their professions.
- Gender-neutral leave policy for primary caregivers, as well as a 'Parental Support Scheme' applicable to all employees.

Our people and business have transformed significantly over the past years. Each of them has championed every initiative and program – helping us achieve extraordinary things.

DIVERSITY & INCLUSION

PEL values diversity and inclusiveness in its workforce and is committed to providing equal opportunities and respect to all employees, regardless of their background. PEL strives to maintain a gender-balanced workforce and ensures complete gender pay parity across all levels.

EMPLOYEE ENGAGEMENT

We engage with every member of our workforce through various strategies, such as policies, training, and recognition programs. We believe that creating a positive and stimulating work environment is essential for a company's success, and has a high impact on an employee's well-being.

We use a variety of engagement techniques to communicate our objectives, inspire employees to put forth their best effort, and respond to any concerns or grievances they may have.

ENGAGING EMPLOYEES WITH PROJECT NEEV











Project Neev is a collaborative effort between Retail Finance and Piramal Foundation – ADC (Aspirational Districts Collaborative) team to work together in aspirational districts of India. The project was initiated in October 2022 with the aim to understand each other's work through immersion and reverse immersion visits. During immersion, the Retail

Finance team visited aspirational districts to gain a better understanding of the work being done by Piramal Foundation, while reverse immersion involved the Foundation team members visiting Retail Finance offices to understand their processes and capabilities.



CORPORATE SOCIAL RESPONSIBILITY

PEL supports Piramal Foundation's 5 Big Bets which use a platform-and-partnership approach to serve disadvantaged populations and create lasting change in India through leadership development, digitization, and youth involvement. It prioritizes empowering marginalized communities across India with our core values of Knowledge, Action, Care, and Impact. Through various CSR projects, PEL aims to improve the quality of life sustainably. Over 15 years, PEL has worked in 112 Aspirational Districts.

Strategy	Program	Impact Outcomes	SDG	Key Partners
Improve lives of 180 Million citizens of 112 Aspirational Districts and 100+ Million tribal people in tribal districts to enable them to benefit from India’s growth story	Aspirational Districts Collaborative	<ul style="list-style-type: none"><li>Health and nutrition: Established 12,000+ model Village Health Sanitation Nutrition Day (VHSND) sites</li><li>Education: Established ~5,020 demo schools, supported 620,000 new student enrollments, re-enrolled 127,000 school dropouts and achieved 12-17% improvement in Student Learning Outcomes</li><li>Water conservation: Strengthened 300+ Paani Samitis by mobilizing 35,000+ members in 25 districts</li></ul>	<div><div></div><div></div><div></div></div>	NITI Aayog
	Anamaya, the Tribal Health Collaborative	<ul style="list-style-type: none"><li>Community Participation: Engaged with 21,041 tribal healers and 140 local NGOs</li><li>Strengthen public health systems: Supported 452 health facilities in 36 Tribal districts</li><li>Launched an intensive active case finding campaign in 174 tribal districts covering 1.65 Crores tribal people and diagnosed over 10,000 new TB patients</li></ul>	<div><div></div></div>	Ministry of Tribal Affairs, Ministry of Health and Family Welfare, BMGF & USAID, National Institute of Research in Tribal Health
Develop the nation’s youth	Piramal Academy of Sewa	<ul style="list-style-type: none"><li>Deployed diversified batch of more than 1,700 Gandhi Fellows and 178 Karuna Fellows</li><li>169 Karuna fellows placed</li><li>Current batches of more than 1,000 Gandhi Fellows are deployed in multiple programs and spearheading change in multiple geographies in India</li></ul>	<div><div></div><div></div><div></div></div>	
Strengthen government capacity through leadership development and digitisation	Digital Bharat Collaborative	<ul style="list-style-type: none"><li>AMRIT; Developed and deployed AMRIT, an Electronic Health Records platform which drives quality delivery of services across public primary healthcare at scale</li><li>Digitized 42 Primary and Secondary Health Facilities, Built state’s digital capacity by empowering ~3,200 district and block officials and ~13,800 frontline workers</li></ul>	<div><div></div></div>	Government, BMGF
	Piramal School of Leadership	<ul style="list-style-type: none"><li>Built ‘Sewa Bhaav’ amongst education leaders and trained and empowered ~29,000 district to cluster level education officials</li><li>Enrolled and trained ~640+ health leaders</li></ul>	<div><div></div><div></div></div>	Government



**Project Sampoorna** promotes Social and Emotional Learning (SEL) among children in all 24 districts of Jharkhand. The program involves demonstrating innovative SEL approaches, building the capabilities of teachers and principals, and driving systemic change in the education system. The program uses a unique operating model that involves collaborating with six partners (Kaivalya Education Foundation, Dream a Dream, Quest Alliance, Porticus, IDInsight, and Sattva) to form a consortium which receive overall support and mentorship from the JEPC and JCERT. The impact of SEL interventions has been acknowledged by the Department of School Education & Literacy (DoSE&L). To achieve the goals of the National Education Policy (NEP) 2020, the state of Jharkhand has decided to launch and implement SEL competencies and skills in students of the School of Excellence / Adarsh Vidyalayas. This has led to the launch of the Harsh Johar curriculum in Jharkhand in November 2022, which aims to impact more than 10 Lakhs students, 18,000 teachers, and 4,500 headmasters across 24 districts.

So far, Project Sampoorna has achieved the following impacts:

<b>312 State Resource Group and District Resource Group members trained to deliver School Health &amp; Wellness Program (SHWP) modules, reaching over 30,000 teachers.</b>	<b>4,000 district and block officials oriented on basic concepts of SEL through webinars and workshops.</b>	<b>Around 65,000 teachers oriented on SEL through DIKSHA course, webinars, and intensive training.</b>	<b>20,000 parents engaged in their role for children's wellbeing through IVRS and webinars.</b>	<b>25,000 adolescents engaged on SEL through webinars, in-school engagement, and activity booklets.</b>
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**Buniyadi Shiksha Abhiyan** aims to improve foundational literacy and numeracy skills in 112 targeted districts through district administration collaboration, training workshops, community classes, and assessments. The campaign has aligned 110 districts, selected 16,561 demonstration schools, and trained 55,280 middle managers and teachers. Through this initiative, PEL has conducted workshops with 80 teachers of 80 selected Demo schools of 4 blocks at Kalyansingpur and Rayagada zonal block.



**Karuna Fellowship Programme has achieved the following impacts:**

- Hiring of 12 women in the credit vertical and initiation of a training program for 20 Karuna Fellows to be placed in both Credit and Operations verticals.
- Grown from 35 centers-based associates to a learning platform with over 250 fellows in 2022, since its inception in 2017.

**FOSTERING FINANCIAL INCLUSION AND LITERACY**

Financial inclusion and literacy is at the core of our business operations. PEL aims to make finance accessible by catering to the needs of underserved people. This is going to be crucial to match the true aspiration of ‘Bharat’. PEL supports financial inclusion and literacy, especially for underserved communities, by offering financial services through various initiatives. These efforts aim to help people secure their savings, increase their earning potential, and improve access to education, healthcare, and essential services.