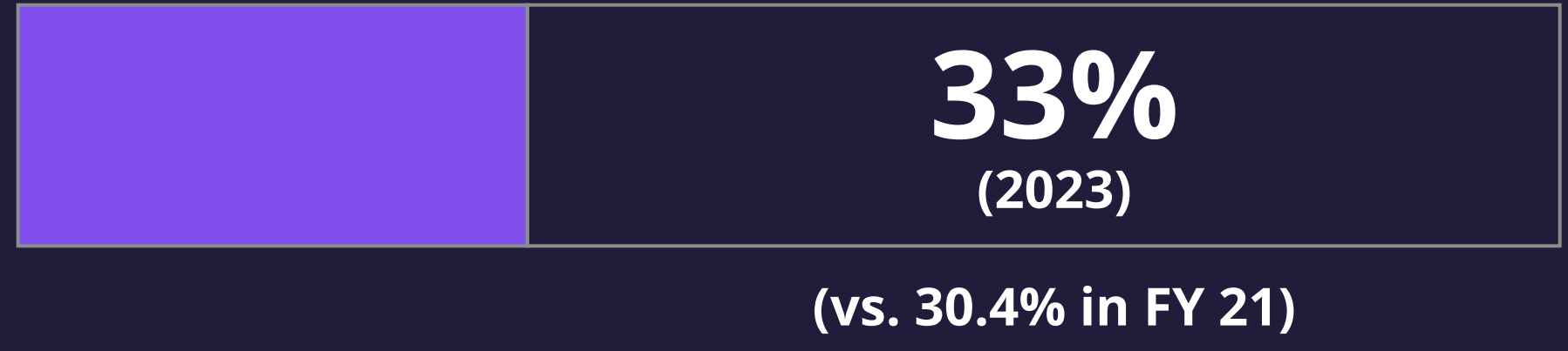




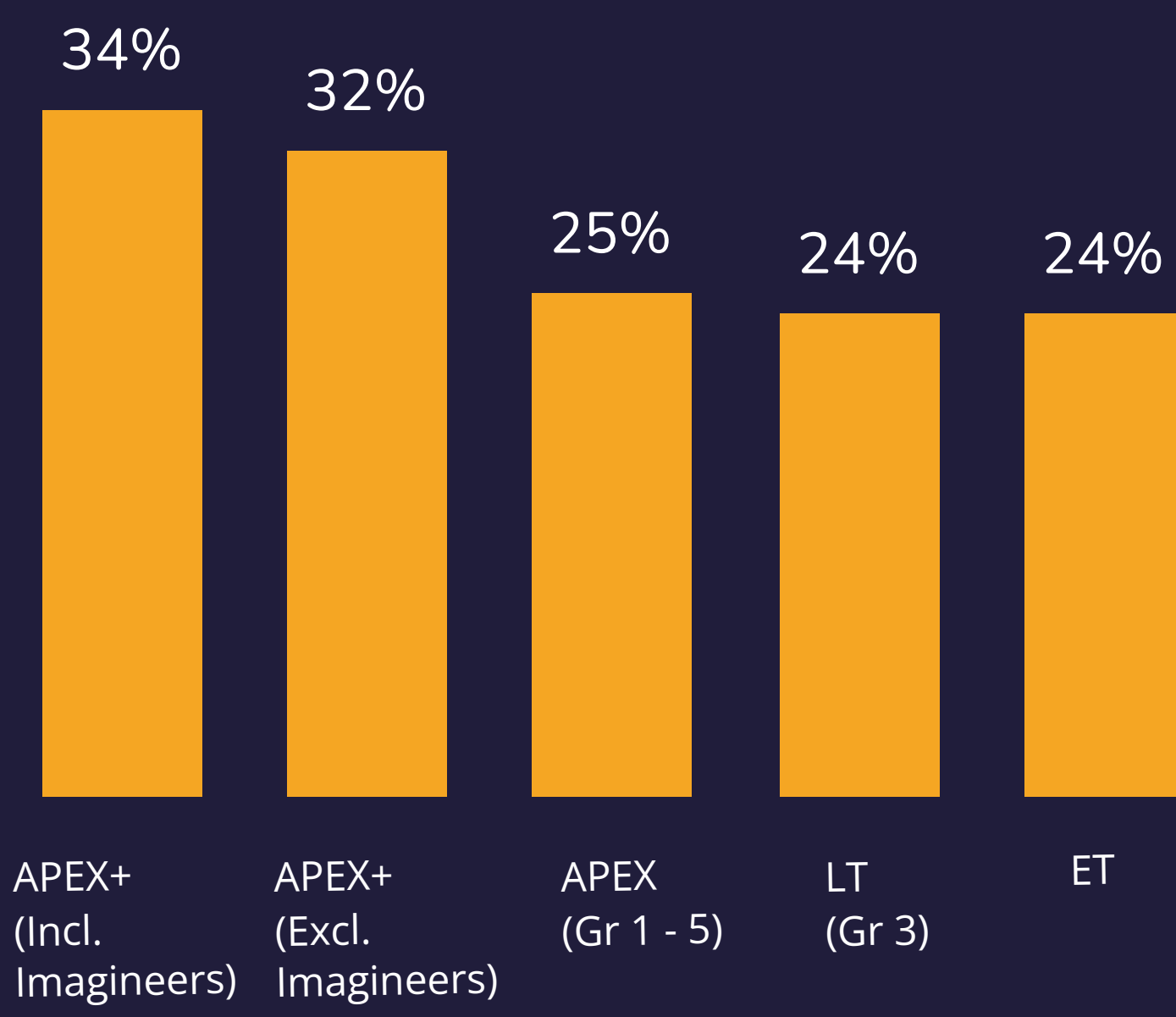
1. Navigating the path to **Inclusivity through Data Insights**

Data as of 11th Dec, 2023

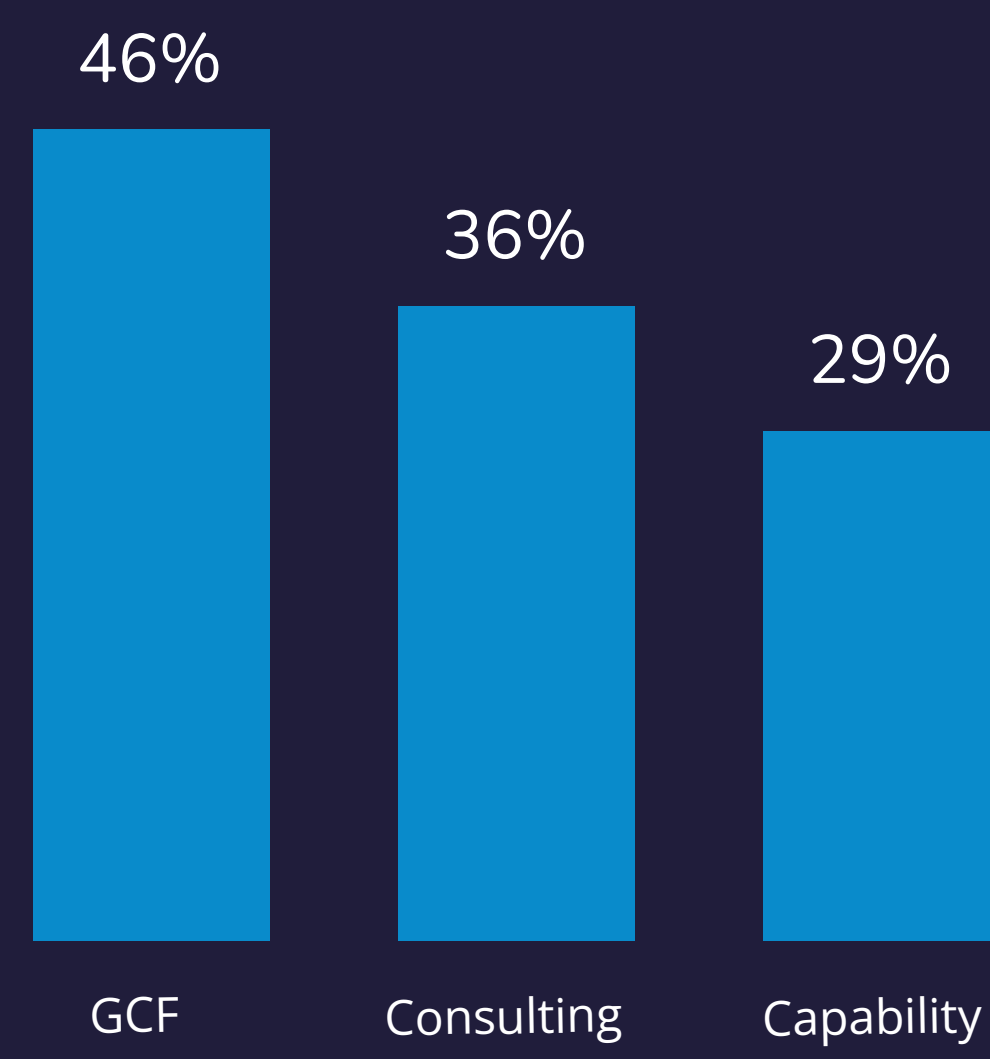
WOMEN REPRESENTATION



Across Grades



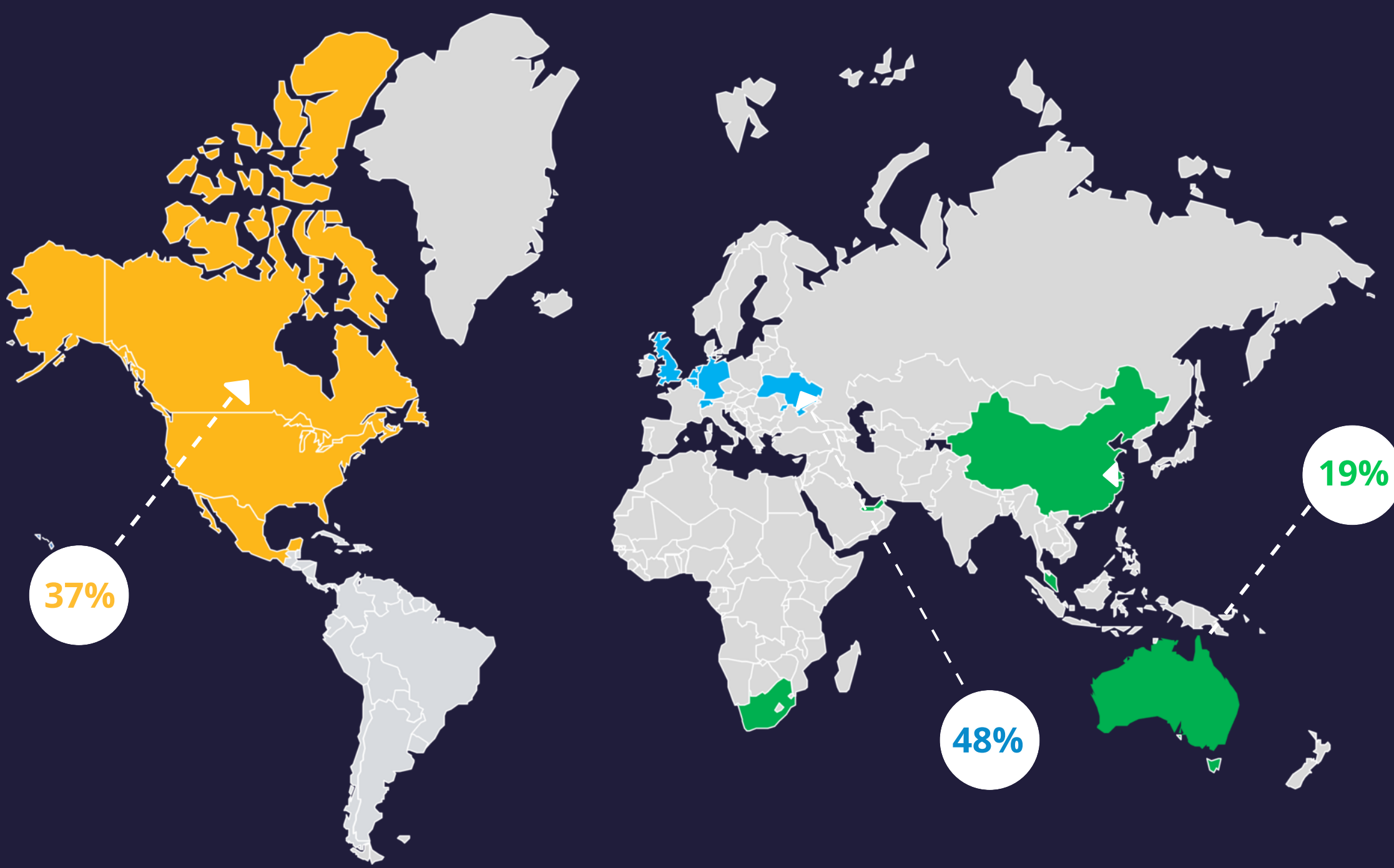
Across Functions



DIVERSITY REPRESENTATION

Overall Ethnic Representation (Individuals of Non-Indian Origin) - **4.5%**

Overall Diversity (Women as well as Individuals of Non-Indian Origin)



■ **North America** (US, Canada, Mexico) - 37%

■ **Europe** (UK, Ukraine, Germany, Netherlands, Switzerland, Belgium) - 48%

■ **Rest of World** (China, Singapore, Australia, UAE, South Africa) - 19%

■ **Overall Diversity**

🏳️‍🌈 We do have **LGBTQ representation**; we **do not collect data** on it.

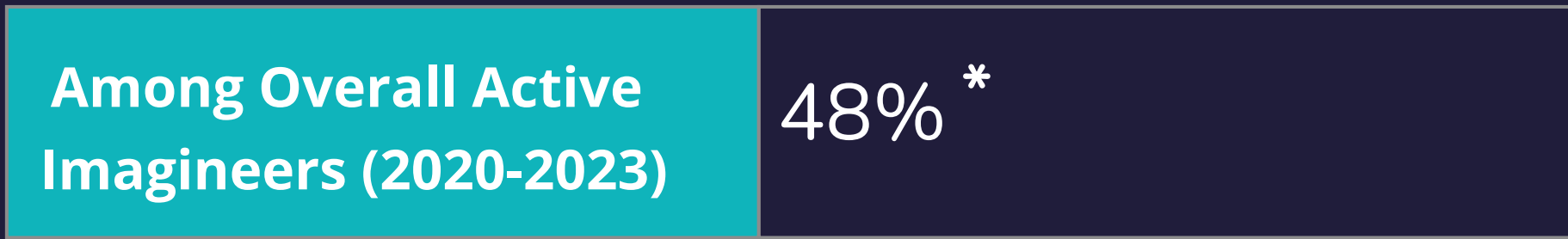
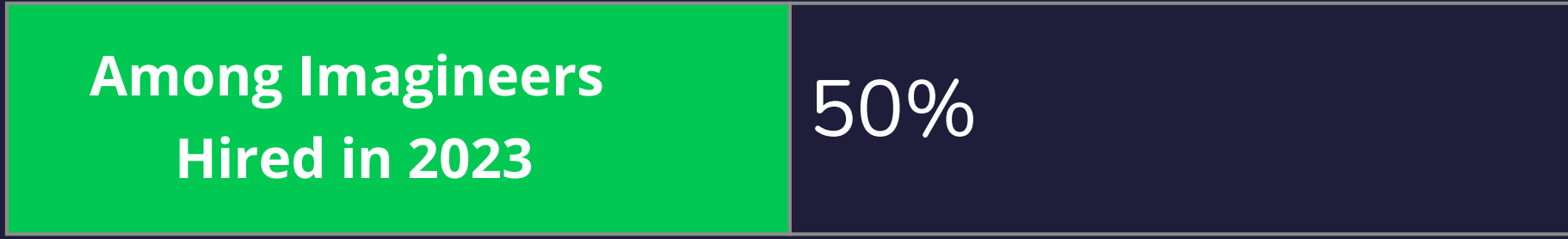


2. Empowering Diversity through Hiring Initiatives

DIVERSE REPRESENTATION AMONG IMAGINEERS

WOMEN-FOCUSED HIRING INITIATIVES

Excluding Imagineers



*Includes Imagineers from Batch 1 who have been harmonized with existing Fractal Grades. Standalone Grade E Women representation is 51.3%

REBOOT 2023



69% of the batch successfully transitioned into for Full-Time positions at Fractal, thanks to comprehensive training and project engagement.

LGBTQIA+ HIRING

We're proud to enhance diversity by hiring LGBTQIA+ talent through partnerships with PRIDE Circle and Periferry. This collaboration aligns with our DEI goals, broadens our recruitment outreach, and fosters a supportive workplace for the community.



3. Driving Equity in Practices and Policies



This policy strives to foster a workplace where everyone can thrive, free from discrimination based on protected characteristics.



Our Gender-Neutral Posh Policy aims to create a safe and inclusive work environment for all stakeholders.



Our healthcare policy is designed to be inclusive, addressing diverse needs and advancing equality.



4. Strengthening our Culture of Inclusion

FRACTAL PEOPLE PODS



Sponsor:
Nireeha Chalasani



Sponsor:
Francesca Passoni



Sponsor:
Ashwath Bhat

EK MADHAV BAUG



SENSITIZATION WORKSHOPS

- 'I' for Inclusion: PRIDE@Work on Transgender Inclusion
- PoSH for IC Committee
- PoSH for Fractal India
- 'I' for Inclusion: Mumbai Ground Staff Training on Transgender Inclusion



AWARENESS CAMPAIGNS

#AllyChallenge

#PronounLanyard

#AllyMessages

#PRIDETalks

#AllyChallenge



#MultiGenerationalWorkplace

#Neurodivergence

Embracing
Multigenerational
Excellence

NeuroShift
Embracing Minds of All Kinds

5. Sneak Peek into Our Future Initiatives



Fractal For All
Microsite



POSH
E-Learning course

Together, we build a FRACTAL FOR ALL