



#DEISymposium2025 REDEFINING INCLUSION POWERING PROGRESS

BS MARKETING INITIATIVE

AHMEDABAD, BENGALURU, BHOPAL, BHUBANESWAR, CHANDIGARH, CHENNAI, HYDERABAD, JAIPUR, KOCHI, KOLKATA, LUCKNOW, MUMBAI, NEW DELHI, PUNE

REDEFINING INCLUSION, AND CHARTING A PATHWAY OF PROGRESS

Diversity was once viewed merely as a moral obligation, little more than a social tax paid by corporations. Today, however, it has emerged as the engine of India's economic competitive advantage. This critical pivot from compliance to core strategy defined the DEI Symposium 2025, orchestrated by Team Marksmen Network in Mumbai.

The event served as a reality check for India Inc.: in an era of disruption, homogeneity is a liability. The discussions, anchored by the theme 'Redefining Inclusion, Powering Progress,' underscored that true innovation thrives only where diverse perspectives collide. It is no longer about simply inviting people to the table; it is about reshaping the table itself to drive long-term value.

To move from intent to impact, the symposium

introduced India's first scientific DEI Index, an indigenous framework conceptualised and developed by Team Marksmen Network to quantify inclusive excellence. This data-driven approach comes to life in the DEI 100. The nomination process and evaluation framework were structured in consultation with our Process partner EY, ensuring methodological rigour and credibility.

This pioneering benchmark replaces anecdote with data, offering the country's first structured ranking of organisations that have successfully embedded DEI into their business DNA. The inaugural edition witnessed strong industry traction, with over 250 organisations participating in the process, underscoring the growing commitment to measurable and accountable inclusion across corporate India.



Process Partner



Honouring organisations recognised under DEI 100



DEI 100 – India's Structured Ranking of Organisations Leading in Diversity, Equity & Inclusion Excellence

RANK	ORGANISATION	RANK	ORGANISATION	RANK	ORGANISATION	RANK	ORGANISATION	RANK	ORGANISATION
1	Wipro Ltd.	23	Luminous Power Technologies	44	Raymond Realty Ltd.	64	ReNew	83	Consolidated Pvt. Ltd. (iPlanet.one)
2	Godrej Properties	24	Annapurna Finance	45	IndiaFirst Life Insurance	65	Pramerica Life Insurance	84	Decathlon Sports India
3	Teleperformance (TP)	25	SMFG India Credit Company Ltd.	46	Rexel India Pvt. Ltd.	66	Seabird Logisolutions	85	Kaira District Co-operative Milk Producers' Union
4	Angel One	26	JSW MG Motors	47	ACG	67	UDS	86	Park Hyatt Hyderabad
5	Eaton	27	Pride Hotels Ltd.	48	Thomas Cook (India) Ltd.	68	GSL Ltd.	87	Xanadu Realty Pvt. Ltd.
6	Hitachi Payment Services	28	TCS	49	Dynapac Road Construction Equipment India Pvt. Ltd.	69	RR Kabel	88	Speshally NHS. Pvt. Ltd
7	Godrej Capital	29	Firstsource Solution	50	NTT Global Datacenters	70	Ingram Micro	89	Zydu Lifesciences
8	Usha International	30	Sterlite Copper, Vedanta Ltd.	51	Muthoot Finance Ltd.	71	NoBroker Technologies Solutions Pvt. Ltd.	90	Comviva
9	Wonder Cement	31	C-Tel Infosystems Pvt. Ltd.	52	Unisys	72	JSW Group	91	Aabasoft Technologies (India) Pvt. Ltd.
10	Lalit Suri Hospitality	32	Trilegal	53	Thirunangai Press	73	Avanse Financial Services	92	Invoicemart
11	Quantiphi Analytics Solution	33	Bureau Veritas	54	TensorGo Software	74	Asian Institute of Medical Sciences	93	Reliance Power
12	LTIMindtree Ltd.	34	Manpower Group	55	Kogta Financial	75	SS Supply Chain Solutions Pvt. Ltd.	94	Cera Sanitaryware Ltd.
13	MakeMyTrip	35	Shriram Properties Ltd.	56	India Factoring and Finance Solutions Pvt. Ltd.	76	BDO RISE Pvt. Ltd.	95	Inncircles Technologies
14	Precisely Software	36	24 7.ai	57	KPT Piping System Pvt. Ltd.	77	Cilicant	96	APAC Financial Services Pvt. Ltd.
15	Sonepar	37	Ayvens India	58	Crowne Plaza Greater Noida	78	Freecharge.com	97	Pipra Solutions
16	Ubisoft Entertainment India Pvt. Ltd.	38	Shoppers Stop Ltd.	59	Datamatics Global Services Ltd.	79	Kale Logistics Solutions	98	Rallis India
17	Reckitt	39	Shardul Amarchand Mangaldas	60	Shapoorji Poonji Energy	80	Garware Technical Fibres Ltd.	99	VTP Group
18	Sutherland	40	Birlasoft Ltd.	61	DACHSER India	81	Khaitan & Co	100	Epiroc Mining India Pvt. Ltd.
19	Sagility Ltd.	41	Aspire For Her Management and Consultancy Ltd.	62	The Reward Store (Vananam Rewards Pvt. Ltd.)	82	Formula Corporate Solutions India Pvt. Ltd.		
20	Haleon	42	Hitachi India	63	Multiples Alternate Asset Management Ltd.				
21	Havas India	43	Infra.Market						
22	Biocon Ltd.								

HOW CILICANT IS MAKING SPACE FOR WOMEN ON THE FACTORY FLOOR

> **Manish Jain, Founder & MD, Cilicant, highlights how inclusivity must be thought of as an extension of business strategy, and not just lip service**

Manufacturing in India has long been seen as a male-dominated space. In many cases, this has less to do with ability and more to do with how systems were designed in the first place. At Cilicant, an active packaging manufacturing company based out of Pune, leadership began questioning this assumption early on. What would happen if the factory floor was designed to work for everyone, not just a few?

Today, women make up close to half of the company's workforce, with a large presence on the shop floor.

This change did not come from quota based hiring targets. It came from rethinking how the shop floors were structured and designed.

The starting point was safety and respect. For women to work comfortably in manufacturing, the environment has to feel predictable and dignified. Clear rules around behaviour, zero tolerance for harassment, and consistent enforcement helped build that trust. For many women employees, who are also the primary earners for their families, this sense of stability matters deeply.

Training was the next focus. Many women working at Cilicant come from a rural and semi-urban areas, some entering a formal workplace for the first time. The company invested in repeated training around communication, workplace conducts, and safety. Over time, this helped normalize participation and voice on the factory floor.

Support systems were redesigned to reduce hesitation. A women-led HR helpdesk, open access to leadership, and quicker grievance resolution made it easier for employees to raise issues early. This reduced friction on

the shop floor and helped teams work better together.

Over time, the impact of these policies started showing in operations. Supervisors noticed higher attention to detail, better process discipline, and more consistency in quality. In a manufacturing setup where small mistakes can have serious consequences, these strengths made a real difference. Teams also became more stable, with lower disruption and better collaboration. Equal pay, fair hiring, inclusive healthcare, and clear growth paths were built into everyday systems.

Recently, Cilicant was recognised under DEI100, India's first Diversity, Equity and Inclusion Index, by Team Marksmen Network in coordination with EY as the process partner. The recognition validates what the company has practiced internally for years.

Cilicant's experience offers a practical lesson for Indian manufacturing. Gender parity does not happen through intent alone. It happens when factory floors are designed for real people, and when inclusion is treated as a business decision, not a social initiative.

CEOs across organisations rely on different mechanisms to stay informed. However, when it comes to diversity, equity, inclusion, belonging, and justice, many leaders lack a clear window into the lived reality of their organisations. The intent to lead inclusively is almost always present, but intent alone is not enough. The challenge lies in psychological safety. Even with well-meaning leadership, organisational hierarchies often discourage people from speaking openly, creating a gap between what leaders believe and what employees actually experience.



Dr. Ritu Anand
Former Chief Leadership & Diversity Officer, TCS

Personally, I am deeply invested in the subject of Diversity & Inclusion. From a formal standpoint, this involves systematically reviewing data across multiple dimensions what we broadly refer to as diversity metrics. These include demographic representation, promotion trends, engagement scores, pay parity, hiring practices, and the depth and diversity of the talent pools we access. In our organisation, these insights are consolidated into a monthly dashboard built around six core pillars, one of which is D&I.



Vishal Sharma
Executive Director & CEO, Godrej Industries (Chemicals)

We need to create leaders or managers who are as brave saying something as they are in doing what they speak of. You have to be free to speak your mind, express reactions or objections to feedback as long as it is aligning with the organisational goals.



Umar Ali Shaikh
CEO, Atos Solutions and Systems Pvt Ltd

Our DEI program reflects our commitment to a workplace rooted in respect and belonging, where every individual feels valued and empowered. It fosters meaningful connections across global teams and celebrates the diverse perspectives that drive innovation and collaboration. Powered by our people, their voices and experiences shape the actions that make diversity, equity, and inclusion integral to how we work every day around the world today.



Rupali Veerkar
Vice President, People & Culture, NTT Global Data Centers

