

Diversity & Inclusion at Bharti Airtel Limited

Structured Diversity Charter

At Airtel, we have designed a Diversity & Inclusion (D&I) strategy to promote gender diversity. Airtel stays committed to building a community of women champions to further the D&I agenda systemically. The D&I charter is based on three pillars:

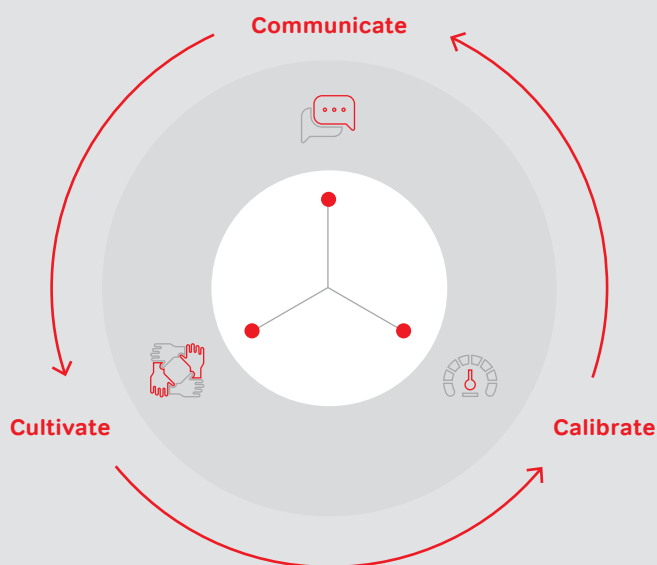
Cultivate

We have built and nurtured the right culture of inclusivity and diversity across the organisation. We leverage the diversity lens in HR dashboards, mandate D&I training, include specific engagement questions on Diversity, Fairness, Inclusion & Belonging in our surveys. We also map the reasons for the exit of diversity talent to draw insights to build and strengthen our inclusive culture.

Calibrate

We have introduced processes and programmes to track and augment the D&I focus, especially diversity hiring, based on six guiding principles:

- » Target 50% sourcing of diversity profiles for identified roles and specific cohorts
- » Diversity talent to be replaced by diversity talent
- » Balanced Panels – at least one female interviewer for Mid to Senior Level hiring
- » Focus on dedicated campus engagement
- » Optimisation of current channels and exploration of new channels for hiring
- » Compensation exceptions for diversity talent



Communicate

We have expanded our brand building and communication efforts, internally and externally through **#WELead Session with Women Leaders** and **Women Empowered** to deepen alignment and share achievements about our D&I progress.