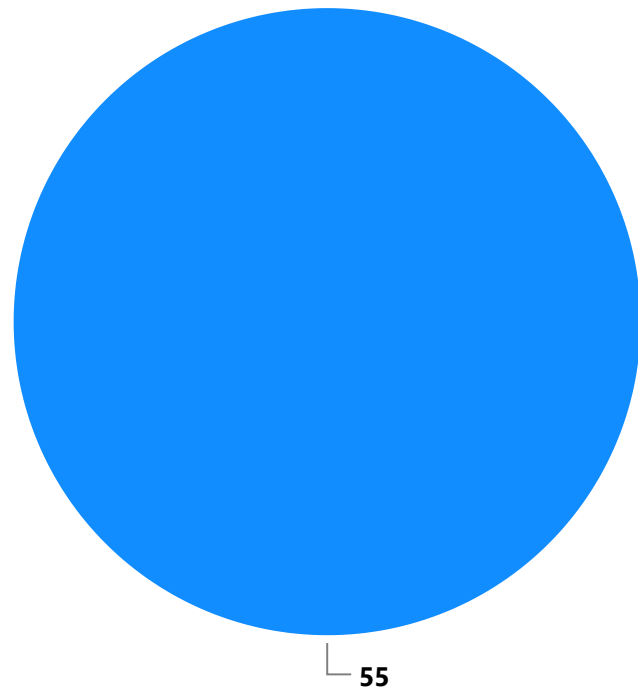
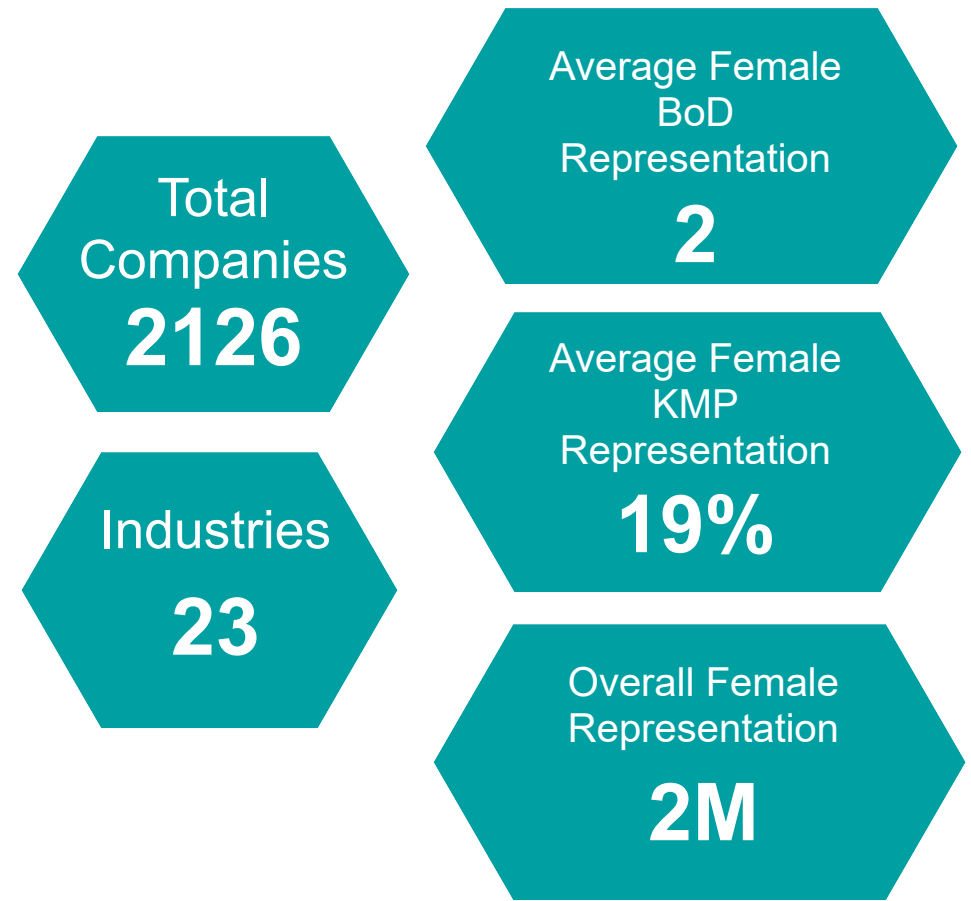


Year All	Company Name All	Employee Size All	NSE/BRSR All	Market Index All	Industry METALS & MINING
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Industry Overview



Industry_Final
● METALS & MINING

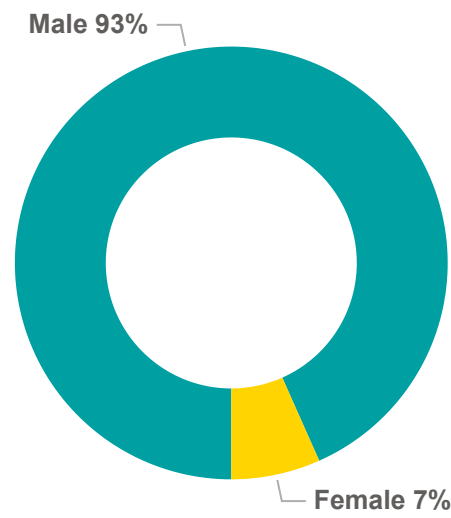


Gender Diversity



The diversity ratio gives valuable insight into the broadness of the perspectives an organization receives.

Gender Breakdown



Top 10 Industries with Highest Female Employees

7%

METALS & MINING

Industry-wise Total Employees

METALS & MINING

Industry-wise Total Female Employees

METALS & MINING

Fiscal Year

All

Company Name

All

Employee Size

All

NSE/BRSR

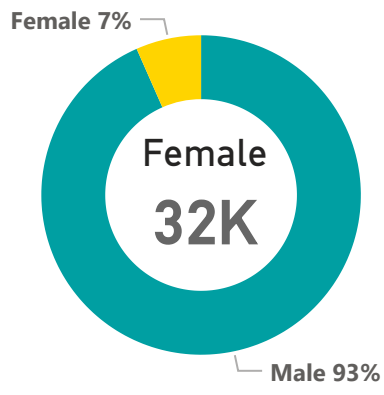
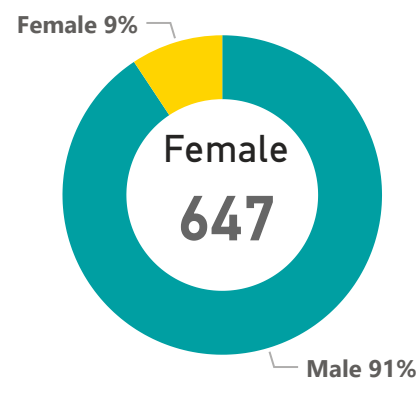
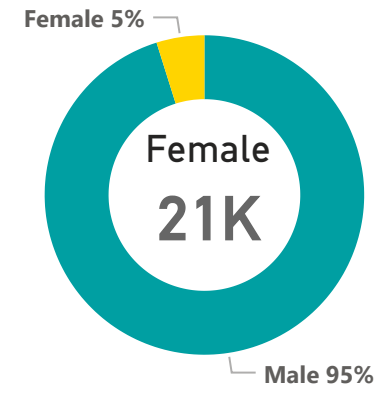
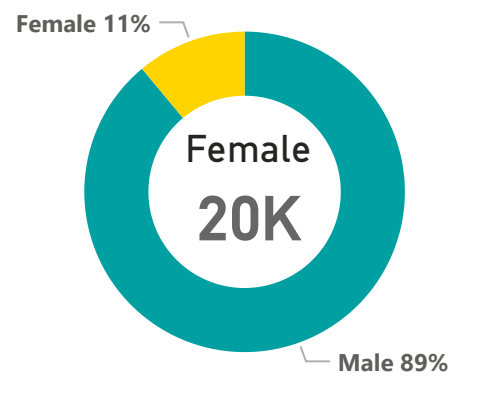
All

Market Index

All

Industry

METALS & MINING

Permanent Employees Diversity Ratio

Non Permanent Employees Diversity Ratio

Non Permanent Workers Diversity Ratio

Permanent Workers Diversity Ratio

Employee

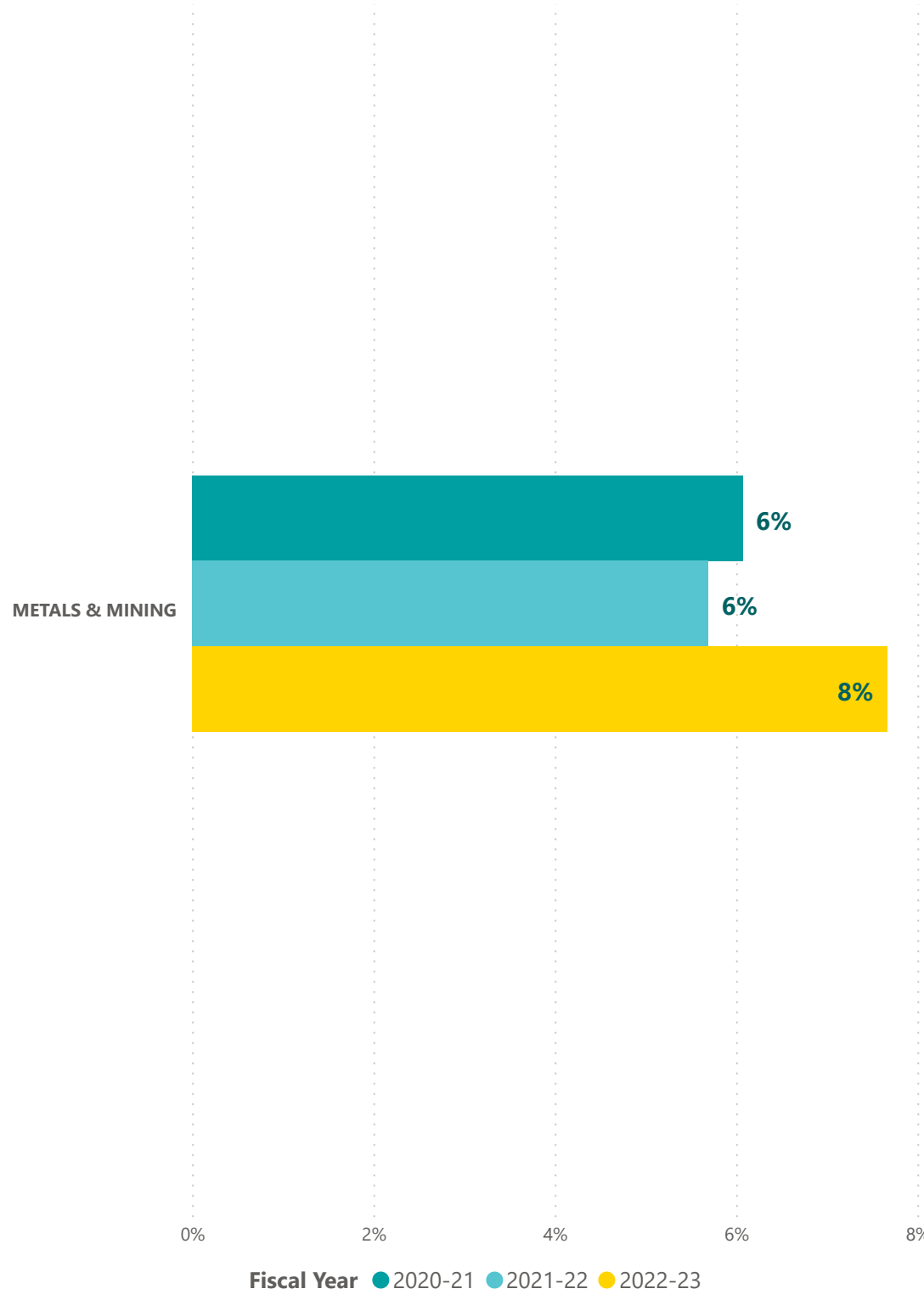
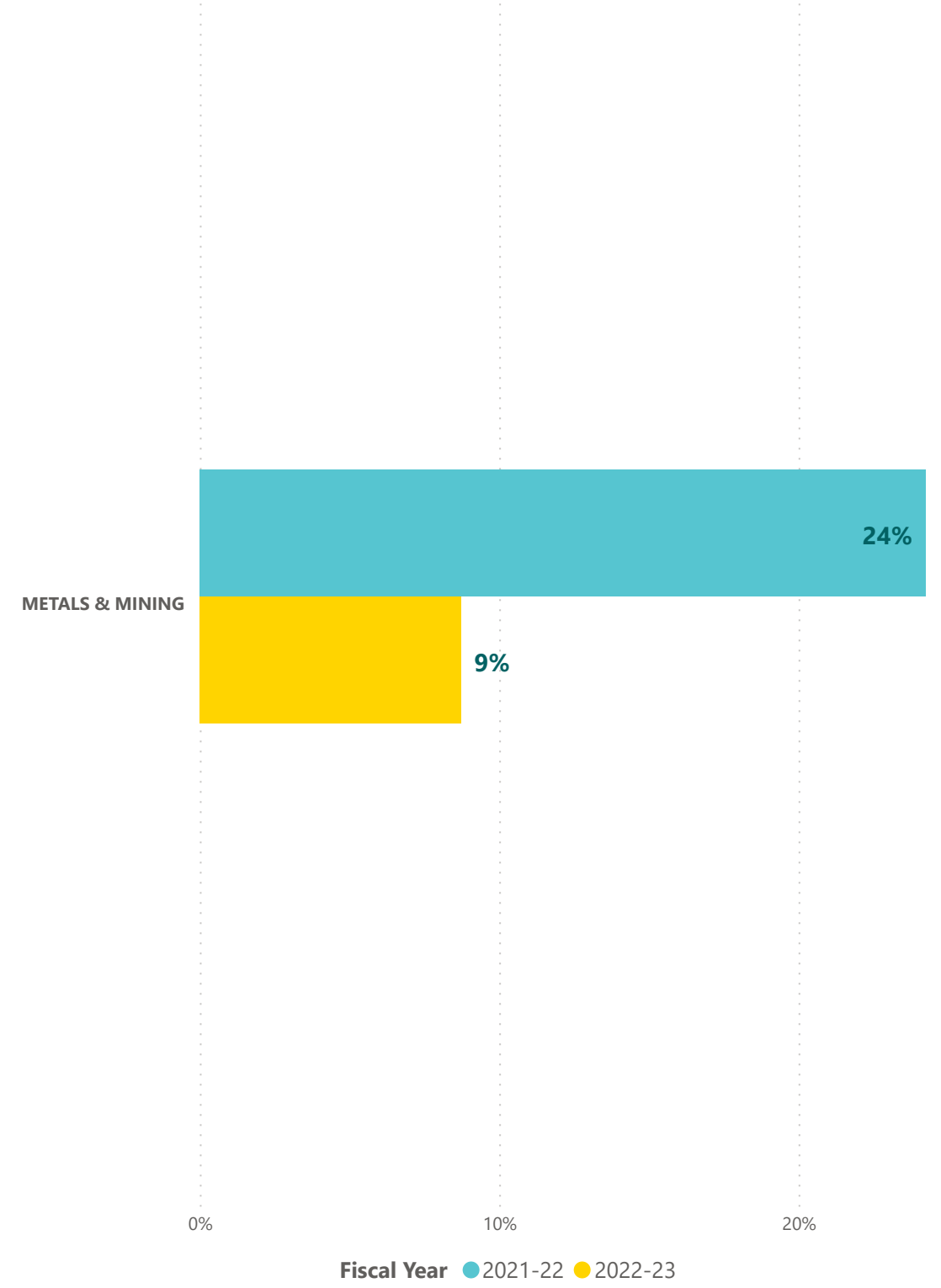
Women representation at employee level All FY's: 7%

Permanent female employees data

Percentage reported in 2020-21: 49%
 Percentage reported in 2021-22: 51%
 Percentage reported in 2022-23: 51%

Non Permanent female employees data

Percentage reported in 2020-21: 1%
 Percentage reported in 2021-22: 7%
 Percentage reported in 2022-23: 38%

Permanent Female Employees By Industry

Non Permanent Female Employees By Industry


Note: There is a drop in permanent women employees in the textiles sector in 2022-23 because till 2021, number of women workers and employees were reported together. From 2022, women workers and employees were separately reported.

Workers

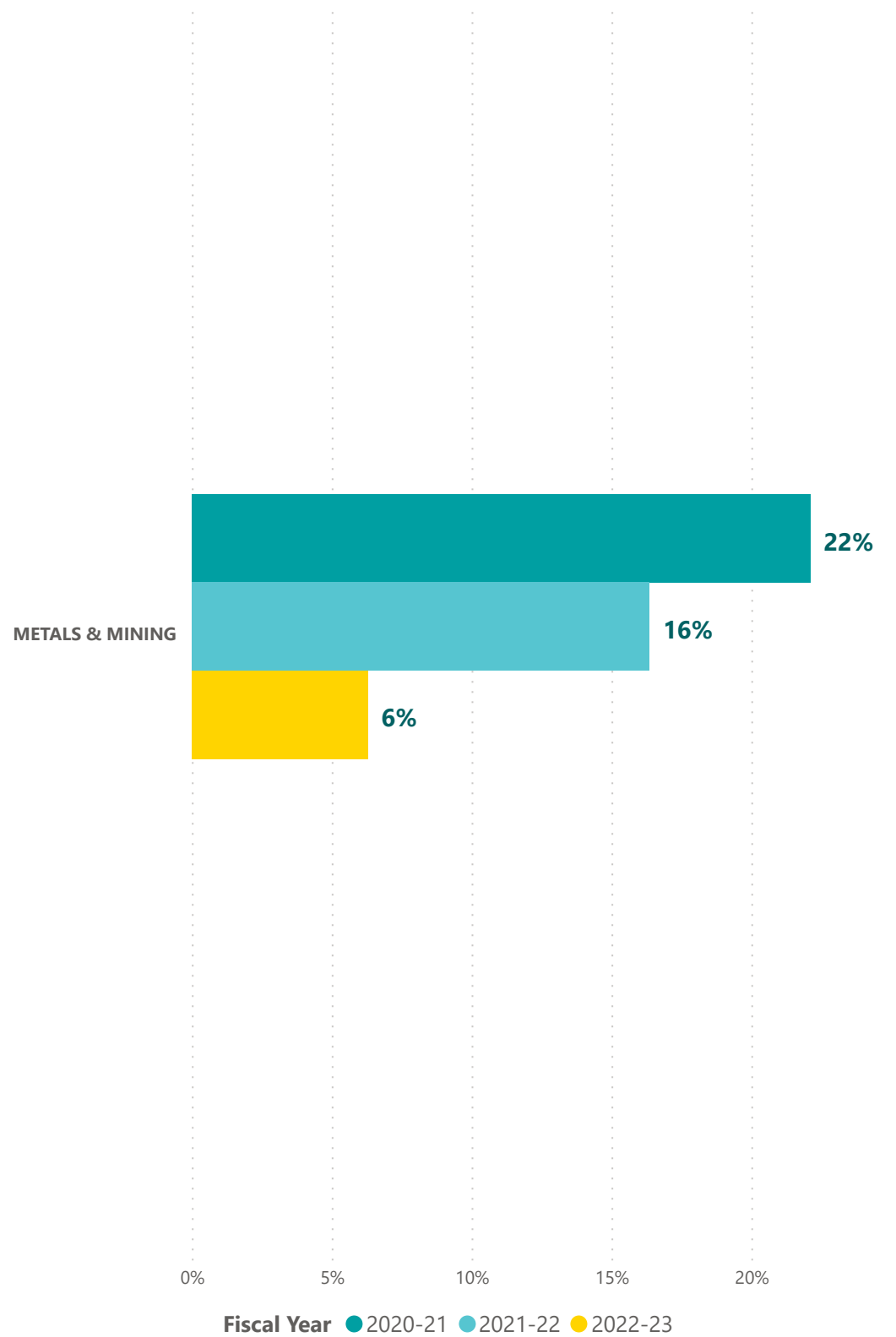
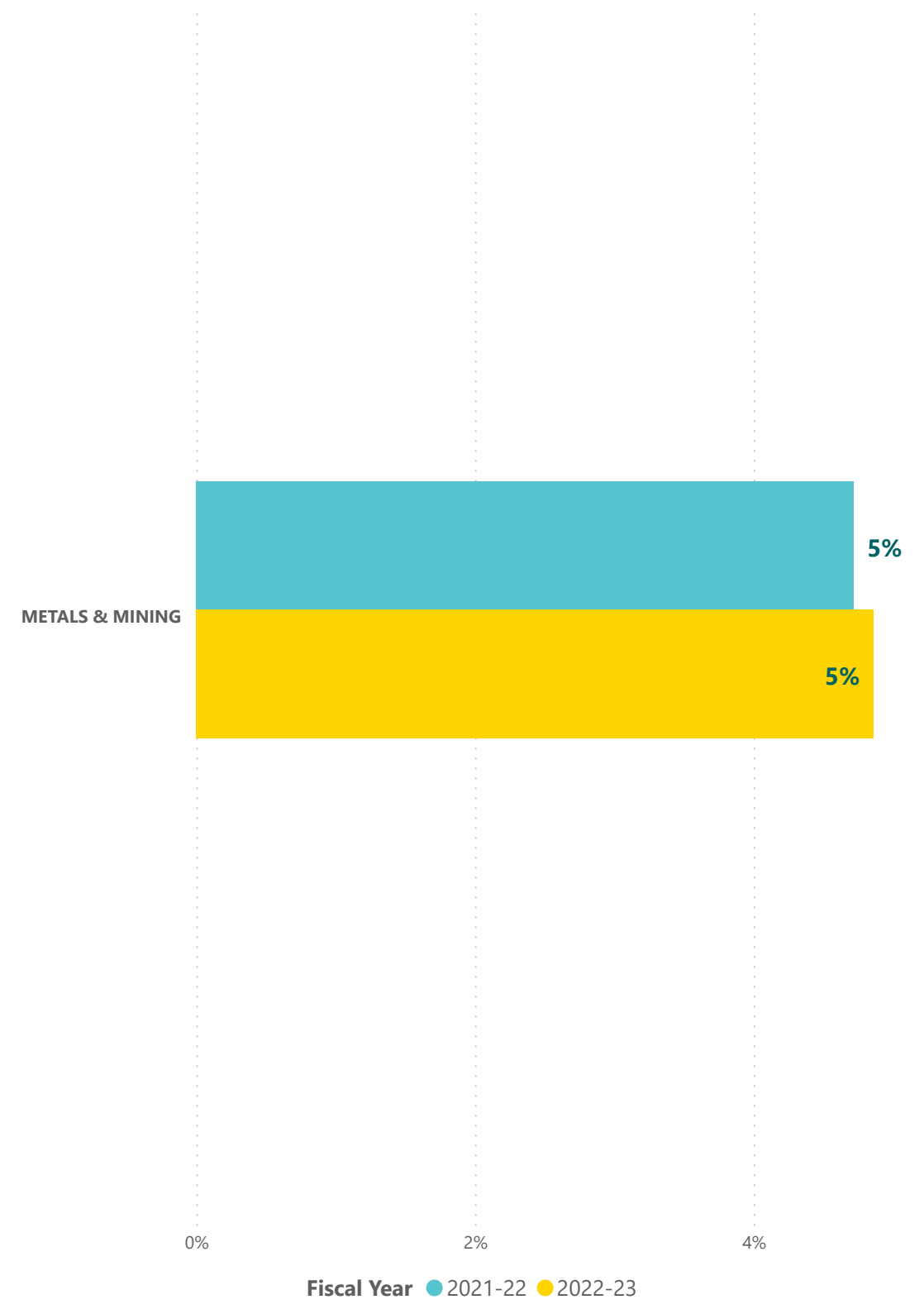
Women representation at worker level All FY's: 7%

Permanent female workers data

Percentage reported in 2020-21: 1%
 Percentage reported in 2021-22: 5%
 Percentage reported in 2022-23: 35%

Non Permanent female workers data

Percentage reported in 2020-21: 1%
 Percentage reported in 2021-22: 5%
 Percentage reported in 2022-23: 35%

Permanent Female Workers By Industry

Non Permanent Female Workers By Industry


Note: Substantial fluctuations across years may be observed in certain sectors' gender data due to limited reporting by organizations until 2021-22, with an increase in reporting from 2022-23 onwards due to adoption of BRSR framework.

Fiscal Year

All

Company Name

All

Employee Size

All

NSE/BRSR

All

Market Index

All

Industry

METALS & MINING

Return To Work Rate

Across industries the Return to Work Rate (RWR) post parental leave for females is **10...** compared to males which is at **10...**



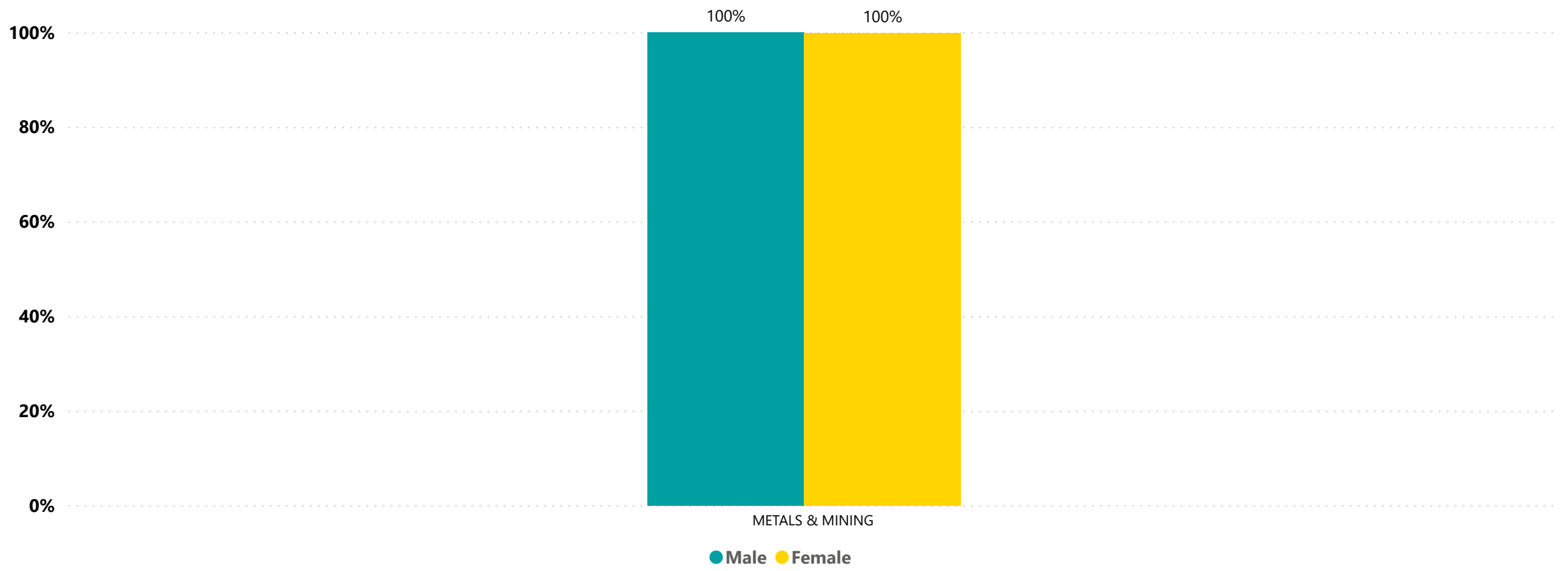
Return to work data

 Percentage reported in 2020-21: **1%**

 Percentage reported in 2021-22: **7%**

 Percentage reported in 2022-23: **35%**

Return to Work post parental leave by Industry



Retention Rate

Retention Rate for women employees who took parental leave All FY's: **98%**

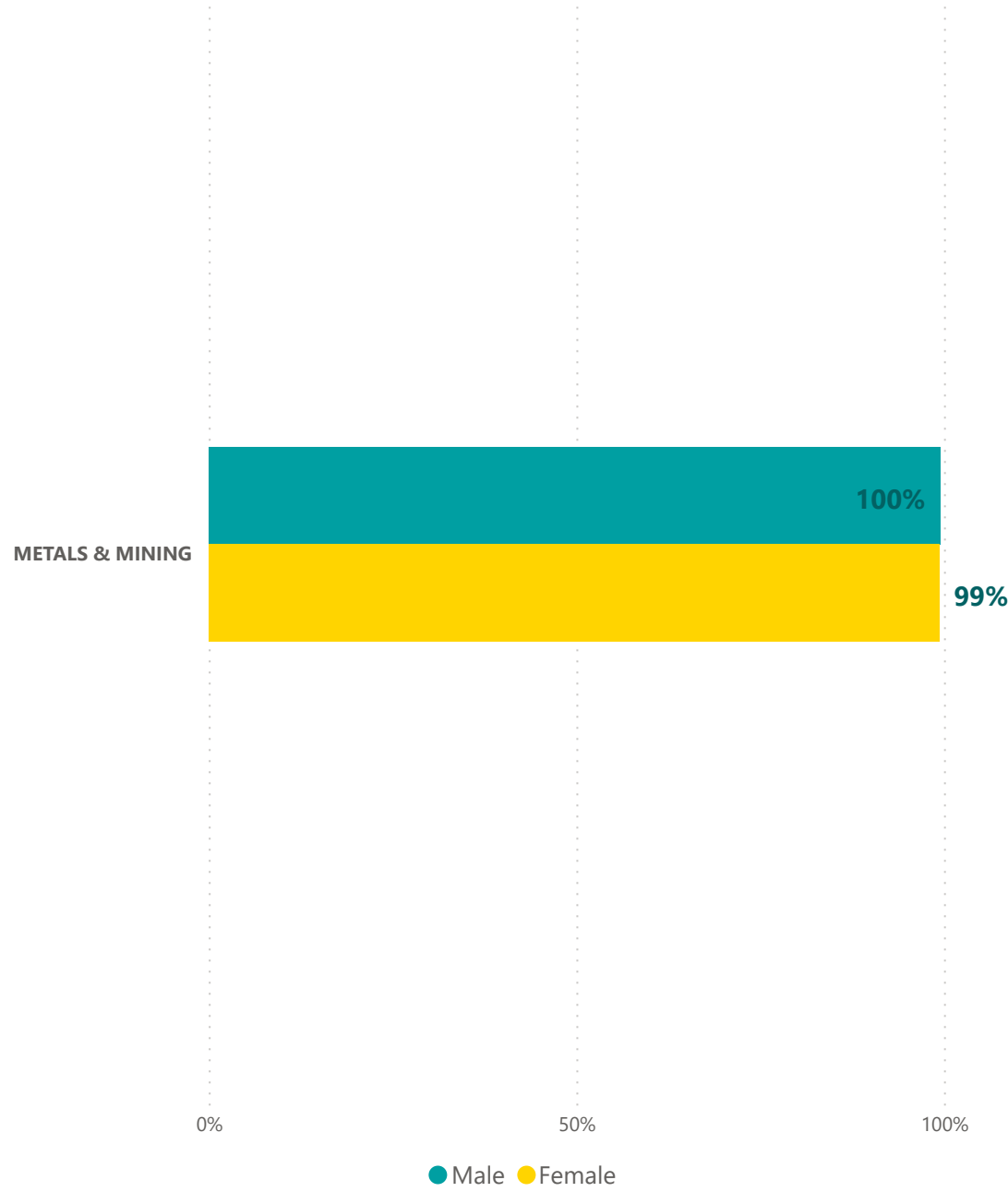
Retention Rate data

 Percentage reported in 2020-21: **1%**

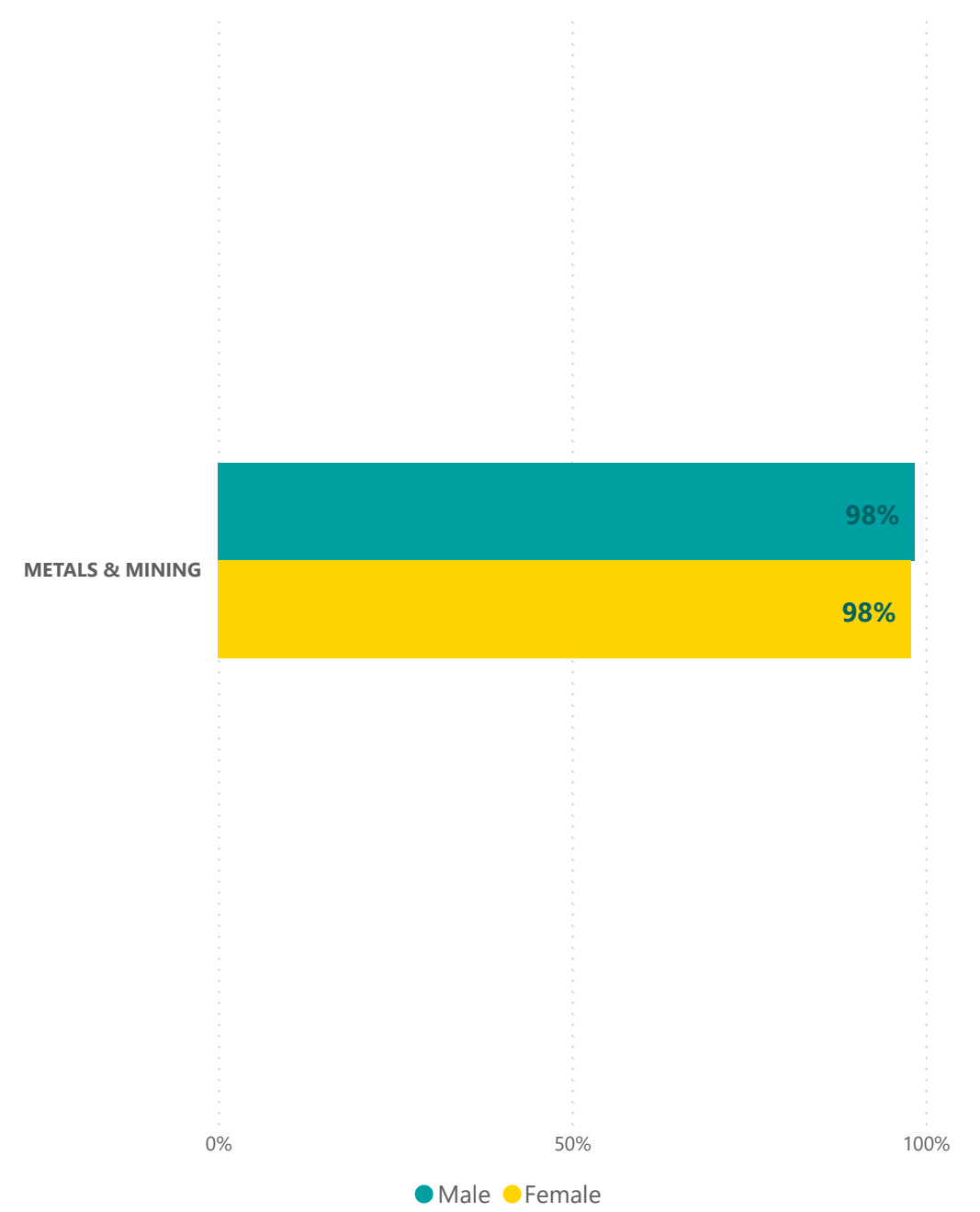
 Percentage reported in 2021-22: **7%**

 Percentage reported in 2022-23: **33%**

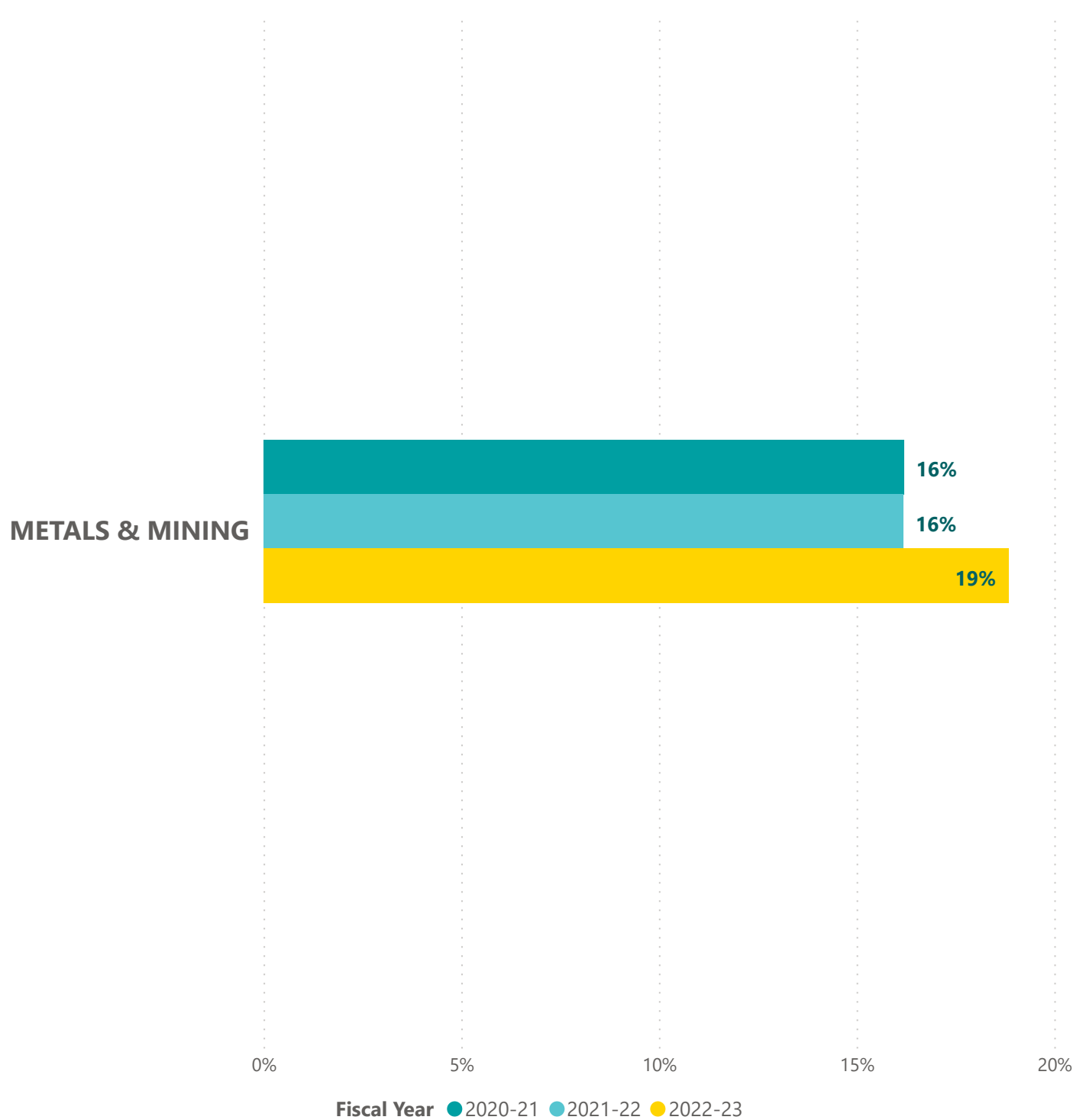
Retention Rate of permanent Workers who took parental leave by Industry



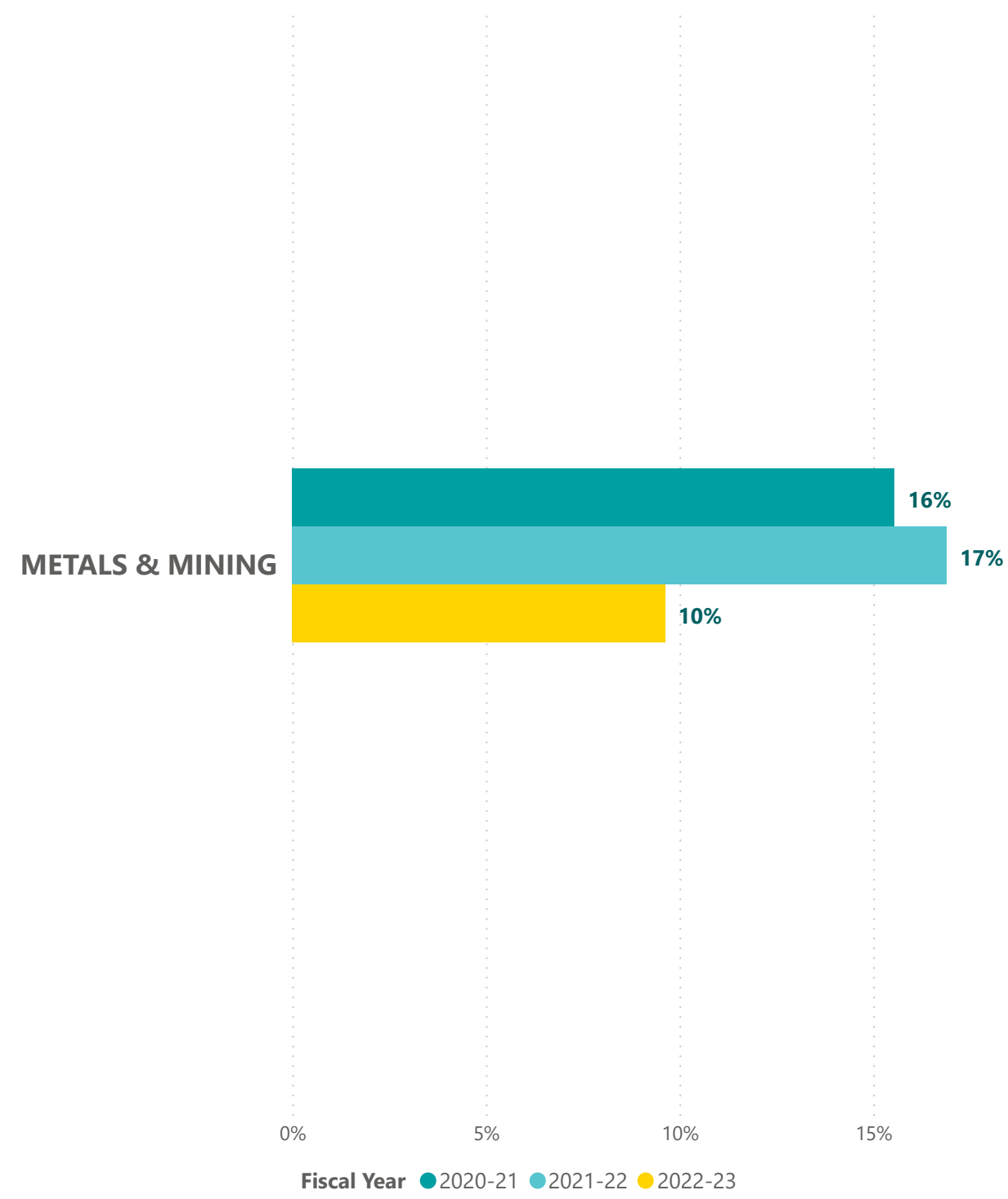
Retention Rate of permanent Employees who took parental leave by Industry



Women in Board of Directors

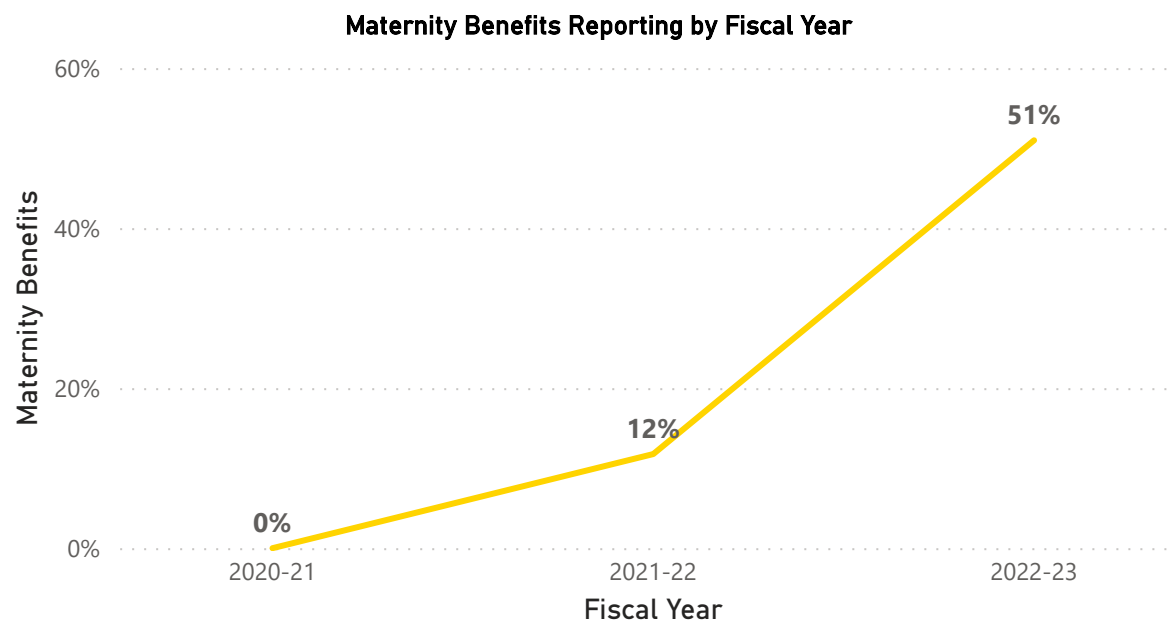


Women in Key Management Positions



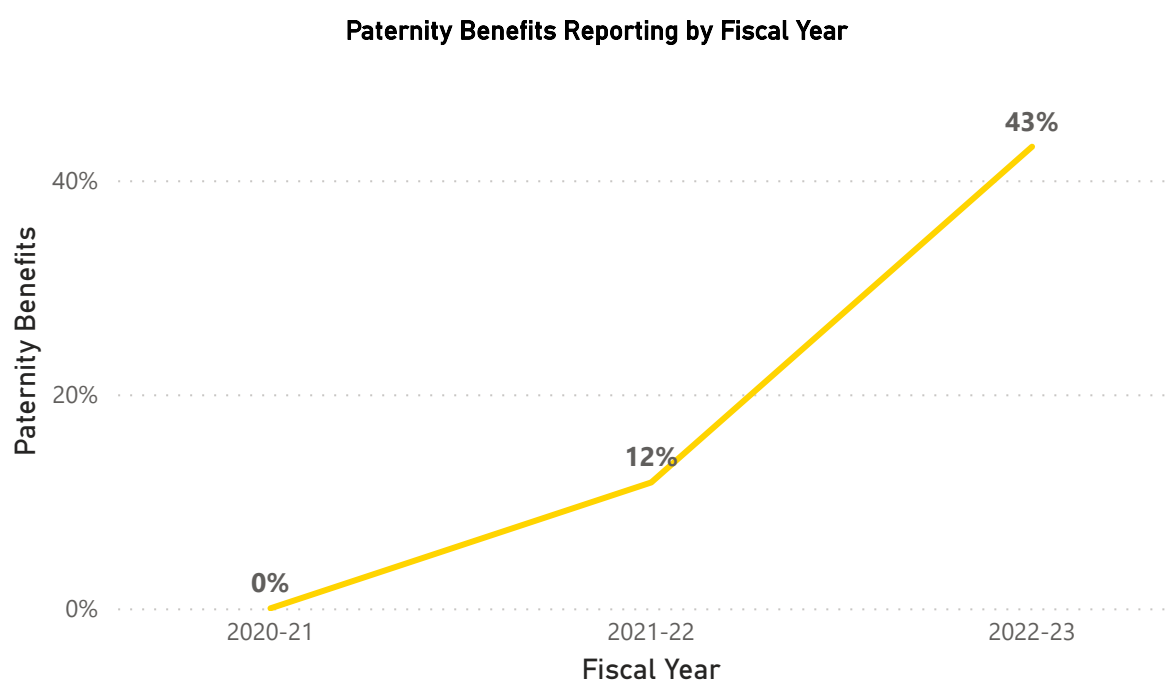
Fiscal Year	Company Name	Employee Size	NSE/BRSR	Market Index	Industry
All	All	All	All	All	METALS & MINING

Note: Reporting of employee access to benefits increased in FY 2022-23 due to many companies adopting BRSR framework for reporting



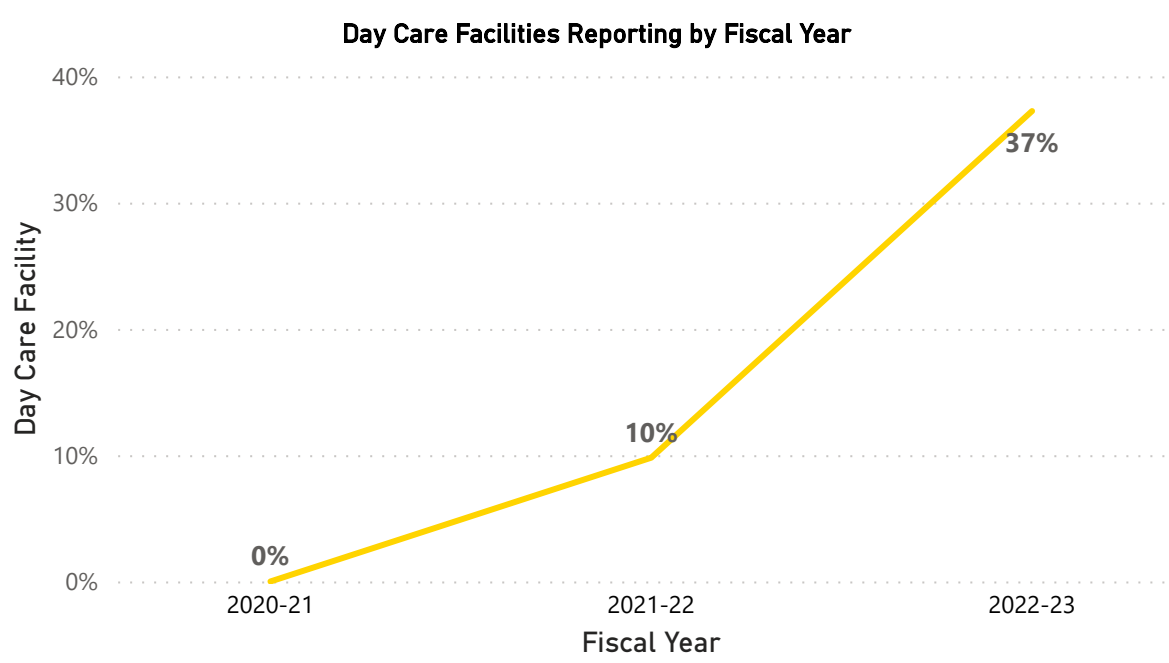
Industry	Maternity Benefits All Females
METALS & MINING	51%

Percentage of companies in FY 2022-23 who reported access to Maternity Benefits is 48%



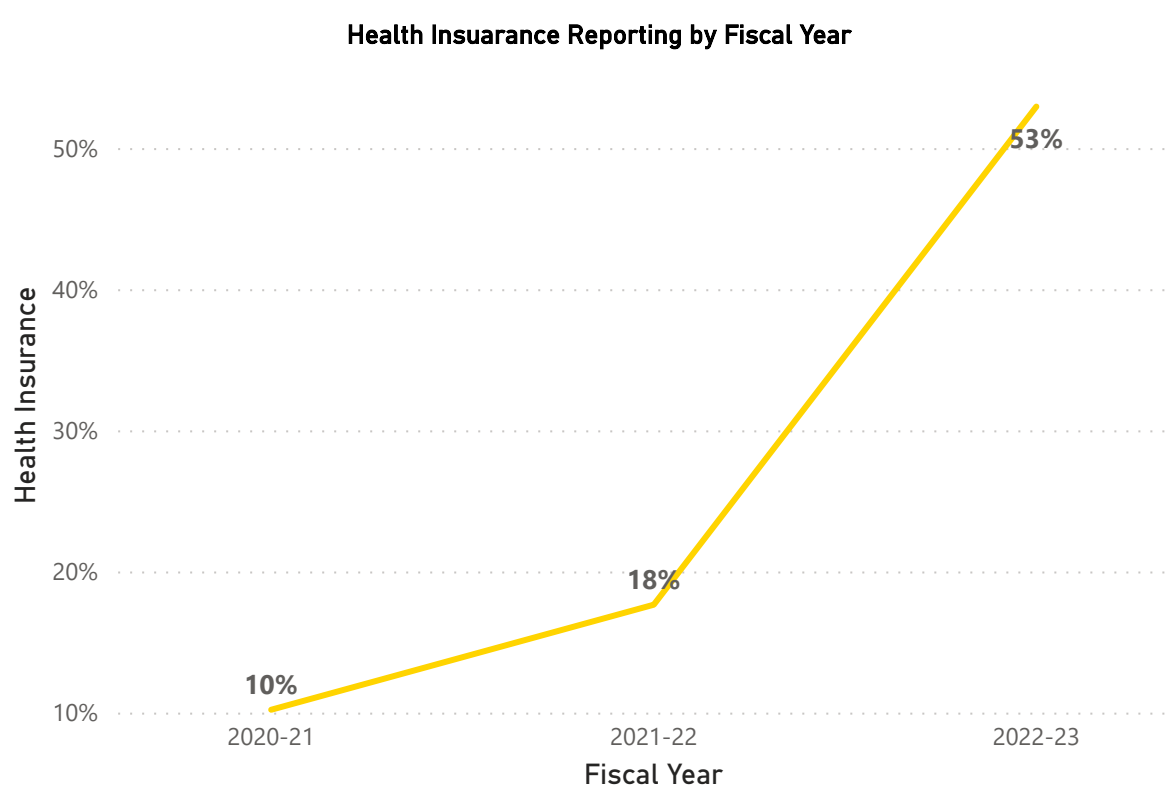
Industry	Paternity Benefits All Males
METALS & MINING	43%

Percentage of companies in FY 2022-23 who reported access to Paternity Benefits is 36%



Industry	Day Care Facility
METALS & MINING	37%

Percentage of companies in FY 2022-23 who reported access to Day Care Facility is 34%



Industry	Health Insurance
METALS & MINING	53%

Percentage of companies in FY 2022-23 who reported access to Health Insurance is 48%