



fractal
FOR ALL

Prompt: Rainbow is the colour of my heart [submitted by Riddhima Gupta]

DEI Insider

Volume III / OCTOBER 2024

Diversity, Equity, Inclusion and Belonging (DEIB) require intention. Our goal is to break down barriers and promote a workplace where everyone feels supported and can truly be themselves.

From hiring diverse talent to promoting equitable growth, we are dedicated to making meaningful progress and building a more inclusive future for all.



Honored to be recognized by GPTW to our committment to inclusivity as a **Top 100 Workplace for Women for the 5th consecutive year**) and among **Top 25 for Diversity, Equity, Inclusion and Belonging** for the second consecutive year.



The real strength of fractal lies in our diversity and our collective commitment to respect and celebrate it.

- Srikanth, fractal.ai/dei



Fractal's true strength resides in the mosaic of the diversity, equity and inclusion we cultivate together.

- Pranay, fractal.ai/dei





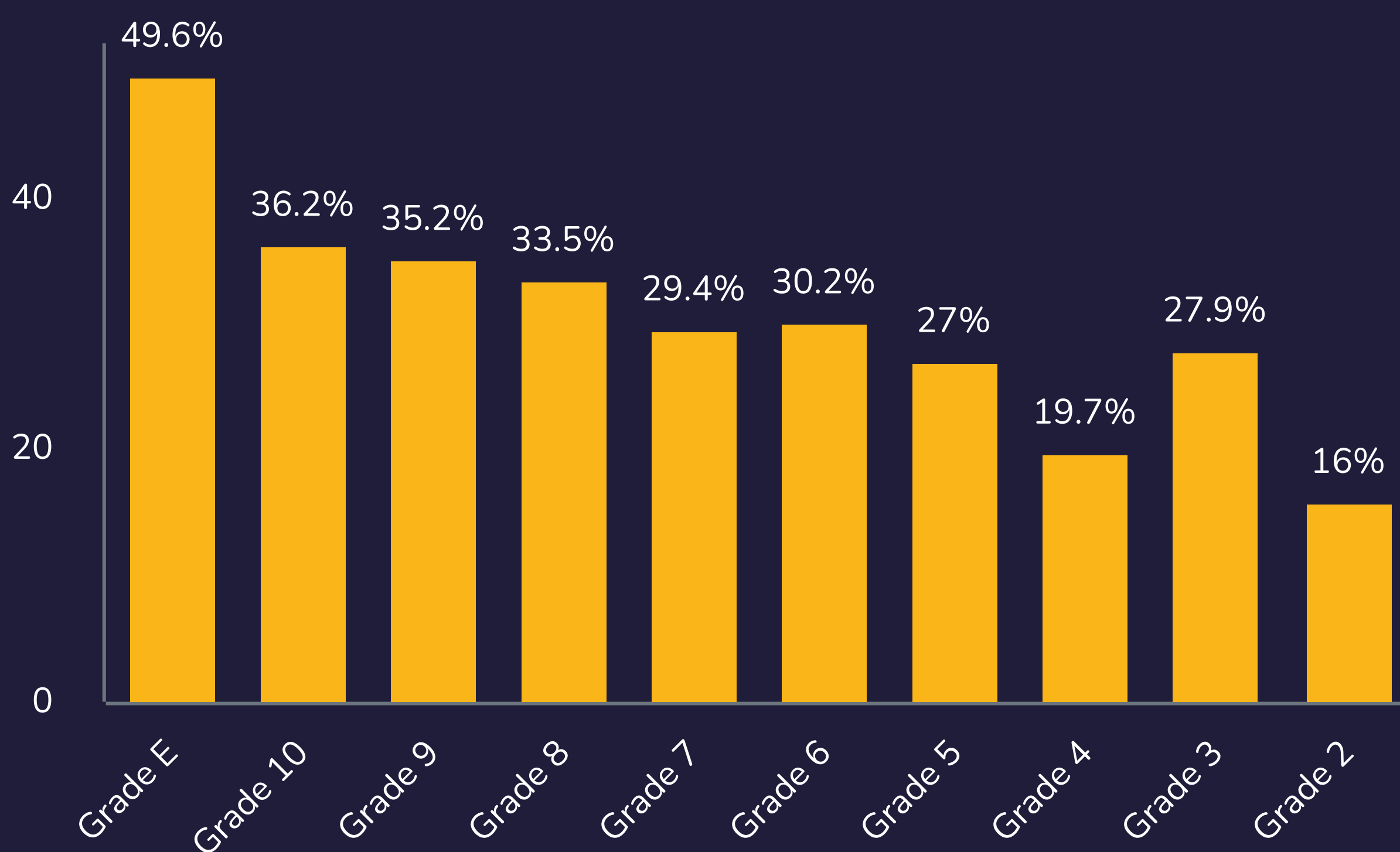
I. Navigating inclusivity through data insights

Representation Of Women (Fractal All)

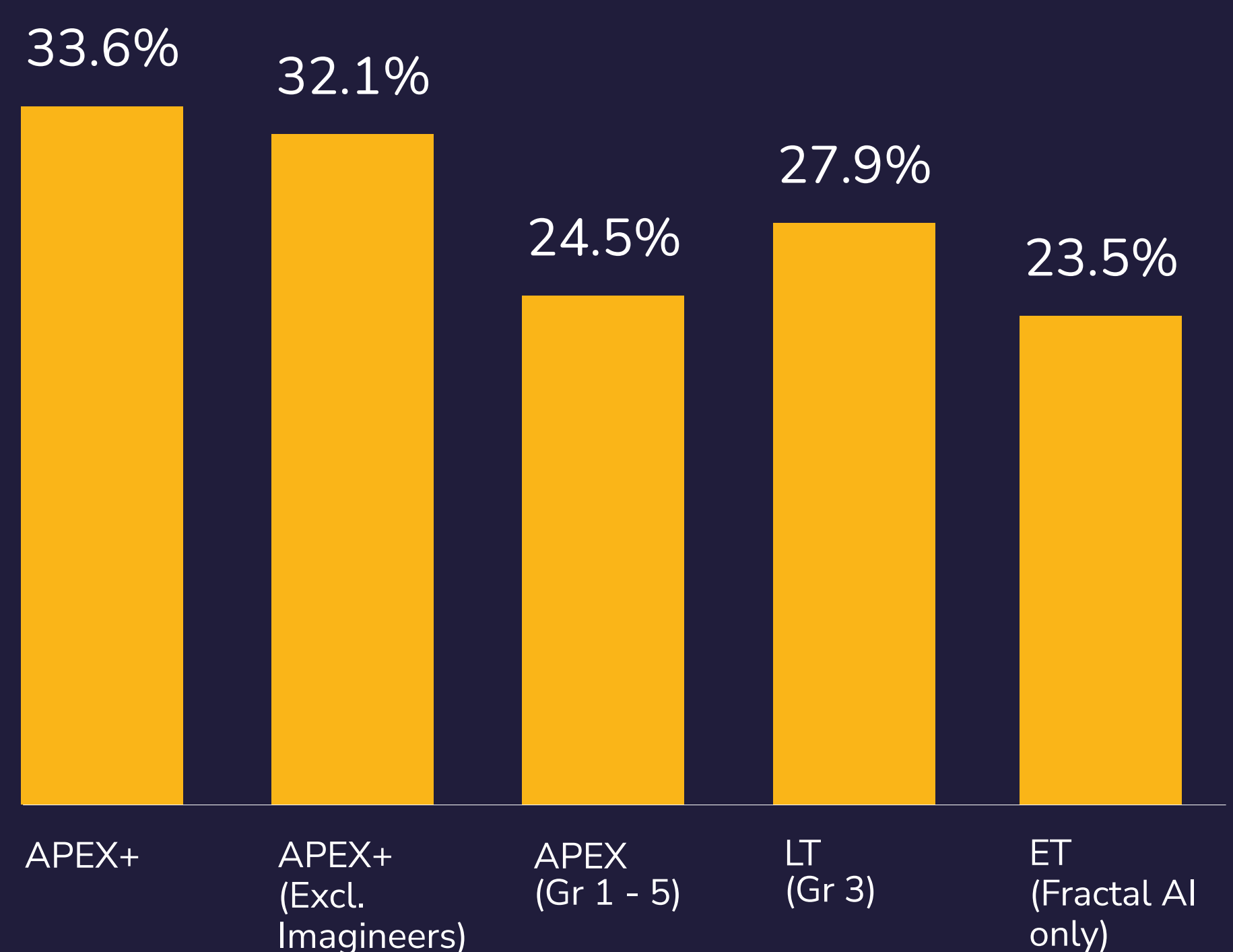


(vs. 32.9% in FY 24 - H1)

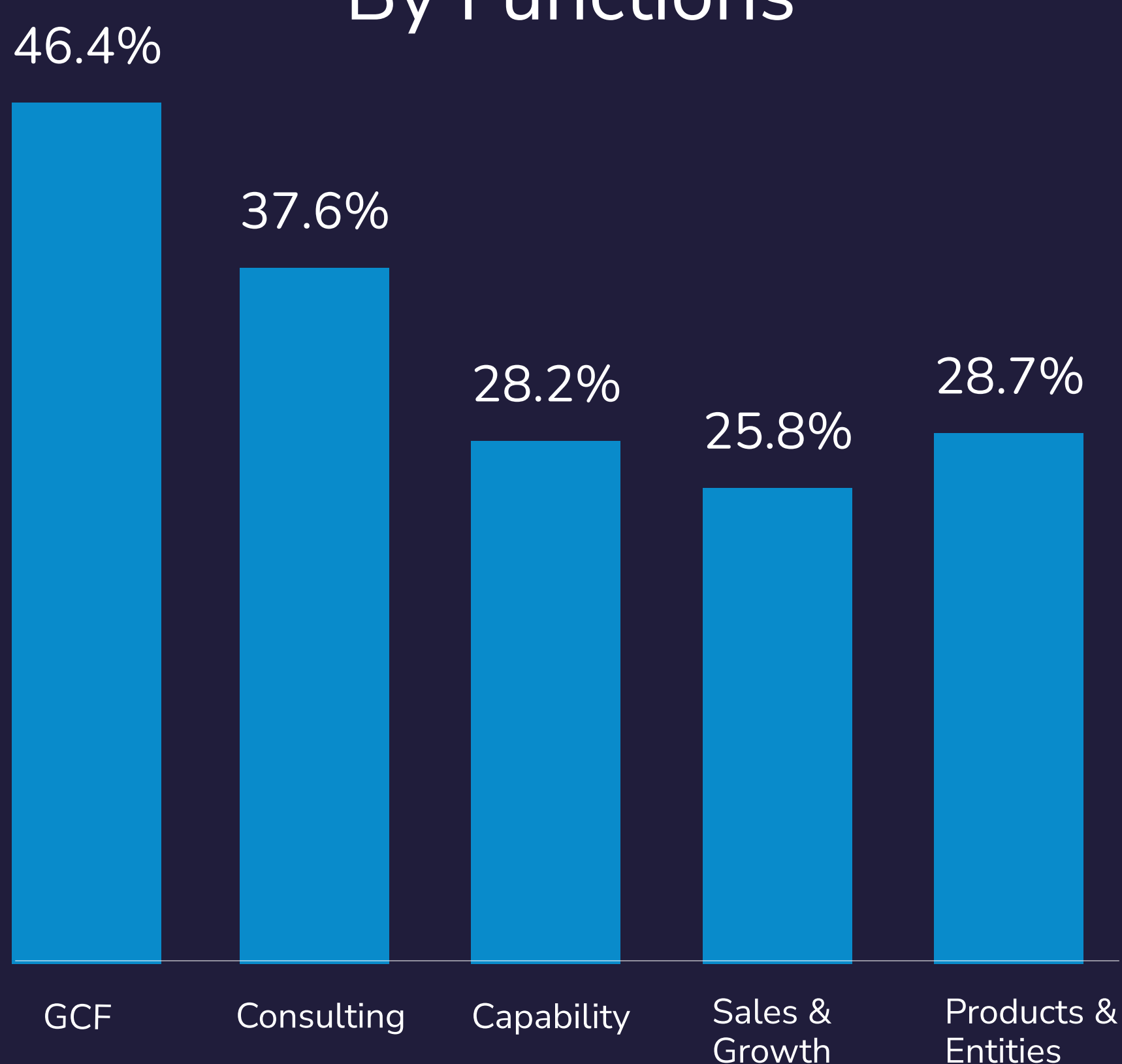
By Grades



By Grade Clusters



By Functions



Voluntary Attrition

(TTM Basis)

15.9%
WOMEN

15.7%
MEN

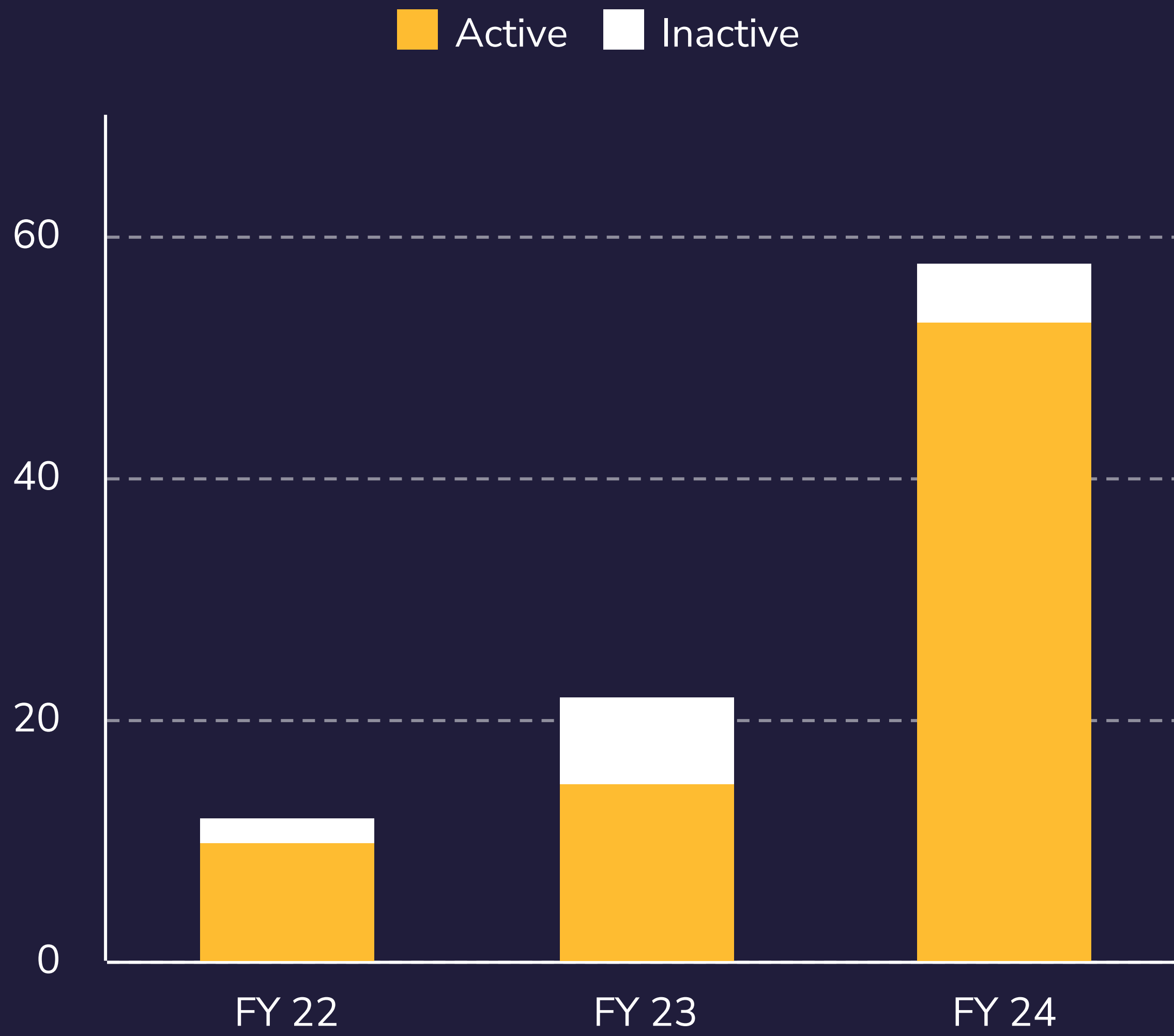
TTM Voluntary Attrition among women has risen by 1.8% since March '24. Exits on account of better compensation / opportunities accounted for 42% of exits in the current fiscal vs 36% in the previous one.

% represents women in that grade / cluster / function.



Returning Mothers at Fractal

(Fractal AI only)



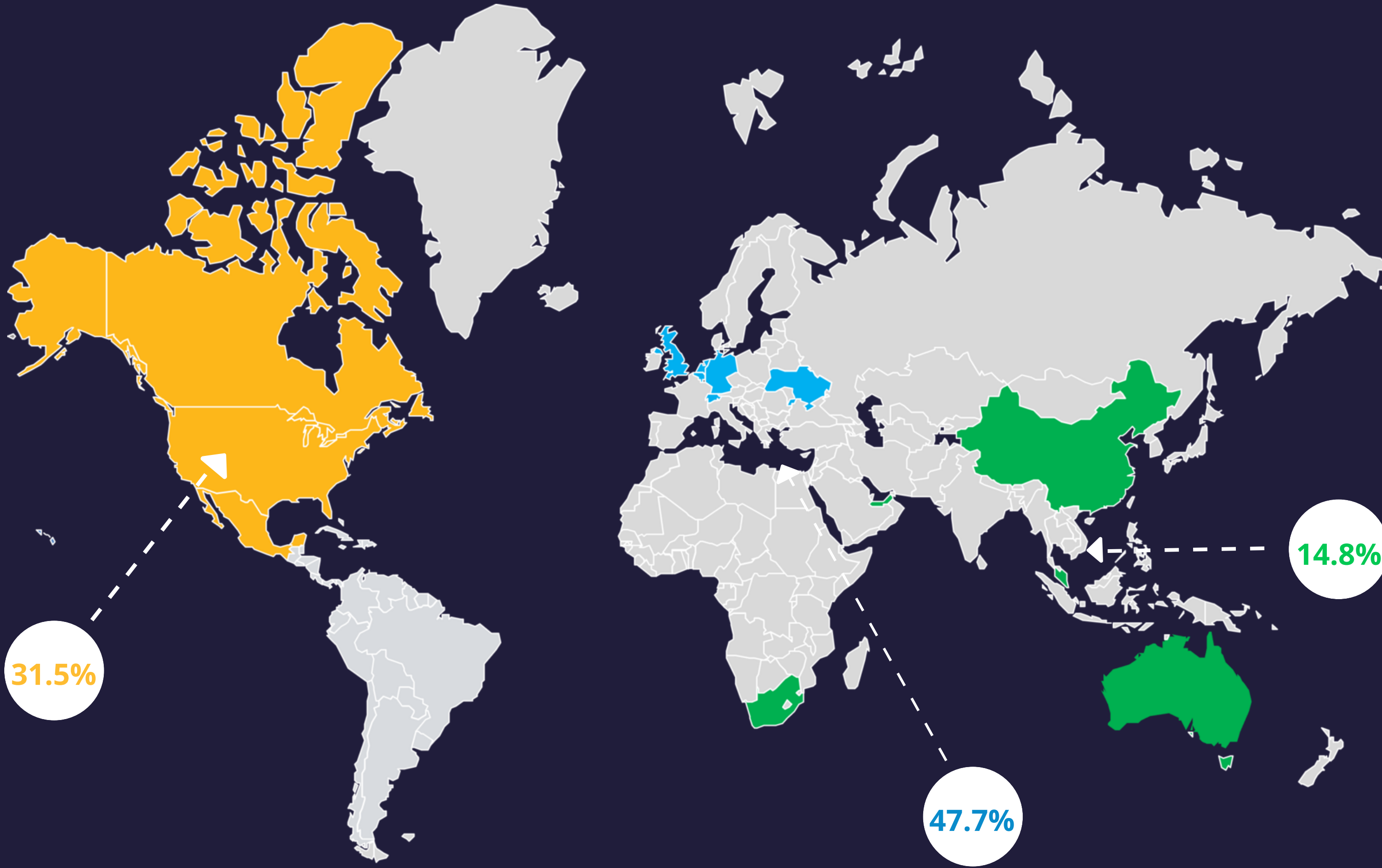
85% of women returning from maternity leave over the last three fiscals are **currently continuing** their journeys at Fractal.

92% of returning mothers have completed at least six months post-return from maternity.

Returning Mothers in the Fiscal



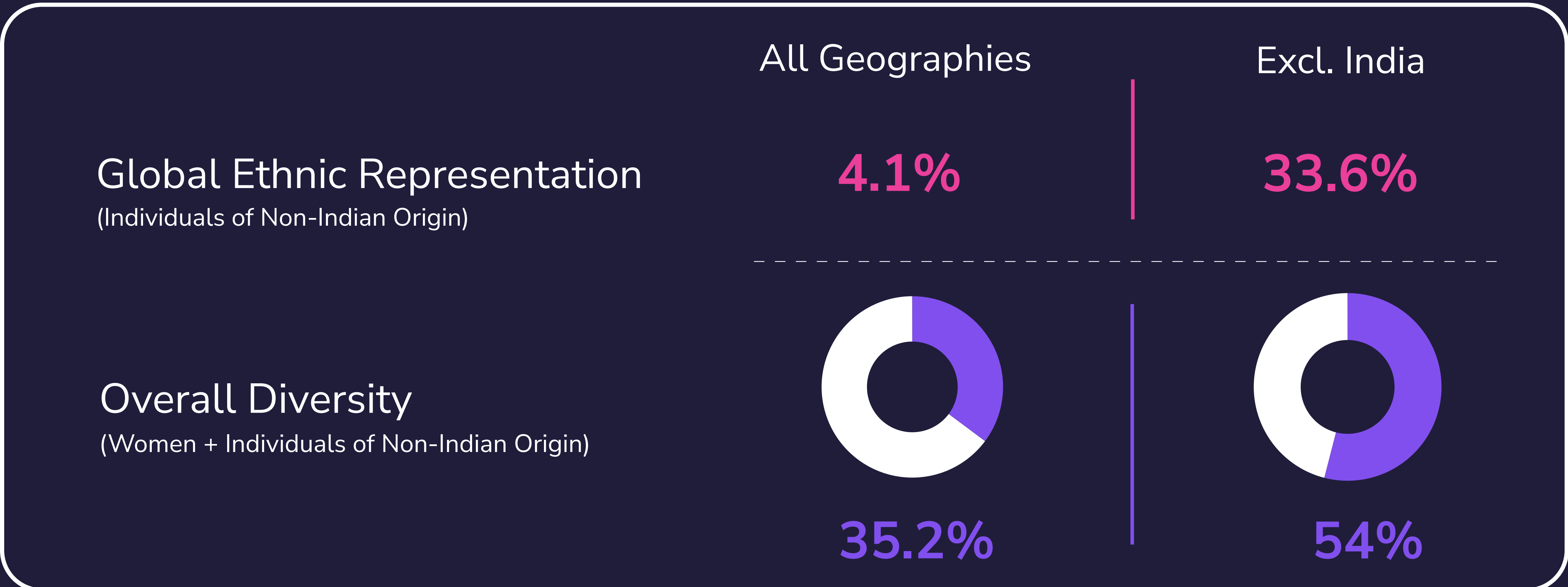
Diversity at Fractal



Ethnic Representation

(Individuals of Non-Indian Origin)

- North America (US, Canada, Mexico) - 31.5%
- Europe (UK, Ukraine, Germany, Belgium, Netherlands, Switzerland) - 47.7%
- Rest of World (China, Singapore, Australia, UAE, South Africa) - 14.8%



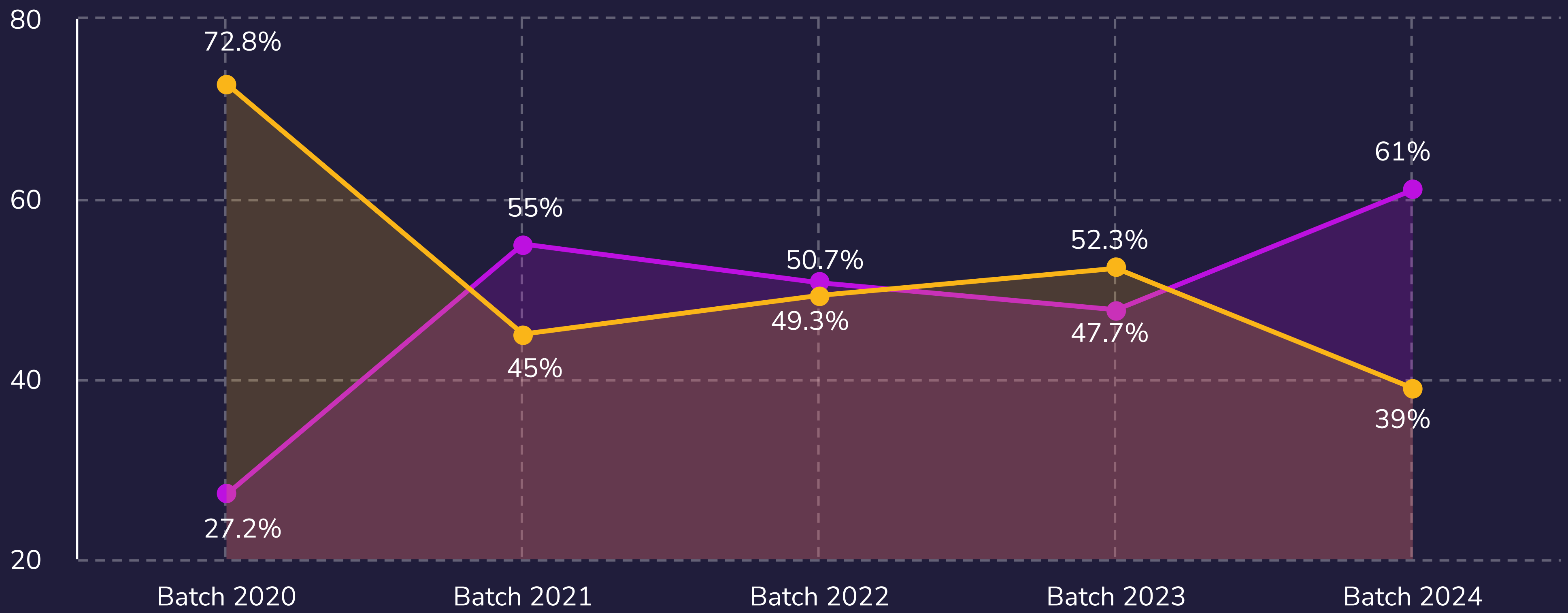
🏳️‍🌈 We do have LGBTQIA+ representation; we do not track it separately.



II. Hiring for a future **where everyone belongs**

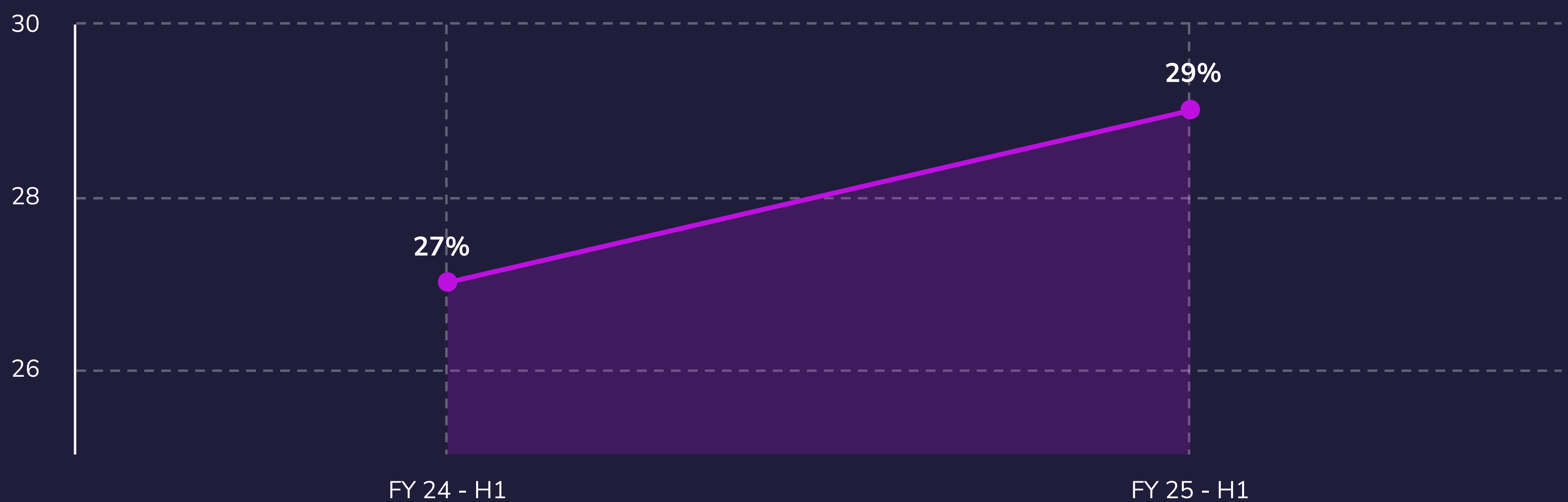
Imagineers

Women Men



From **27.2% in 2021**, we are now pleased to report that representation has improved through the subsequent batches and is at **61%** for the incoming batch.

Lateral Hires



Women’s representation in lateral hiring has increased from 27% in H1 '24 to **29% in H1 '25**.



We were proud **bronze sponsors of the RISE Virtual Job Fair 2024**. RISE is an annual job fair hosted by Pride Circle exclusively focused on LGBTQIA+ talent. This initiative underscores our commitment to building a truly inclusive workforce, as we continue to engage with diverse talent and create opportunities for underrepresented groups.



III. Building inclusion - one fractal, many voices

Spotlighting stories that define fractal



Celebrating journeys of women at Fractal who continue to play a crucial role in making a Fractal a place where everyone belongs.

Deepening awareness



Through our byte-sized learning email series called 'Rainbow Bytes', we explored LGBTQIA+ rights, global movements & the power of allyship.

Fuelling allyship



Our fireside chats with Dame Inga Beale for Women's Day and another with Ram Sinha & Srinivas Ramaswamy for Pride allyship reinforces our continued commitment to inclusion.

Sparking dialogue



We sparked meaningful conversations around Inclusion through our AI-powered 'Pride Visionary Contest' using Kalaido, to bring creativity to the forefront.



IV. Looking Ahead - A sneak peek at **what's next?**



PoSH e-Learning Compliance
Implementation of Gender-Neutral PoSH eLearning Course

In association with



Commitment to UN Global Compact Principles
UNGC Certification



Focus Group Study
for Women Fractalites' Experience and Insights



Hiring
Specific efforts to move hiring diversity mix to 30%

A Fractal for Each, is a **FRACTAL FOR ALL**

For more information, feel free to contact FractalForAll@fractal.ai

