

Application Form – Excellence in Inclusion & Diversity

The "Excellence in Inclusion & Diversity" award honors excellence in enhancing workplace inclusion and diversity in alignment with the organization's vision, resulting in positive organizational outcomes. This category seeks concise descriptions outlining strategies that foster a more diverse, equitable, inclusive, and welcoming environment, contributing to the organization's success.

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Section 1 | Quantitative Section

All questions are mandatory, unless stated otherwise; your questionnaire may not be considered complete if these questions are left blank.

Generic Organization Information

1. Company Name	
2. Date of incorporation	
3. Details of award SPOC	
<i>Name:</i>	
<i>Designation:</i>	
<i>Contact number:</i>	
<i>Email ID:</i>	
4. Nature of Business	
5. Type of Entity	Enterprise
6. Nature of ownership in India	Others
7. In case of other, please specify	
8. Revenues as of FY 2025-26	<INR 50 crores per year

HR Metrics

Metrics	Units	FY 2023-24	FY 2024-25	FY 2025-26
Revenue Growth	%			
Profit Growth	%			
Total Employee Headcount – FTE/ Permanent Employees	Nos.			
Total Contractual Employee Headcount	Nos.			
Total HR Employee Strength	Nos.			
HR to Employee Ratio	%			
Gender Diversity Ratio [females to males]	%			
Average Employee Age	Years/Months			
Voluntary Attrition Rate (Annual)	%			
Employee Engagement Scores	On a scale of 1 to 10			

Category Metrics

Metrics	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
Diversity index (Women)				
Diversity index (LGBTQ)				
Diversity index (PwD)				
Diversity index (other underrepresented groups) <i>(Please specify which group and include multiple entries for independent underrepresented groups)</i>				
Gender pay gap /Pay equity				
Turnover among underrepresented groups				
Promotion rate (Women)				
Promotion rate (LGBTQ)				
Promotion rate (PwD)				
Promotion rate (other underrepresented groups) <i>(Please specify which group and include multiple entries for independent underrepresented groups)</i>				
Diversity index leadership (Women)				
Diversity index leadership (LGBTQ)				
Diversity index leadership (PwD)				
Diversity index leadership (other underrepresented groups) <i>(Please specify which group and include multiple entries for independent underrepresented groups)</i>				
Percentage of total diverse/marginalized/underrepresented employees in formal mentoring programs				

Section 2 | Qualitative Section

This segment captures the depth and breadth of the organization's practice. The evaluation criteria are a three-by-three matrix, each unique to the award category. The three pillars of evaluation are Innovation, Sustainability and Impact. Each evaluation criteria clearly defines the expectation. Please go through the definition for each and then share your response in the space provided. Please be sure to include, metrics, success stories, or stakeholder VOCs or anything else to substantiate your responses.

INNOVATION

This criterion recognizes HR practices that are creative and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management. Entries must showcase inventive solutions that push the boundaries of traditional HR practices, driving positive change and fostering a culture of creativity within the workplace.

1. Pioneering Inclusion Programs and Practices

The organization has launched creative, bold, or unconventional initiatives to shift mindsets, challenge systemic inequities, and embed inclusion across the culture.

Based on the definition provided, use this space to share your response.

2. Leveraging Technology to Advance Inclusion

The organization uses cutting-edge tools and platforms, such as AI-powered bias reduction, inclusive recruitment software, or digital accessibility solutions, to strengthen diversity and equity efforts across all employee touchpoints.

Based on the definition provided, use this space to share your response.

3. Innovative Talent Sourcing and Development

The organization adopts creative and unconventional methods to source, attract, and develop talent from underrepresented groups — including partnerships with diverse communities, non-traditional pipelines, and personalized growth opportunities.

Based on the definition provided, use this space to share your response.

SUSTAINABILITY

This criterion recognizes HR practices that are built for long-term impact, with alignment to business goals and the ability to scale and sustain over time. Entries must demonstrate how frameworks, processes, and technologies ensure continuity, adaptability, and strategic relevance beyond individual initiatives or short-term wins.

1. Strategic Integration and Leadership Commitment

The organization embeds inclusion and diversity into its core strategy, with consistent leadership advocacy and resource allocation to sustain long-term impact.

Based on the definition provided, use this space to share your response.

2. Robust Governance, Legally Compliant and Accountability

The organization has established comprehensive policies, governance models, and accountability structures that ensure legal compliance and sustained focus on inclusion and diversity across all business units.

Based on the definition provided, use this space to share your response.

3. Continuous Improvement through Data and Feedback

The organization maintains ongoing evaluation and adaptation of inclusion efforts, using data analytics and employee input to refine and evolve practices in alignment with changing needs.

Based on the definition provided, use this space to share your response.

IMPACT

This criteria honours HR practices that deliver measurable and substantial results in advancing organizational objectives. Entries must showcase tangible outcomes such as enhanced organizational efficiency and effectiveness or any other measurable metric as an outcome of the transformative initiative.

1. Improved Representation and Equity

The organization demonstrates clear improvements including increases in workforce diversity across levels, improved pay equity, and representation in leadership roles, backed by transparent data and reporting practices.

Based on the definition provided, use this space to share your response.

2. Workplace Unifying

The organization has build inclusive cultures with cohesion and psychological safety across teams, functions, and identities; As reflected in enhanced employee engagement, stronger belonging scores, retention among diverse groups, and higher participation in inclusion initiatives.

Based on the definition provided, use this space to share your response.

3. Business Accretive

The organization demonstrates tangible business impact — aligning compliance and culture with measurable performance gains that drive bottom-line impact; Such as improved innovation, market reach, team performance, or customer satisfaction — directly linked to inclusive culture and practices.

Based on the definition provided, use this space to share your response.



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