

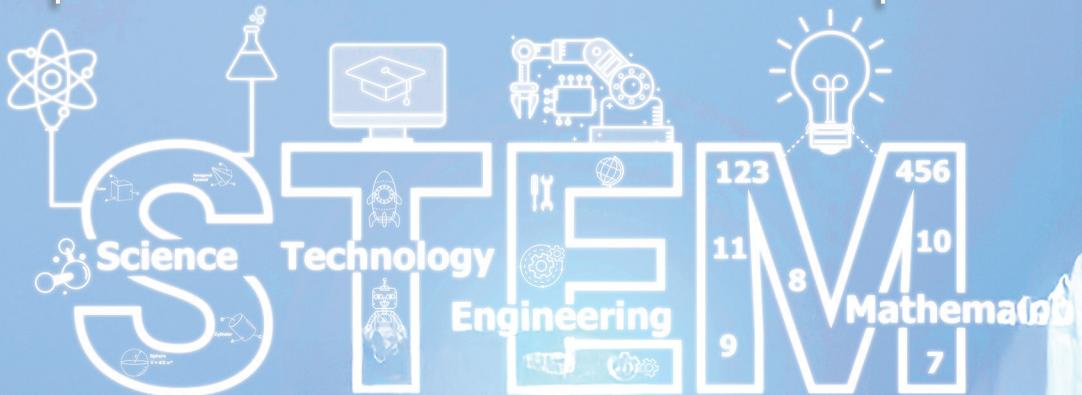


CII Awards on
Excellence for
Women in STEM



Confederation of Indian Industry

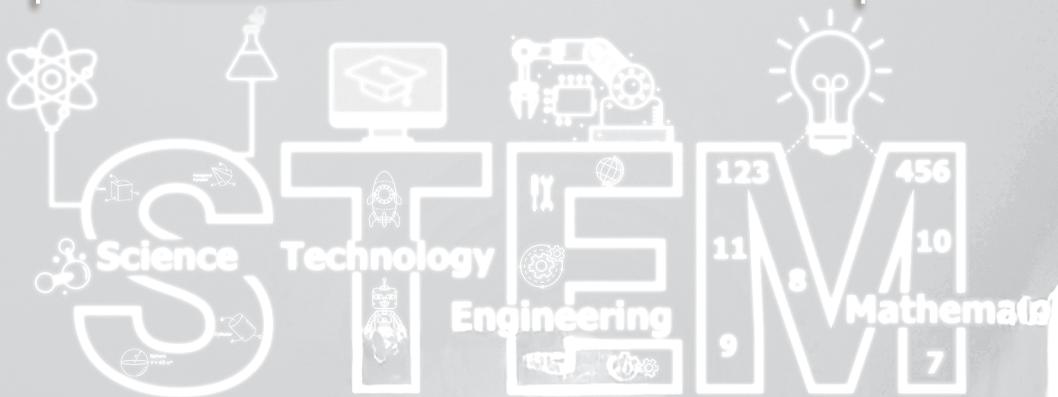
COFFEE TABLE BOOK ON **ORGANIZATIONS EMPOWERING WOMEN IN**



2025



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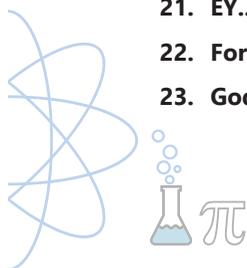


2025



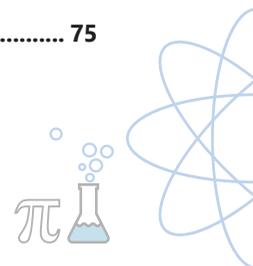
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FOREWORD



Dr Naushad Forbes

Past President,
Confederation of Indian
Industry & Chairman,
CII National Committee
on Technology, R&D,
Innovation, Co-Chairman,
Forbes Marshall

India aims to become a developed country by 2047. For this to happen, our growth must include everyone. This is especially true in science, technology, engineering, and mathematics, where we need many more women to participate, contribute, and lead. The involvement of women is important for India's progress.

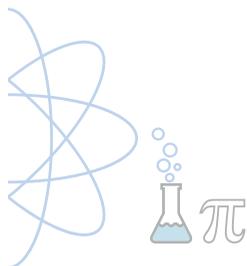
CII has made "Women in STEM" a key focus of the National Committee on Technology, Innovation and Research. We need to create more opportunities, build supportive workplaces, and encourage women to take on larger roles in science and technology.

This coffee table book is part of that effort. It brings together examples of what different organisations are doing to support women in STEM — their policies, their initiatives, and the stories of women who are leading and making a difference.

These case studies show what is possible when women have the space and support to grow. They also show how much stronger our institutions become when women are active at every level — in labs, in design, on factory floors, and in leadership roles.

I want to thank all the organisations who shared their work for this publication. Your efforts are improving your own workplaces and contributing to a more inclusive and capable India.

Supporting women in STEM strengthens our scientific and industrial capabilities. I hope this publication encourages more organisations to take similar steps and helps us move closer to the India we want to see in 2047.





FOREWORD



Ms Vaishali Nigam Sinha
Chairperson, CII Women
in STEM Initiatives,
Co-founder, Renew and
Chairperson, Sustainability

Innovation and technology are reshaping our world at an unprecedented pace. Yet, true progress is not defined merely by the speed of our advancements, but by how inclusively we shape them by ensuring that every voice, especially that of women, finds a place, purpose, and power in this journey of transformation.

The technology sector alone contributes about 10 percent to India's GDP. In the next five years, the digital sector is projected to account for more than one-fifth of India's economy. This presents both an opportunity and a necessity to build inclusive workforces. Women in STEM is not just a social element; it is an economic imperative. They are not merely participants in this change, they are its architects. Their ideas, intuition, and integrity are helping redefine how we innovate, solve, and sustain.

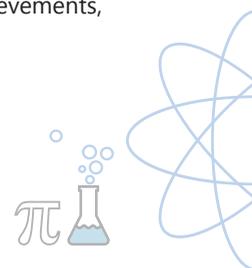
Over the past decade, the government has led the way with targeted fiscal and policy tools. For instance, marquee initiatives such as WISE-KIRAN have more than tripled in scope. This focused policy orientation has yielded results: currently, about half of the students entering STEM courses are women and girls. In the coming years, this will translate into greater gender representation in the STEM workforce.

To celebrate this journey, I invite you to explore this Coffee Table Book. It is a tribute to organizations that champion women, not as an inclusion imperative, but as a core driver of operational excellence. Each case study reflects a culture where talent is nurtured without bias, opportunities are shared equitably, and leadership is reimagined through empathy and empowerment.

These stories mirror India's evolving journey toward a more inclusive innovation ecosystem, one that values both brilliance and belonging. I hope this collection serves as both an inspiration and a call to action for many more organizations to build pathways where women can rise, contribute, and lead fearlessly.

To all the organizations featured here, thank you for believing in the transformative power of women in STEM. Your vision and action will serve as a North Star for others. Your efforts will shape girls and women into change-makers. As we collectively march toward Viksit Bharat, let inclusivity and women-led development define the next phase of our journey.

Wishing you an inspiring and delightful read, one that celebrates not just achievements, but the spirit of inclusion that makes them possible.





Executive Summary

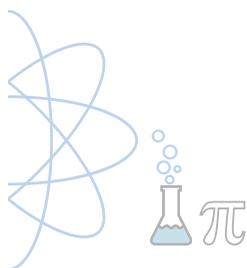
India's ambition to become a developed nation by 2047 depends on growth that includes and empowers women, especially in science, technology, engineering, and mathematics (STEM). This coffee table book, curated by the Confederation of Indian Industry (CII), brings together insights from nearly 50 organisations that are actively shaping a more inclusive STEM landscape.

The publication highlights each organisation's vision for advancing women in STEM, their top three signature initiatives, the impact created, and their way forward. A strong common theme across these contributions is the clear recognition that gender inclusion is directly linked to innovation—that diverse STEM teams lead to better research outcomes, stronger design, and enhanced competitiveness.

The initiatives showcased range from targeted hiring and returnship programmes to mentorship, leadership development, technical skilling, flexible work policies, childcare support, and school outreach efforts to build the future talent pipeline. The documented outcomes demonstrate rising representation of women in technical and leadership roles, improved retention, and a more vibrant culture of innovation and collaboration.

These collective efforts strengthen India's scientific and technological capabilities and move the nation closer to its 2047 vision.

For more details, please contact Ms Namita Bahl (namita.bahl@cii.in) or Ms Divya Arya (divya.arya@cii.in).





Aditya Birla Science & Technology Company Pvt. Ltd.

KEY SECTOR

R&D Support for Manufacturing Industries



Organization's vision for promoting Women in STEM by 2030

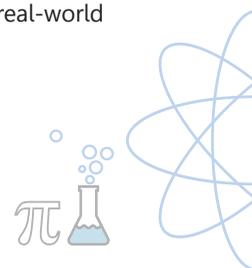
I do not wish them [women] to have power over men; but over themselves.

– Mary Wollstonecraft

Inspired by this thought, our vision for Women in STEM by 2030 is to create an ecosystem where women have equal opportunity, visibility, and voice in shaping technology, innovation, and leadership. We aspire to build a workplace that nurtures women's potential through mentorship, learning, and inclusion. This commitment is reflected in our gender-neutral policies and initiatives that foster an inclusive, supportive, and empowering environment where women can truly thrive and lead.

Top three signature initiatives / programs / promoting Women in STEM

1. NextGen Women Hiring Drive: At ABSTC, women represent 17% of the workforce, with a goal to reach 20% within the next year. We focus on selective hiring from premier technology & engineering institutes like IITs, IISc, NITs, BITS Pilani given the niche and specialized nature of our research roles. Preference is given to women candidates who are at par in merit with other applicants.
2. Empowering Women through Learning, Leadership & Mentorship: "Coffee with CEO" is a tailor-made platform that enables women employees to directly engage with senior leadership - to understand organizational expectations, share experiences, and address challenges. Additionally, interactions with senior leaders across Aditya Birla Group companies provide women employees with the opportunity to showcase their achievements, gain cross-business exposure, build networks, and enhance their leadership acumen through real-world problem-solving, shared insights, and active mentorship.





3. Celebrating Women's Excellence: Aditya Birla Group has instituted a robust Recognition and Retention Framework to celebrate the achievements of women in STEM and strengthen long-term engagement. Platforms such as the ABG Chairman's Award, Pride Award, Retention Bonuses, Talent Grant and Stock Options acknowledge exceptional performance and innovation by women scientists. These initiatives rewards excellence and inspire a culture of recognition.

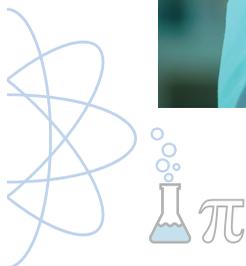
Impact and Way forward

Women at ABSTC are at the forefront of driving scientific and business impact. Eight women leaders currently spearhead critical R&D programs, contributing to nearly 30% of ABSTC's total publications and patents. Their work has enabled Aditya Birla Group companies to foray into new application areas such as Aerospace and Automotive, while also leading emerging business platforms in Battery Technology and Decarbonization.

With a strong focus on sustainability and circular innovation, they have advanced key initiatives in Bio-Precursor Materials, Enhanced Metal Recovery, Waste Utilization (Red Mud), and Alternate Fuels, creating tangible environmental and business value.

Their leadership has delivered realized business benefits in the tune of Rs 30 crore per annum, alongside 15 new product developments with a potential impact of Rs 45 crore per annum.

Moving forward, ABSTC aims to further strengthen women's representation in STEM leadership, fostering global collaborations, and nurture future women innovators who contribute meaningfully to the future of science and technology.



Aragen Lifesciences Limited

KEY SECTOR

Contract Research, Development, and Manufacturing Organization (CRDMO) – Pharmaceuticals & Biotechnology



Organization's vision for promoting Women in STEM by 2030

Aragen envisions a future where women thrive in STEM, aiming for 26% representation by 2027 through inclusive policies, leadership programs, and equitable career opportunities.

Top three signature initiatives / programs / promoting Women in STEM

○ Leadership Development for Women in STEM (EvolWE)

Aragen strengthens its leadership pipeline through the EvolWE program, offering executive coaching, 180-degree feedback, and senior-leader mentorship. These initiatives empower high-potential women to transition confidently into managerial and leadership roles.

○ Flexible Work, Parental Support & Safe Workplace Policies

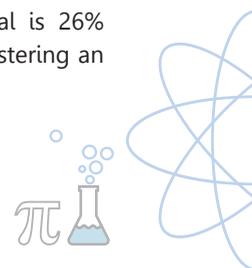
Aragen supports women in STEM through robust DEI frameworks, POSH policies, flexible work hours, remote-work options, and comprehensive parental support including 26-week maternity leave, crèche facilities, and shuttle services. These initiatives create a safe, inclusive, and supportive environment that enhances retention and work-life balance.

○ Targeted Diversity Hiring & Return-to-Work Programs

To boost women's representation in STEM, Aragen conducts women-centric walk-in drives, sets gender-diversity targets in campus hiring, and supports women returning from career breaks through specialized onboarding, flexible role transitions, and strong retention interventions—achieving a 90% post-maternity return rate.

Impact and Way forward

Aragen's DEI-driven initiatives have increased women's representation from 17% to 22.3%, supported by 90% post-maternity retention and targeted hiring programs. Our goal is 26% representation within two years, while building sustainable leadership pathways and fostering an inclusive, equitable workplace for long-term impact.





Avaada Energy Private Limited



KEY SECTOR

Renewable Energy Sector



Organization's vision for promoting Women in STEM by 2030

Empower women to excel in STEM through equal opportunities, mentorship, and leadership pathways, creating a balanced and innovative workforce by 2030

Top three signature initiatives / programs / promoting Women in STEM

○ Site Deployment Support

To ensure a safe and comfortable work environment for women deployed at project sites, the company provides well-furnished guesthouses, secure travel arrangements between sites and accommodation, and domestic assistance to support personal needs.

○ Learning and Development Programs

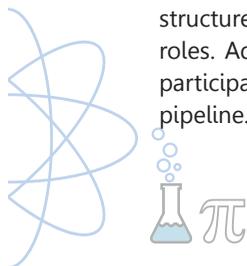
A comprehensive annual training calendar offers leadership, technical, and behavioural development programs, including outbound learning sessions. These initiatives foster continuous professional growth, skill enhancement, and career advancement opportunities for women in STEM roles. Additionally, a mentor-mentee program connects women professionals with experienced leaders who provide guidance and career support.

○ Participation in External Conferences

Women in STEM are encouraged to actively engage in various industry conferences and seminars as both speakers and participants. This exposure enhances their professional networks, keeps them updated of emerging.

Impact and Way forward

Going forward, the company aims to strengthen its Women in STEM ecosystem by focusing on career progression and long-term retention. Efforts will also center on introducing advanced technical certifications, leadership bootcamps, and cross-functional exposure along with building structured Career Paths to help women in STEM advance into leadership and technical excellence roles. Additionally, Future initiatives also include partnering with industry bodies for conference participation and creating targeted development tracks to strengthen women's leadership pipeline.





Axens (Global Engineering & Execution Centre, India)



KEY SECTOR

Engineering, Manufacturing & Process Licensing



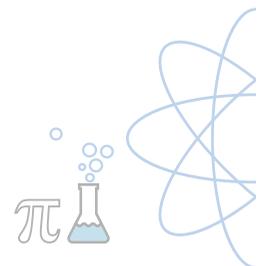
Organization's vision for promoting Women in STEM by 2030

Globally, Axens is committed to enhancing gender diversity and leveraging the unique perspectives and skills that women bring to the STEM fields, ultimately driving innovation and success within the company and the industry as a whole, including gradual increase in women participation in leadership. The subsidiary in India follows the same vision.

Top three signature initiatives / programs / promoting Women in STEM

As a group, globally Axens has launched the following initiatives:

- **Gender Equality Targets in Leadership:** Measurable goals for increasing female representation in high level positions. Minimum 40% of women in Executive Committee & 30% of women in the Leadership team.
Specifically, within India, within its Global Engineering and Execution Centre, Axens has targeted increase of STEM women in Process, Engineering and QHSE functions to a 50:50 ratio
- **Inclusive Recruitment Practices:** Implement strategies to attract diverse talent by actively recruiting women for STEM roles. Establish mentorship initiatives that connect women in STEM with experienced professionals who can provide guidance, support, and networking opportunities. Advocate for policies that promote gender equality in the workplace, such as equal pay, parental leave, and anti-discrimination measures.
- **TW'In (Together Women Are Inspired) Community:** Internal community to boost women's confidence in their professional abilities and inspire them in their career choices. Raise awareness among both men and women about the benefits of gender diversity, which is a source of richness for the company and promote a balance between masculine and feminine values for greater harmony, as the combination of the mutual strengths is a performance driver for the company.





Impact and Way forward

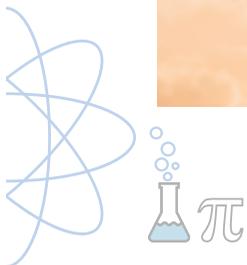
In 2023, the M/F ratio in the Axens Global Engineering and Execution Centre, India was 83:17.

With the consistent and systematic efforts, the ratio today stands at 63: 37.

Particularly in the departments involving STEM women (Process, Engineering & QHSE), in January 2023, the Female presence was 6% of the total staff. With the focussed efforts, the presence today has increased to 31%.

The target is to reach 50%.

We are proud to further highlight that in the Process Department, the STEM Women leaders represent 67% of the total leadership.





BaffleSol Technologies Pvt Ltd



KEY SECTOR

IT Products and Services



bafflesol

Organization's vision for promoting Women in STEM by 2030

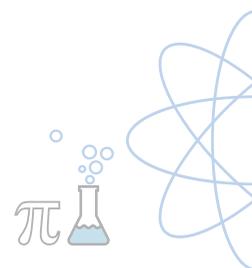
BaffleSol, a Microsoft Gold Award winner for D&I, fosters equity-based hiring & promotions, continuous upskilling, a flexible work environment, and lateral shifts to support inclusive growth.

Top three signature initiatives / programs / promoting Women in STEM

- The **Train2Retain Internship Program** encourages freshers and women returning after career breaks.
- Through the **KAIZEN initiative**, employees receive regular upskilling via trainings, certifications, and mentor-mentee programs.
- The **Lateral Shift Policy** empowers women to explore different verticals, ensuring they work where their interests and strengths truly align.

Impact and Way forward

- With **40% women** in the organization, we've consciously bridged **gender disparity** through **inclusive policies**.
- Our **Lateral Shift Policy** enabled women to move from HR and Finance to core STEM roles like Project Management and Business Architecture.
- **Continuous counselling** supports **working and expectant mothers**, while strict **POSH compliance** ensures a zero-bias environment.



Basiz Fund Services Pvt Ltd

KEY SECTOR

Fund Administration, Fund Tech and Legal Tech Products, ITES, IT Software Development



Organization's vision for promoting Women in STEM by 2030

By 2030, our goal is to reinforce a thriving ecosystem by fostering equitable opportunities, an inclusive workplace, and mentorship, where women drive transformational innovation, leadership, and excellence.

Top three signature initiatives / programs / promoting Women in STEM

○ Inclusive Tech Workplace Policy

Company-wide **policy framework promoting gender equity** through inclusive hiring, flexible work arrangements and return-to-work programs for women re-entering STEM fields.

Continuous sensitization training to build an equitable and supportive workplace culture while ensuring that women have the mentorship, resources, and confidence to shape the digital and analytical future of our industry.

○ Basiz STEM Scholars Program

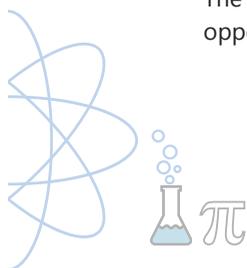
A flagship initiative offering scholarships, internships, and mentorship for women to advance in their careers in technology, data science, and finance.

The program offers relevant online training courses, connects young women with experienced industry mentors and provides hands-on learning opportunities within Basiz's IT and fund administration teams.

○ Women@Basiz Leadership Accelerator

An internal career advancement and leadership development program designed to help women professionals build technical expertise, management skills, leadership, and confidence and also inspire the next generation of STEM leaders.

The initiative includes coaching sessions, skill-building workshops, and sponsorship opportunities to prepare women for senior technical and managerial roles.





Impact and Way forward

Measurable Impact:

- Target of 100+ women supported by 2030 through internships, scholarships, and mentorships.
- 30% increase in women representation at mid- and senior-level technical and leadership roles by 2030.
- Annual leadership readiness index to track skill growth and career progression.

Future Outlook:

Establish Basiz as a company where women in STEM not only grow but lead, setting new benchmarks for inclusive growth and leadership in the industry.



Biocon Biologics

KEY SECTOR

Biotech Manufacturing



Organization's vision for promoting Women in STEM by 2030

Empowering women in STEM to become architects of a stronger and inclusive future, as we move with purpose towards achieving 40% gender diversity by 2030.

Top three signature initiatives / programs / promoting Women in STEM

○ **WLDP – Women Leadership Development Programme**

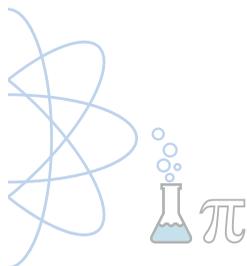
Our flagship WLDP fast-tracks 150+ high-potential women annually into STEM management roles through executive coaching, cross-functional projects, and senior mentorship. At Biocon Biologics, women represent 19% of senior leadership and 20% of senior managers in our offices across the world, and 18% of our shopfloor workforce, strengthening our talent pipeline and advancing organization-wide gender balance — from the shopfloor to the boardroom.

○ **BWN – Biocon Biologics Women's Network**

BWN drives professional visibility, peer learning, and mentoring for women in STEM through initiatives in networking, public speaking, and allyship. Its Women Mentoring Women program pairs emerging talent with senior leaders for a 6–9 month mentoring program. With 500+ active members, BWN is building a confident, future-ready STEM workforce.

○ **BioWISE – Women in STEM Empowered**

BioWISE is designed to help disadvantaged women from Tier 2 and 3 universities in Karnataka build a career in life sciences through scholarships, internships, and mentorship. The first cohort in FY25 includes 25 students, with plans to grow in size and reach. The program addresses systemic barriers that women from smaller cities face. By transforming their aspirations into opportunity, we are making a strategic investment in our nation's future.





Impact and Way forward

Driven by our ambition to reach 40% gender diversity by 2030, we continue to redefine gender diversity in pharma: In FY25, women comprised 32% of our global workforce, nearly triple the industry average of 11%, with 31% women in STEM roles; 49% of the interns hired in STEM roles were women. These aren't just statistics — they are milestones in our mission to unlocking a future where every spark of brilliance has the chance to shine.





Birla Institute of Technology and Science (BITS) Pilani

KEY SECTOR

Higher Education

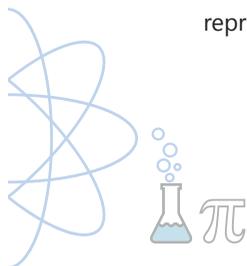


Organization's vision for promoting Women in STEM by 2030

To achieve gender equity and inclusivity across all levels—students, faculty, staff, and researchers—by 2030 through equal opportunity, leadership development, mentorship, and supportive institutional policies fostering women's excellence in STEM.

Top three signature initiatives / programs / promoting Women in STEM

- **EmpowHer Fellowship Program:** A flagship year-long fellowship that supports first-year female students through funding (up to ₹2 lakhs), mentorship by alumni and faculty, leadership workshops, and experiential learning. It promotes confidence, STEM engagement, and leadership potential among women learners.
- **100×100 Scholarships Campaign for Girl Students:** A major initiative providing full tuition fee waivers for 100 meritorious female students every academic year, significantly improving female enrolment and retention across STEM disciplines at all campuses.
- **Women 4 Women (W4W) Campaign:** An alumni-driven initiative extending scholarships, research grants, and seed funding to women students, researchers, staff, and faculty. It builds mentorship bridges between women leaders and learners, creating an empowered, self-sustaining ecosystem.
- **Shobitam Centre for Women Entrepreneurship (SCWE):** Established in collaboration with alumni, the Centre nurtures women-led startups by offering seed funds, incubation support, industry mentorship, and leadership programs for women students, researchers, and staff across BITS campuses.
- **Gender Advancement for Transforming Institutions (GATI) Charter:** Under the Government of India's DST initiative, BITS Pilani has adopted the GATI Charter to enhance institutional commitment to gender equity—covering gender sensitization, leadership representation, and inclusive recruitment and promotion policies.

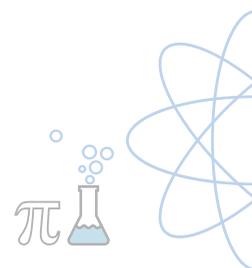




- **Policies Supporting Women in STEM:** - Prevention of Sexual Harassment (PoSH) Policy: Implements UGC norms and Internal Complaints Committees (ICC) across all campuses to ensure safe and inclusive work and study environments.
- **Maternity and Childcare Leave:** Up to 180 days of paid leave for women employees and research scholars, with flexible timelines for PhD submission and project extensions.
- **Gender Champions Program:** Engages students and faculty as “Gender Champions” to promote awareness, inclusivity, and equality initiatives on campus.
- **Equal Opportunity and Grievance Redressal Committees:** Ensure fair treatment, redressal, and diversity in recruitment and advancement across academic and administrative roles.
- **Statement of Commitment on Gender and Sexual Diversity:** Affirms BITS’s institutional stance on inclusivity and gender respect across all campuses.

Impact and Way forward

- **Increased Female Enrolment:** The 100×100 Scholarship initiative aims to support 500+ female students by 2030.
- **Leadership Development:** Over 200 EmpowHer Fellows have received mentorship and funding, contributing to greater participation of women in STEM research and leadership.
- **Entrepreneurship Support:** The Shobitam Centre and W4W initiatives have begun funding and mentoring women-led startups and research projects.
- **Inclusive Work Environment:** GATI and PoSH frameworks ensure policy alignment with gender equity goals for faculty and staff.
- **Future Goal:** By 2030, BITS Pilani aims to achieve 40% female participation across all academic and research roles, ensuring women’s equal representation in decision-making, innovation, and leadership in STEM.



Institute for Stem Cell Science and Regenerative Medicine (BRIC-inStem)

KEY SECTOR

Life Science Research- Stem Cell and Regenerative Medicine



Organization's vision for promoting Women in STEM by 2030

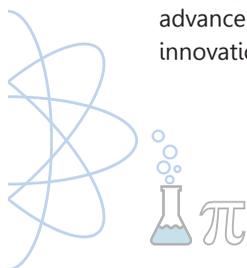
iBRIC-inStem advances stem cell and regenerative medicine research while promoting women in STEM through inclusive programs, training, and collaborations supporting diversity, equity, and national scientific excellence.

Top three signature initiatives / programs / promoting Women in STEM

- Women's reproductive health remains understudied and often limited to maternal health, despite its broader importance. Hormonal control of reproduction poses health risks, including teratogenicity. Thus, BRIC-inStem's Women's Reproductive Health (WoRtH) program aims to develop safe, non-hormonal alternatives and gaining a deeper understanding of the mechanisms involved in early development that are essential to improve reproductive choices, reduce risks, and advance transformative innovations in women's health.
- The institute conducts regular awareness and training sessions on sexual harassment prevention for all staff and campus visitors, fostering respect and inclusion. To promote physical and mental well-being, it offers yoga, Taekwondo, and access to sports facilities including a swimming pool, gymnasium, and tennis court, encouraging a balanced lifestyle.
- A well-equipped daycare center, managed by trained professionals, supports scientists and researchers with children. The institute also provides doorstep drop-off services at night to ensure the safety of all employees, including women scientists and researchers.

Impact and Way forward

BRIC-inStem has achieved over 70% women participation in key workshops and 50% in advanced training programs. The institute actively recruits new female faculty and supports the lateral career advancement of senior women scientists. These initiatives advance gender equity, foster scientific innovation, and contribute to India's "Viksit Bharat 2047" vision.





Chitkara University (Punjab)



KEY SECTOR

Engineering, Management, Healthcare, Architecture and Design



Organization's vision for promoting Women in STEM by 2030

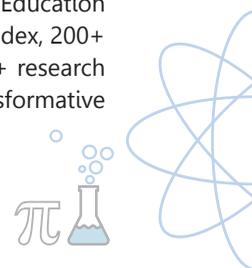
Dr. Madhu Chitkara envisions a future where empowering women through STEM opportunities nurtures leadership, confidence and innovation, bridging gender gaps and enabling women to make significant and meaningful contributions to science, technology and society.

Top three signature initiatives / programs / promoting Women in STEM

- **Women Entrepreneurship Development Program (W-EDP):** Chitkara University's W-EDP empowers female graduates in science and technology to launch their own ventures. The program offers training in business planning, confidence-building and entrepreneurial skills through lectures, case studies and mentorship, helping bridge gender gaps in the startup ecosystem.
- **Talent Sprint Women Engineers Program:** In partnership with Google, this two-year program supports first-year female engineering students through scholarships, mentorship and world-class training in software engineering. It aims to reduce the gender gap in tech by equipping participants with skills and opportunities to secure roles in top tech companies.
- **STEM Project Exhibitions and Events:** Chitkara University hosts interactive STEM events aimed at encouraging young girls to explore science and technology. With inspiring guest speakers, student-led project showcases and hands-on activities, these events raise awareness and ignite interest in STEM careers among school-age female students.

Impact and Way forward

Under the guidance and visionary approach of Dr. Madhu Chitkara, Chitkara University, accredited with NAAC A+ and recognized under UGC 12(B), excels in education, research and innovation. In NIRF 2025, it achieved notable rankings: 16th in Pharmacy, 38th in Architecture, 78th in Management, 89th in Engineering and 78th among universities. With top Times Higher Education research quality rankings, over 4,500 patents, 19,000+ Scopus publications with 128 H-index, 200+ MoUs, 200+ startups and impressive participation of women—92% retention and 85%+ research engagement—the university exemplifies academic excellence, inclusivity and a transformative vision in higher education.





CI Global Technologies



KEY SECTOR

IT Industry



Organization's vision for promoting Women in STEM by 2030

By 2030, CI Global Technologies aims to build an ecosystem where women in STEM seamlessly progress from contributors to leaders — supported by inclusive leadership, flexible career pathways, and a culture that sustains innovation through equality.

Top three signature initiatives / programs / promoting Women in STEM

○ Leadership Without Pause - Flexible Growth Pathways

Introduces phased leadership progression, job sharing, and hybrid project leadership models, allowing women to balance family commitments while taking on strategic responsibilities. Mentorship and re-entry programs help women resume or accelerate careers after breaks.

○ EmpowerHer - Upskilling and Career Reinvention Program

A structured initiative offering mandatory learning hours, mentorship, and certification support in areas like AI, Data Analytics, and Automation. The program also helps women re-enter the workforce after career breaks, inspired by CI Global's founder's own journey of returning to tech after 13 years as a homemaker.

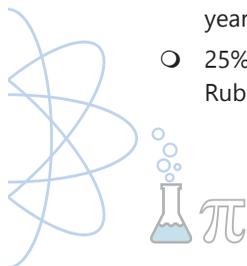
○ Inclusion by Design - Building an Equitable Ecosystem

Organization wide culture ensuring equal pay, transparent growth opportunities, flexible work models, and psychological safety for all employees.

Impact and Way forward

Measurable Impact (till 2025):

- 25% increase in women representation across technical and leadership roles over the last 3 years.
- 25% of project teams now led or co-led by women, driving key innovation programs like RubiCube and Test Automation Framework.

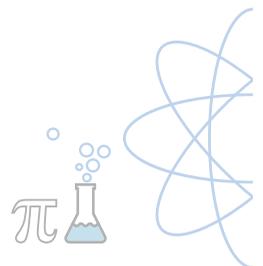




- Improved employee retention among women, attributed to flexible work programs.
- 99% of women return back to work post maternity leave.
- Customer satisfaction (CSAT) metrics improved for teams with higher diversity representation.

Future Outlook

- Achieve 30% representation of women in project and delivery management roles, supported by flexible leadership models that align with life stages.
- Expand mentorship networks globally, ensuring every woman leader has a pathway to strategic and executive roles without career interruption.
- Expand continuous learning ecosystem to enable every woman technologist to complete at least one advanced certification or leadership skill track.
- Link diversity and inclusion outcomes to leadership KPIs.





Central Manufacturing Technology Institute (CMTI)

KEY SECTOR

Research and Development in Manufacturing, Engineering of Machines



Organization's vision for promoting Women in STEM by 2030

Create a vibrant ecosystem where women lead niche technology development, achieve 40–50 percent STEM representation, and benefit from inclusive recruitment, training, and mentorship.

Top three signature initiatives / programs / promoting Women in STEM

○ Inclusive recruitment and career advancement:

Gender-neutral hiring, targeted outreach to women in STEM, transparent merit-based evaluation, and strong leadership development. Women are deputed to national and international technical programs to prepare for higher-responsibility roles.

○ Support for education and career continuity:

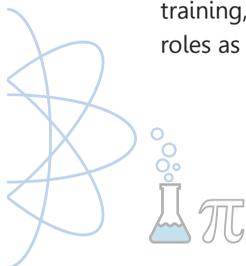
Flexible working hours, on-campus creche, and support for women pursuing higher education while working. Professional development programs and regular mentorship help women strengthen their technical expertise and advance confidently in STEM careers.

○ STEM engagement and visibility initiatives:

Mentoring programs, networking events, annual prototype competitions for girl students, and public recognition of women achievers to inspire future STEM participation. Workshops highlighting women's contributions to science, technology, and society is held annually during International Women's Day.

Impact and Way forward

Women currently represent 22 percent of CMTI management. The institute aims to increase women's participation in STEM and leadership roles to 40–50 percent while expanding leadership training, outreach to educational institutions, and international exposure to strengthen women's roles as innovators and decision makers.





CNH

KEY SECTOR
Manufacturing



Organization's vision for promoting Women in STEM by 2030

CNH has a focused approach on gender equality and fairness while hiring and create a family friendly atmosphere. The company had focused groups and mentorship programs for women in STEM. Support programs for higher education, childcare services and flexibility for young mothers, inside and outside company leader connects, increased opportunities for women in middle and senior management are some of the initiatives that the company focuses on.

Top three signature initiatives / programs / promoting Women in STEM

IGLOW – Inclusive Growth & Leadership Opportunities for Women, CNH's Employee Resource Group focused on empowering women across CNH. IGLOW is a strong, supportive network of women and allies that helps:

- Gain access to opportunities for leadership development and mentorship
- Participate in engaging events that foster both personal and professional growth
- Play an active role in shaping a more inclusive and equitable workplace

IGLOW Mission:

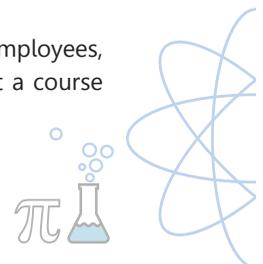
To fully embody inclusivity and empower the women of CNH Industrial to inspire, learn, and grow to reach their full potential.

IGLOW Vision:

To contribute to our company and community by supporting and advocating for each other's pursuit of excellence.

IGLOW doesn't let women colleagues invest only in their own development—it also enables them to contribute to a culture that uplifts and celebrates the women of CNH Industrial.

Inclusion Summit - The Inclusion Summit is designed to bring together Leaders, employees, ERGs, and experts to engage in meaningful discussions, share best practices, and chart a course



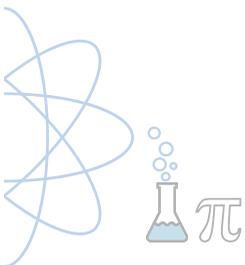


for fostering a more inclusive workplace, ultimately leading to actionable steps for positive change. The summit is held periodically to identify action items and recommendations for integrating Inclusion principles into business strategies, with a focus on fostering an inclusive workplace culture and enhancing employee experience. The summit focuses on Inclusion, Culture, and Engagement success stories and leadership talks to foster and focus on inclusion

CNH recently launched all women production lines in their Plants to focus on women workforce in engineering and manufacturing – a field which is mostly dominated by males in India. The production line is exclusively handled and managed by women and has become a flagship line in a short span of time. With this move, CNH has proven that the company doesn't only provide opportunities in areas like IT and HR but also core manufacturing and engineering. Needless to add, the line is really successful.

Impact and Way forward

With all the above initiatives and continued focus, the company has risen to a gender diversity ratio of 20% in the past couple of years. There is a continuous circle of feedback collected which ensures that the company is taking the right steps for retention and growth of women. The focus now is on more women in leadership roles and there is a concentrated effort being made towards the same.





Creative Channel Media Pvt Ltd



KEY SECTOR

Media, Communications and Knowledge Dissemination (Science, Technology, Education & Innovation).



Organization's vision for promoting Women in STEM by 2030

To amplify women's voices in STEM through impactful storytelling, digital education and nationwide campaigns that inspire the next generation.

Top three signature initiatives / programs / promoting Women in STEM

○ Women in Science & Technology Films

Produced documentary and digital content showcasing women scientists, innovators and grassroots leaders, making STEM role models visible to millions of citizens across India.

○ Educational Campaigns for STEM Awareness

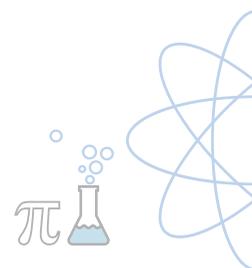
Created multimedia campaigns for Government of India (MeitY, MoST) highlighting digital literacy, technology adoption and STEM learning encouraging young girls to see STEM as a career path.

○ Skill Development & Inclusive Narratives

Partnered in initiatives like National Awards to Teachers, DDUGKY and NRLM of Government of India to spotlight training, skilling, and entrepreneurship opportunities for women in STEM-linked domains, blending education with employability.

Impact and Way forward

Our films and campaigns have reached audiences of 50+ million sparking awareness and dialogue on women's participation in STEM. By 2030, we aim to build a global repository of inspiring STEM stories of Indian women, shaping policy, education, and public imagination.





CSIR-Central Drug Research Institute (Lucknow)



KEY SECTOR

Healthcare



Organization's vision for promoting Women in STEM by 2030

To achieve gender equity by 2030 through empowering, mentoring, and advancing women in STEM, fostering inclusive participation, leadership, and innovation at CSIR-CDRI, Lucknow.

Top three signature initiatives / programs / promoting Women in STEM

○ Institutional Policies to Encourage Women in STEM:

CSIR-CDRI ensures inclusive participation of women through representation in various advisory and decision-making committees, provision of an on-campus crèche for our staff, students and conference attendees, and priority accommodation for women employees—creating a supportive and enabling environment for women in research and administration.

○ Implementation of Government Rules and Policies for Women Employees:

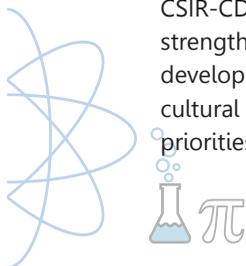
CSIR-CDRI upholds government provisions promoting work-life balance and security for women, including maternity, childcare and adoption leave, age relaxation, residential accommodation priority and protection under CCS Conduct Rules, ensuring equitable opportunities and welfare.

○ Gender Sensitization and Inclusive Workplace Initiatives:

Regular workshops, awareness programs through nukkad natak, movie screenings and discussion, surveys, and observances such as International Women's Day are organized to promote gender equality, sensitize staff, and foster a respectful, inclusive, and empowering work culture within CSIR-CDRI.

Impact and Way forward

CSIR-CDRI aims to enhance translational research output, accelerate new drug discoveries, strengthen industry partnerships, and ensure global competitiveness through innovation, skill development, and scientific excellence. We are committed to removing structural, social and cultural barriers and promoting an inclusive work environment contributing to national health priorities and sustainable development goals.



Cummins India Technical Organization

KEY SECTOR

Manufacturing and Engineering

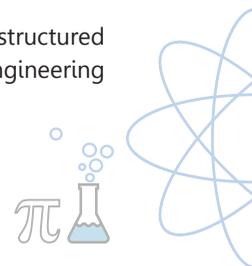


Organization's vision for promoting Women in STEM by 2030

At Cummins, we are winning with the Power of Difference. Creating a Winning Team by empowering diversity at workplace, and a culture where each one of us is actively supported and empowered to reach our full potential.

Top three signature initiatives / programs / promoting Women in STEM

- **Pioneering Inclusion Programs and Practices:**
 - ⊙ Values Differences Campaign: Encourages employees to leverage unique experiences and perspectives.
 - ⊙ Female-Focused Policies and Initiatives: Menstrual health policy prioritizing wellbeing, state-of-the-art crèche facilities for working mother.
 - ⊙ Women Who Move India Meet: Celebrated women leaders in the male-dominated road transportation industry, Included panel discussions, leadership interactions, and facility tours
- **Leveraging Technology to Advance Inclusion:**
 - ⊙ Tools such as HireVue and HiredScore promote unbiased resume screening and structured interviews, focuses on candidate's skills and qualifications and promotes disability inclusion
 - ⊙ Integration of Voluntary self- identification: Both application processes and employee records, enabling individuals to be recognized as they truly are
- **Strategic Integration and Leadership Commitment**
 - ⊙ Cummins Inclusion Council: Central role in advancing the company's DEI agenda. Connects global Employee Resource Groups (ERGs).
 - ⊙ Nurturing Brilliance Scholarship Program (NBSP): Provides financial aid and structured mentorship to students from underprivileged backgrounds pursuing engineering education.





- Cummins College of Engineering for Women Since 1991, Supports women's higher education and leadership development in engineering and technology

Impact and Way forward

Improved Representation and Equity

- Gender diversity steady at ~21%, with a 1% increase last year—above manufacturing benchmark and gender diversity steady at ~36% for Engineering function
- Gender pays equity improved, reaching 20% in the last financial year
- 82% of India employees feel a sense of belonging; 10% neutral
- Employee Engagement Survey (EES) score rose from 3.97 to 4.03
- Six employee-led Resource Groups (ERGs) active in India
- Increasing representation of women in leadership roles
- Multiple external awards recognizing inclusion and diversity efforts

Governance Structure:

- D&I Council and Employee Resource Groups (ERGs) - The governance model is anchored by a central D&I Council, chaired by senior leaders who provide strategic direction and oversight.





Daimler Truck Innovation Centre India



KEY SECTOR

Automotive – Research & Development

DAIMLER TRUCK
Innovation Center India

Organization's vision for promoting Women in STEM by 2030

At DTICI, Women are integral to shaping the future of mobility – we will continue to invest in world-class training & development, and an inclusive ecosystem that enables them to thrive and lead in deep tech and mobility solutions.

Top three signature initiatives / programs / promoting Women in STEM

- **Learning that empowers her future** – Continuous learning that is the foundation of her success in mobility innovation. Sponsored learning programs aimed at building technical, behavioral and leadership competencies. Diverse learning channels are leveraged– virtual & ILT, innovation week, global mentors, global team connects to learn and exchange learning experiences.
- **A workplace that evolves with her life stages** – MoMentum is a structured reintegration program for expectant mother pre, during, and post pregnancy. Benefits such as monthly travel allowance, 1 month joining bonus on return to work post 6 months of maternity break, and Work from Home option until the child turns 2 years of age makes this important personal milestone seamlessly blend with her professional life.
- **A workplace that invests in her growth** – SHIKHAR is our flagship career acceleration program that nurtures women in early careers to build technical expertise and behavioural competencies required for growth into leadership levels. With over 500+ hours of technical learning, SHIKHAR is aimed at developing technical experts in niche areas with 2 levels of career growth over a period of 24 months.

Impact and Way forward

Today over 33% of our Senior leadership are women and leading some of the most critical projects and teams for mobility across the world. We will continue to strive to create a space for her to thrive and lead in deep tech, mobility and sustainable solutions that helps move the world forward!





Elena Geo Tech Pvt Ltd



KEY SECTOR

Manufacturing (OEM)



Organization's vision for promoting Women in STEM by 2030

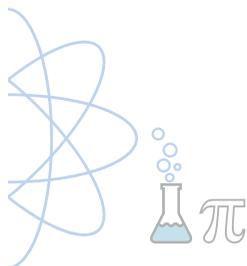
Elena Geo's vision is to empower women to take the lead in STEM (the very foundation on which our organization is based on) through inclusive opportunities, mentorship, leadership roles, and innovation-driven growth, and shape the future of STEM, in particular, in the GNSS domain.

Top three signature initiatives / programs / promoting Women in STEM

- **Employment.** Elena Geo intends to recruit more women with expertise in STEM fields ensuring opportunities to them and greater gender equality.
- **Innovation.** Inspire women to innovate and develop cutting-edge products and solutions in the GNSS domain.
- **Collaboration.** Elena Geo will work with academic institutions where women will lead the research in STEM fields in the GNSS domain, both as faculty and students.

Impact and Way forward

Women are outshining in the field of STEM leading to enhanced innovation and problem-solving due to diverse perspectives, driving economic growth by filling skill gaps and creating more competitive workforces, and promotes social justice by empowering women. With the above initiatives that puts women in the spotlight, it will identify new talents in these disciplines and encourage them to pursue careers in STEM to become innovators and leaders. This will benefit the organization to develop products and solutions that meet customer requirements.





EXCELIZE SOFTWARE PVT.LTD.



KEY SECTOR

Architecture, Engineering and Construction Industry



Organization's vision for promoting Women in STEM by 2030

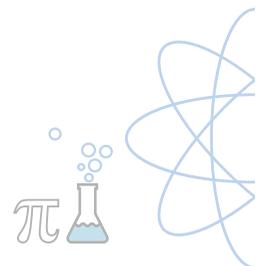
By 2030, Excelize will be recognized as a leader in fostering gender equity in STEM within the AECO industry. We aspire to have women represent at least 40% of our technical staff, 30% of leadership roles, and to build strong pipelines through education, mentorship, and inclusive policies. We commit to transparent measurement, continuous learning, and to create a culture where women can thrive, lead, and innovate without barriers.

Top three signature initiatives / programs / promoting Women in STEM

- Excelize does campus recruitment and gives preference to fresh women graduates. We also hire specifically for all girls' college campus
- Excelize gives an opportunity to women wanting to come back into workforce post break for family reasons
- Women within the organization are promoted to become leaders and manage projects and client. Currently, strategy, operations, HR, Finance: all departments are lead by women

Impact and Way forward

Excelize is a woman owned business and so involving and encouraging women is in the DNA. In the male centric AEC industry, Excelize aims to lead by engaging with women across the value chain, from design, construction, operations and across real estate developers, contractors, consultants, etc.





EY

KEY SECTOR

Professional Services/ Consulting



Organization's vision for promoting Women in STEM by 2030

EY envisions a future of gender parity in STEM by empowering women to enter workforce, thrive and lead through equitable opportunities, inclusive policies, and continuous development.

Top three signature initiatives / programs / promoting Women in STEM

○ **RecruitHER:**

A focused intervention to enhance women hiring across levels through engagement with diversity vendors, targeted benchmarking, and 'Double@ATime' referral drive offering enhanced referral bonuses for successful women hires, thereby strengthening women STEM talent pipeline y-o-y.

○ **MomEY:**

Comprehensive support system for our working mothers from pre- maternity to motherhood and beyond. It includes paid maternity leave, maternity coaching, guaranteed re-hiring within five years of leaving organisation. These initiatives ensure seamless re-entry and sustained careers for women in STEM, fostering inclusion through flexibility and career continuity.

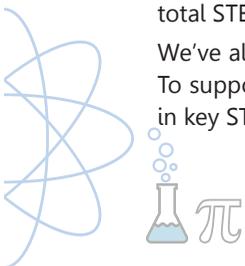
○ **Women in Technology:**

A global platform enabling women to enter, thrive, and lead in technology. The program enables women employees to advance in their careers by addressing unconscious bias, enhancing their professional and personal skills and creating a platform for women employees to explore career opportunities within and outside their function.

Impact and Way forward

Our women leaders have actively invested in upskilling, and today, women comprise 30% of our total STEM workforce—a number that continues to grow steadily.

We've also placed a strong emphasis on campus hiring, where 36% of our STEM hires are women. To support all employees in their learning journeys, we offer a robust curriculum of 2,000 courses in key STEM areas, with an average of 40 hours of STEM training per person.





Forbes Marshall

KEY SECTOR
Engineering



Organization’s vision for promoting Women in STEM by 2030

To increase women’s representation in field sales and supply function and break stereotypes. Complimenting the organization’s strategy of fresh recruits of 50% gender ratio.

Top three signature initiatives / programs / promoting Women in STEM

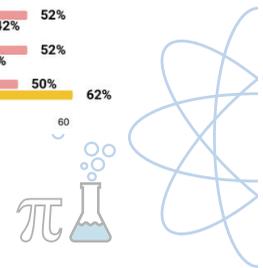
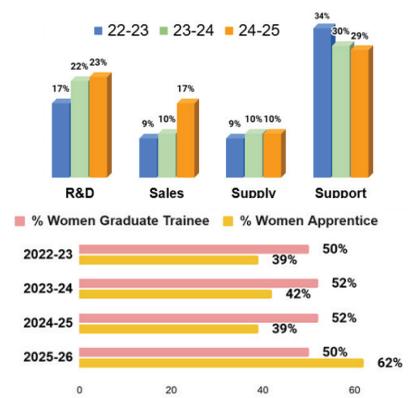
- **Super 20:** Providing hands-on field sales internship experience, giving opportunities for women to take informed decisions of building a career in field sales.
- **M13:** This is a one-on-one conversation with women apprentices to gauge inclusivity and map their career trajectory.
- **Women Leadership Programs:** Alkemist is an external program designed to prepare women in STEM for future leadership.

SOCH - A 9 month program designed to equip future women leaders with the tools and mindset for leadership success.

Speaker Series : Platform to connect, learn, and draw inspiration from accomplished women from different industries to broaden their perspectives.

Impact and Way forward

The initiative’s impact will be measured by an increased percentage of women in sales and supply roles. This success will fuel a pipeline of women talent, significantly boosting the representation of women in leadership roles through dedicated programs and ensuring a more diverse future.



Godrej Agrovet Limited

KEY SECTOR

Food and Agriculture

Godrej agrovet

Organization's vision for promoting Women in STEM by 2030

By 2030, Godrej Agrovet aspires to be industry shaper for Women in Agriculture, by increasing women representation to at least 30% in our Organization.

Top three signature initiatives / programs / promoting Women in STEM

○ **Women in Agriculture Community:**

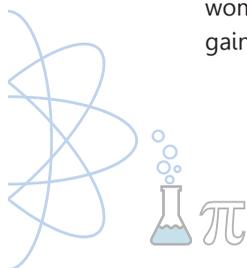
Started in March 2024, Women in Agriculture Summit is our annual flagship event bringing academia, industry and government together to elevate women representation in the agriculture sector. In 2024, we announced our commitment to uplift 1 lakh women in the sector by training and upskilling. In 2025, we launched a research report in collaboration with IIM-A, titled 'Women in Agriculture: Opportunities and Challenges' and announced our first WIA Scholarships supporting 5 women students in different stages of their education journey in the field of agriculture.

○ **Building Talent Pipeline through WINGS:**

To overcome talent scarcity in Agri Sector, WINGS is our signature Women Traineeship Program in Sales & Manufacturing, that aims to hire and develop young graduate & post-graduate women in Agri & allied fields. Full time positions are offered post successful completion of on-the-job training & performance. In the last 1.5 years, 200 trainees have been onboarded in our different locations pan India, with around 50% getting absorbed to full time roles.

○ **Internal Culture & Development:**

3a: Women Development Programs: Exclusive programs for women leadership development are the norm. RISE (Reflect, Inspire, Skill-up & Excel) is our flagship 7 month journey for all women in mid-management. For women in support roles, #IamRemarkable workshops are gaining traction.





3b : Key Forums : Godrej Agrovet DEIB Council (Chaired by MD and key Business Heads, this Council has been created with the vision to create DEIB a business imperative and will lead initiatives focusing representation, engagement and overall culture of the organisation), Women in Sales & Manufacturing Circles (Chaired by Business Heads, these circles are the platform to bring all women in the sales and manufacturing functions together for capability building sessions, leadership connects, mentoring for improved engagement and sense of belonging.) and all women #WeForShe run by HR is a monthly learning & wellness forum.

Impact and Way forward

With leadership support & partnership, we continue to monitor representation and progress towards our Vision of 30% women representation across Godrej Agrovet.





Godrej Industries Limited (Chemicals)



KEY SECTOR

Manufacturing



Organization's vision for promoting Women in STEM by 2030

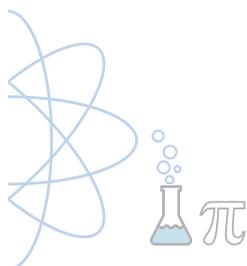
Godrej Industries Limited (Chemicals) values DEI and prohibits discrimination based on race, colour, gender, sexual orientation, gender identity, religion, nationality, social origin, disability, age etc. DEI is embedded in core business and group strategy, focuses on bridging gender gaps in manufacturing.

Top three signature initiatives / programs / promoting Women in STEM

FemChem, launched in 2024, is a pioneering initiative to bridge gender gaps in manufacturing. Onboarded 62 females through strategic hiring, trained extensively, and mentored for growth and absorbed 20 at Junior Officer level and successfully handling shifts. The program ensures inclusion and safety through infrastructure upgrades, 100% POSH coverage, leadership connects, and safe travel policies - creating a sustainable, equitable talent pipeline for the future.

Impact and Way forward

Godrej Chemicals' DEI efforts led to a 67% rise in women employees and 4X growth in line roles. Gender representation in manufacturing rose to 21%, attrition dropped to 11.2%, and engagement improved. Future focus includes employer branding, policy upgrades, and inclusive hiring across PwD, LGBTQIA+, and Women in STEM.





Godrej Consumer Products Ltd.



KEY SECTOR

FMCG – Consumer Products/ Manufacturing



Organization's vision for promoting Women in STEM by 2030

We want to achieve a 33% leadership representation in GCPL, and representation of women leaders in STEM contributes significantly to the above goal – being a FMCG & manufacturing organization. We believe this is an important input metric to attract, retain and grow talent and also, grow more holistically as a business.

Top three signature initiatives / programs / promoting Women in STEM

○ R&D Traineeship Program (Early Talent Pipeline)

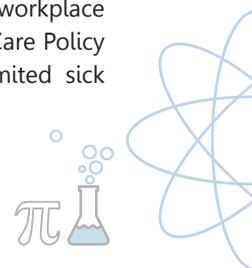
GCPL partnered with premier STEM institutes to offer a 9–11-month traineeship focused on equitable access for women in applied research. Gender-sensitive assessments and immersive case studies led to 88% hiring diversity in the cohort, with improved conversion and retention through early industry exposure.

○ Inclusive Career Advancement for Women in STEM

Additionally, GCPL focuses on growing women in mid-senior R&D roles through transparent internal mobility and exposure to diverse product categories. Women collaborate across manufacturing, quality, creative, and marketing teams. The DEI sensitization, onboarding programs and leadership talks like Allyship in Action with senior women leaders in STEM reinforce our commitment to sustainable progress in this area. We witnessed an increase in managerial representation from 25% in FY 25 to 28% in YTD FY 26.

○ STEM Equity & Belonging Interventions

We've built a safe and enabling ecosystem for women in STEM through flexible work practices and inclusive infrastructure. Outside of foundational programs like anti-sexual harassment and gender sensitization, we also drive active inclusion efforts. Company-wide focus group discussions with women-only cohorts help us gather feedback on policies and workplace climate and raise awareness about available support systems. Our comprehensive Care Policy includes primary, secondary, and elder care leave, along with trust-based unlimited sick leaves—recognizing the need for flexibility during life's critical moments.



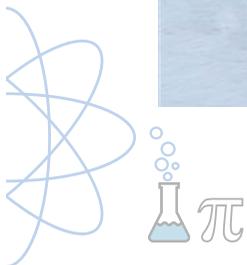
Coffee Table Book on Organizations Empowering Women in STEM



We launched “Godrej ki Shakti”, our Women in Manufacturing ERG, to foster peer learning, visibility, and role modelling. Our gender-neutral POSH policy is supported by multilingual training across India and globally. Through the Conduct platform, features like Cubicle allow employees to anonymously ask questions and clarify doubts around negative experiences in the workplace / experienced during workplace interactions with outsiders/ partners/ vendors, ensuring psychological safety and continuous learning.

Impact and Way forward

GCPL's R&D function is nearing gender balance at entry levels, with a growing pipeline of women leaders. As most of our consumers are women, we aim to strengthen representation across R&D, Quality, Manufacturing, and Business Transformation—ensuring our teams reflect our consumers and design products that truly resonate with them.





Hindustan Unilever Limited



KEY SECTOR

Fast Moving Consumer Goods (FMCG) - Manufacturing



Organization's vision for promoting Women in STEM by 2030

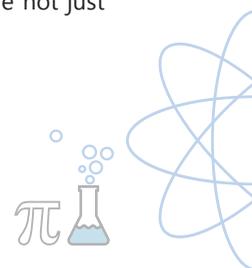
To build a thriving STEM ecosystem—empowering women across roles internally through inclusive practices and nurturing future talent externally via scholarships, internships, and early STEM engagement.

Top three signature initiatives / programs / promoting Women in STEM

- **Women in STEM Fellowship** – Launched in 2023, this fellowship empowers 15+ women PhD scholars from Indian science institutes. Through financial support, mentorship, and R&D exposure, it builds a gender-diverse research ecosystem—enabling future scientists to solve global challenges aligned with the UN SDGs.
- **Girls Lead STEM** – Driven by HUL scientists, this initiative reaches girls in underserved schools—sparking curiosity and ambition through hands-on STEM experiences. It opens doors to careers beyond traditional paths, inspiring a new generation of innovators who may have never imagined a future in science.
- **Project SAMAVESH** – Transforming HUL's factories into inclusive spaces, this initiative enables over 1,600 women—including STEM talent—to work across shifts. Through infrastructure upgrades, policy reform, and family engagement, it redefines manufacturing as a space where women thrive, lead, and innovate.

Impact and Way forward

HUL is redefining STEM inclusion through purpose-led action. With 50% women in R&D and 350+ female scientists, initiatives like STEM Fellowship, Samavesh, Ahilya, and Shakti are building equitable pathways, transforming workplaces, and inspiring future talent. We're not just participating—we're driving systemic change across industry and community.





ICMR- National Centre for Disease Informatics and Research

KEY SECTOR

Health research



Organization's vision for promoting Women in STEM by 2030

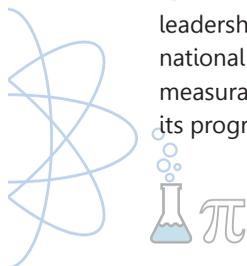
ICMR-NCDIR envisions enhancing the participation and leadership of women in STEM by 2030 through a multi-pronged approach that nurtures talent, builds capacity, and ensures gender equity in health research.

Top three signature initiatives / programs / promoting Women in STEM

- **Gender-inclusive research leadership programme:** Encourages women scientists to lead research initiatives across the ICMR-NCDIR's intramural and extramural programmes, ensuring equitable representation in project leadership, scientific committees and decision making roles within health research.
- **Outreach and mentorship for young women in STEM:** Through initiatives like Women's day celebration, Open School Days and student engagement programmes, ICMR-NCDIR introduces girls to real-world health research environments, inspiring early interest and career pathways in health data science and public health research. Early-career women scientists receive mentorship from senior researchers fostering research skills, leadership, and career progression.
- **Capacity building and training programmes:** ICMR-NCDIR provides opportunities for women scientists to conduct workshops, technical courses, and orientation programmes and to participate in national and international capacity building programmes to enhance skills across research domains. Women scientists are encouraged and supported to pursue higher education and professional development.

Impact and Way forward

ICMR-NCDIR's initiatives are expected to enhance women's participation in health research and leadership roles, increase gender-balanced representation in research teams, and strengthen national capacity in Non Communicable Disease research. By 2030, the institute aims for measurable growth in women-led projects, research outputs, and training participation across all its programmes.



Indian Institute of Technology Bhubaneswar

KEY SECTOR

Engineering



Organization's vision for promoting Women in STEM by 2030

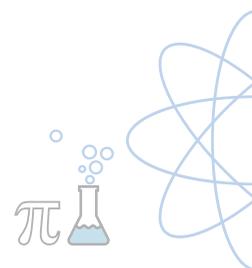
IIT Bhubaneswar fosters professional and productive environment for all, irrespective of their gender-identity. The Institute deliberates that thoughtful decisions could minimize the gender-gap in STEM.

Top three signature initiatives / programs / promoting Women in STEM

- Implementing standardized evaluation criteria across all candidates to restrict gender-sensitive biasness for women recruitment (STEM students and faculties).
- Empowering women with leadership positions to include their viewpoints in administrative and policy decisions.
- Promoting gender-responsive infrastructure (day-care/ toilet stuff) and augmenting gender-neutral environment (reinforcing collaborative opportunities/ prohibiting sexual harassment) to facilitate the dignity of a woman at work.

Impact and Way forward

- More recruitment of STEM students and faculties
- More women in administrative positions, particularly in academic decision making
- Building up more gender-friendly infrastructures like faculty-lounge and sports arena in the departments to facilitate networking and collaborations
- Strong and exemplary actions against the events of sexual harassments.



Indian Institute of Technology (Roorkee)

KEY SECTOR

Engineering, MedTech, Renewable Energy, Critical Minerals, Green Hydrogen, Semiconductors, Machine Learning, Artificial Intelligence, Data Science, and Nanotechnology.



Organization's vision for promoting Women in STEM by 2030

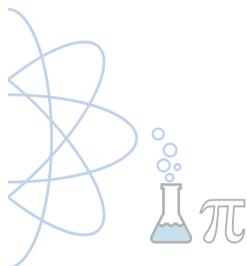
IIT Roorkee envisions advancing women in STEM through inclusive initiatives like GATI, SAKUNTALA, and Vigyan Jyoti, promoting equitable opportunities, leadership, research excellence, and sustainable innovation.

Top three signature initiatives / programs / promoting Women in STEM

- **Golden Girl Scheme:** This initiative allows first-rank holder (Gold Medallist) female candidates direct admission into Master's and Ph.D. programs.
- **SAKUNTALA Fellowship:** This fellowship supports female engineering students by providing opportunities for higher education and research on campus.
- **Shyama Mangal Outstanding Woman Employee of the Year Award:** This award is dedicated specifically to women employees, recognizing their exceptional contributions to the institute.

Impact and Way forward

CII bestowed the Women in STEM award to IIT Roorkee; between 2020 and 2024, 69% of IIT Roorkee's female faculty participated in national and international forums. Several female faculty colleagues are featured among "50 Women Achievers in STEM" by CII. With continued emphasis on leadership, global collaboration, and interdisciplinary research, the institute is set to strengthen women's presence in STEM and lead advancements in women-driven innovation and scientific excellence.





Integral University



KEY SECTOR

Medical and Health Sciences, Pharmacy, Engineering and IT, Business School, Institute of Agricultural Sciences and Technology, Law, Architecture



Organization's vision for promoting Women in STEM by 2030

Integral University envisions empowering Women in STEM by 2030 through inclusive education, mentorship, research opportunities, and leadership pathways that advance equity, innovation, and societal impact.

Top three signature initiatives / programs / promoting Women in STEM

○ Women-in-STEM Excellence Fellowship Program (WISE-F)

A merit- and need-based fellowship supporting women pursuing STEM degrees through incentivisation policy, research assistantships in the form of seed money grant, and Travel support for international exposure. The program aims to increase retention, reduce financial barriers, and cultivate future innovators and academic leaders.

○ SHE-STEM Innovation & Mentorship Hub

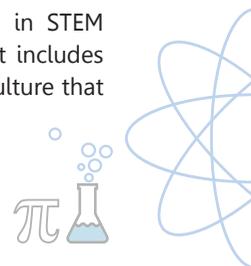
Women Study centre offers a dedicated platform connecting female students with women scientists, industry experts, and alumni mentors. The Centre for Incubation and entrepreneurship development offers hands-on training, innovation challenges, career guidance, and incubation support to strengthen technical skills, leadership, and entrepreneurial confidence among women in STEM disciplines.

○ Gender-Inclusive STEM Policy & Safe Campus Framework

A policy framework ensuring equitable access to labs, resources, internships, and leadership roles. Women Grievance Cell integrates anti-harassment measures, unconscious-bias training, and faculty sensitization to create a supportive, safe, and gender-inclusive environment that enables women to thrive in STEM fields.

Impact and Way forward

Integral University aims to double women's enrollment and leadership participation in STEM by 2030 through scholarships, mentorship, and innovation programs. Expected impact includes increased research output, higher retention, stronger industry linkages, and a campus culture that empowers women to excel as scientists, engineers, and technology leaders



JSS SCIENCE AND TECHNOLOGY UNIVERSITY

KEY SECTOR

Academic Institution



Organization's vision for promoting Women in STEM by 2030

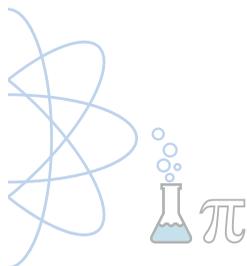
Empowering women in STEM through inclusivity, innovation, leadership, and holistic well-being to build a future-ready, equitable, and progressive society.

Top three signature initiatives / programs / promoting Women in STEM

- **Women Leadership & Mentorship Program** – Connects female faculty and researchers with senior STEM leaders to strengthen leadership capabilities, confidence, and career progression. Over 75% of participants have achieved promotions or role expansions within two years.
- **Research Grants & Scholarships for Women** – Provides targeted funding and scholarships to support women-led STEM projects, facilitating access to advanced laboratories and international collaborations. More than 60 research projects have been successfully supported to date.
- **STEM Workshops & Networking Conferences** – Organizes specialized workshops, seminars, and conferences to enhance skills, foster peer networking, and increase professional visibility. Participation has contributed to higher publications, collaborative projects, and invitations to national and international STEM forums.

Impact and Way forward

More than 200 women in STEM have benefited from mentorship, research support, and capacity-building programs, leading to greater participation in leadership, research publications, and collaborative projects. Future initiatives focus on nationwide program expansion, strengthening industry-academia partnerships, and developing a sustainable framework for the holistic advancement of women in STEM.





KCG College of Technology



KEY SECTOR

Engineering



Organization's vision for promoting Women in STEM by 2030

Empowering women through inclusive education, research, and innovation—fostering leadership, creativity, societal contribution and global impact in science, technology, and engineering domains.

Top three signature initiatives / programs / promoting Women in STEM

○ Women Leadership and Empowerment Programs:

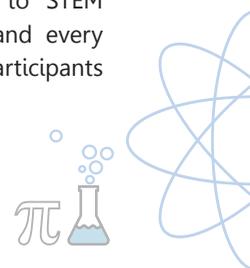
KCG appoints women to senior leadership positions—Principal, Deans, HoDs, Heads in Research, IPR, Student Affairs and IQAC coordinators—ensuring women play a central role in decision-making and shaping a gender-inclusive academic and administrative culture.

We run women-in-tech mentorship programs through industries and provides leadership training, regular workshops on fostering growth, medical camp, financial management schemes programs, health screening, awareness session on sexual harassments, POSH etc. We encourage Girl students through KCG Youth Leadership Program, Industry Campus Ambassador, KCG Women's Coding Club, Mentorship Programs & Centre for Transformational Leadership for inspiring Leaders in STEM.

○ Recognition and Scholarships Support:

Offers tuition and school term fee concessions for employees' children as part of our employee welfare initiatives. Providing tuition fee concession and PG education free for girls to ensure equitable access to education, research, innovation, and entrepreneurial opportunities to everyone. KCG supports women faculty in pursuing doctoral research through full and partial sponsorships, paid study leave, and academic flexibility.

Recognize outstanding women faculty members through annual awards such as Best Researcher Award, Innovative Educator Award, and Outstanding Contribution to STEM Education. Organizing a one-week ahead Women's Day celebration programs and every year conducted Women Codeathon for girl students, where technically talented participants





were recognized with cash prizes and internship opportunities. Ms Sheela Moorthy of IV Year Aerospace has been selected for a fully funded Master's Program in Aerospace at the Korea Advanced Institute of Science and Technology for her outstanding academic performance.

○ **Research Incentives, Patent Grants, Start-ups:**

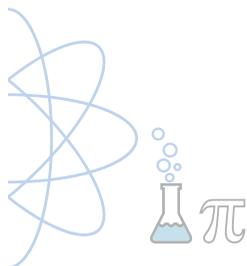
Our institution provides financial support to Women-led initiatives: We have three licenced Women Startups:

- ⊙ C -DIAB – Dr Bharani Murugesan/ Prof. FT
- ⊙ Nolsa Ventures – Dr Amrutha/ Prof. S&H
- ⊙ Jubaco Living – Dr V Andal/ Asso. Prof. S&H
- ⊙ Hyrowah- Ms Hibha Thasleem / AIDS Student
- ⊙ QP Setter software (Ms Prithyanga/ CSE Student)

Girl students received seed funding for doing satellite project, drones design, Embedded projects etc. Moreover, 1650 research publications, filed and have been granted 16 Australian patents, 8 Indian patents, 3 German patents, 7 Indian design patents, and 3 UK design patents and 1 crore-project grants. Special incentives for Research publications, Patents, Funds and Consultancy projects.

Impact and Way forward

A significant number of women have been with the institution over 15–20 years, showing job satisfaction and sustained contribution. Provide a creche facility for women employees. Strong retention and progression metrics directly support KCG's academic reputation, contributing to rankings like NIRF 2024 and Diamond Band in QS I-GUAGE. KCG women faculty have recognised in national and international through awards like AICTE Lilavati, IETE Technomedia, ECO Activist, IEEE Mentorship, and IET Best Practitioner, highlighting their leadership in research, innovation, and social impact. Continued mentorship and industry collaborations aim to further amplify women's contributions and inspire future leaders.





LARSEN & TOUBRO



KEY SECTOR

EPC Projects, Hi-Tech Manufacturing and Services



Organization's vision for promoting Women in STEM by 2030

Henning Holck Larsen, cofounder of L&T stated that "Machinery may be there, buildings may be there, but without people, its nothing. People are our only real assets." Through eight decades L&T has lived these values in letter and spirit and is still going strong. Today, Larsen and Toubro Ltd is a multinational conglomerate with operations over 50 countries across the globe, with employees from 52 nationalities, who speak 80 unique languages.

Over years, we have consciously improved our Regional, Cultural and Generational Diversity. We are now working on improving Gender Diversity. To reach our Vision, we have a Strategic Five-year Plan called Lakshya. Currently we are in Lakshya26, where we have taken target to reach 10% Gender Diversity by FY 26.

Our focus remains on providing equal opportunities, promoting diversity and inclusion at every level, and nurturing a safe and supportive environment where women can thrive and lead with confidence.

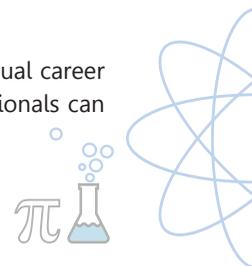
We have a culture of meritocracy and any individual irrespective of their gender will be treated equally and given equal opportunities for their career growth and development.

As of FY 2024–25, the Company's gender diversity stands at 9.1%.

Top three signature initiatives / programs / promoting Women in STEM

Inducting 30% women year on year- Over the last three years, L&T has demonstrated its strong commitment to diversity and inclusion by ensuring that 30% of all Graduate Engineer Trainee (GET) hires have been women. This consistent focus on gender balance reflects our belief that diverse perspectives drive innovation and strengthen organizational performance. By providing equal opportunities at the entry level, we continue to build a future-ready workforce that empowers women engineers to excel, lead, and shape the company's growth story.

RENEW- "Renew" is an initiative which stems from L&T's strong belief in diversity & equal career opportunities for all. It is aimed at providing a platform through which women professionals can





re-enter the corporate world after a career break. Women on break can apply in any department and location based on their prior experience and knowledge. The selection process is same as followed in regular recruitment.

Winspire – Leadership Development Program for Women - Winspire is a Leadership Development Intervention for Early Career women leaders and Mid-Career Women Leaders. Winspire is designed to focus on addressing the developmental needs of women at various stages of career and life and equipping budding leaders with adequate capabilities. This is a journey program curated with elements of Group Coaching, guided self-reflections and assignments to experiment with learning implementation.

Enabling policies for women - The Company emphasises on building an enabling environment for women in general and working mothers in particular. We have rolled out policies regarding flexibility for new mothers, traveling with infant and caretaker, ergonomic chairs, wellness rooms, creche facilities, protecting of performance rating during pregnancy, hybrid working post maternity, and the newly introduced menstrual leave which have been accepted well.

Promoting Gender Inclusivity in Construction Industry by Skill Development – L&T is dedicated to promoting gender inclusivity within the construction industry. Through its targeted initiatives, the CSTIs have successfully trained and placed women in various construction roles, breaking traditional gender barriers and empowering women to pursue careers in this sector. L&T's CSTIs trained 12,594 candidates, achieving a 72% placement rate, across nine locations, offering training across 14 construction trades.

Impact and Way forward

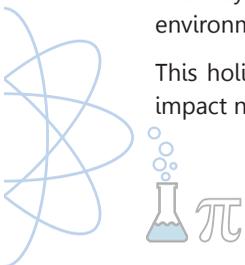
Our progress on the gender equality front signifies a shift in our organizational mindset and shaping the workforce which is future ready.

The constant and conscious efforts on increasing gender diversity have ensured that today, nearly 5,000 women employees, among whom many hold positions of critical responsibility and leadership in every domain, across engineering, construction projects, high tech manufacturing, and new age services in L&T.

Over 750 women have been part of our WINSPIRE Women Leadership Series, customised for different career stages and development needs of women since the launch of this programme.

Our ongoing and future efforts are aligned to the Company's DEI strategy to blend structural actions like inclusive hiring and policy reforms with cultural initiatives such as training and allyship. The strong focus on women's leadership development and a conducive work environment reflects a genuine shift from compliance to purposeful inclusion.

This holistic approach to build an ecosystem where diverse talent can thrive and drive business impact now and for the future.





LexOrbis



KEY SECTOR

Intellectual Property

LexOrbis Intellectual Property Attorneys & Advocates

Organization's vision for promoting Women in STEM by 2030

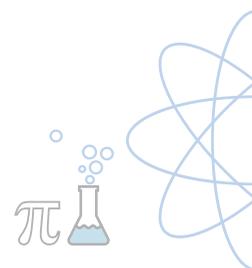
To empower women in STEM through equitable opportunities, mentorship programmes, and structured initiatives that nurture leadership, inclusion, and excellence across STEM fields.

Top three signature initiatives / programs / promoting Women in STEM

- **Mentorship and Leadership Development Program:** Structured mentorship and leadership pathways that connect our women associates and professionals advising STEM clients with senior partners to enhance expertise, visibility, and advancement.
- **Inclusive Recruitment, Retention and Promotion Policy:** Equitable hiring, flexible work arrangements, and career progression policies to increase the participation and retention of women professionals in STEM-focused legal and technical advisory roles.
- **Capacity-Building and Skill Enhancement Initiatives:** Specialised training, workshops, and certification programmes that enable our women professionals to deepen their technical understanding of STEM sectors and strengthen their role in IP laws and innovation.

Impact and Way forward

By 2030, the firm aims to achieve 50% representation of women in STEM across our legal teams, measurable increase in leadership roles, and consistent participation in technical upskilling programs to ensure a sustainable, inclusive workspace where women professionals lead in advising innovation, technology, and IP-driven industries with expertise and confidence.





Marico

KEY SECTOR

FMCG



Organization's vision for promoting Women in STEM by 2030

We are continuously building a diversity-conscious and inclusive workplace where every gender identity feels valued, respected, and able to thrive.

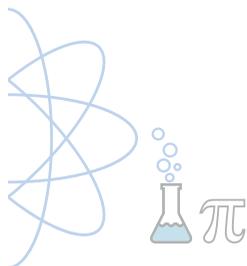
Top three signature initiatives / programs / promoting Women in STEM

- **Menstrual Leave:** For India & Bangladesh, we have launched guidelines to availing Menstrual Leave or Flexible Working for members who experience menstruation
- **Phoenix Second Careers Program:** This is a career transition program for professionals who have taken a break in their career owing to personal reasons by providing them an opportunity again in the corporate world.
- **Safety Interventions:** Extraordi-NARI for Women in Sales & Beat-Meetings for Manufacturing Women and other Specific Interventions to enhance safety, ensure representation
- **Active ERGs:** Neo-Mama ERG for New & Expecting Mothers.

Impact and Way forward

Women cohort in Marico's R&D team is ~ 60% as of YTD.

Women in Decision Making Roles at Marico have reached 28% as of Mar'25.





Matrix Comsec Pvt. Ltd.



KEY SECTOR

Manufacturing (Electronic Security & Telecom Technology)



Organization's vision for promoting Women in STEM by 2030

Empowering women to lead India's security-technology future through technical training, leadership opportunities, and inclusive pathways, enabling Indian women engineers to build world-class, Made-in-India products.

Top three signature initiatives / programs / promoting Women in STEM

○ Women Engineering World-Class Security Products

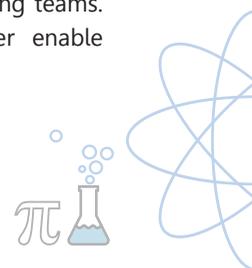
Matrix's women engineers and innovators contribute across video surveillance, access control, and time-attendance technologies—bringing precision, care, and problem-solving depth to PCB design, hardware engineering, embedded systems, software development, testing, and product strategy. Their ability to blend technical mastery with empathy strengthens innovation and ensures our solutions are reliable, intuitive, customer-focussed and globally trusted.

○ Enabling Women to Grow Without Career Breaks

With flexible working hours, a five-day work culture, paid maternity leave, and hybrid return options, Matrix helps women balance demanding technical roles with personal responsibilities. Many women have been with Matrix for over a decade, becoming pillars who quietly and consistently shape our engineering ethos and product excellence.

○ Hiring, Growing & Celebrating Women Across Tech and Tech-Adjacent Roles

Matrix ensures equitable opportunity through gender-neutral hiring, equity-focused shortlisting, and strict pay-parity. Women now form 30% of the workforce and have been a major part of the 100+ women recruited in the past two years. They hold 7–10 leadership positions across engineering, hardware design, mobile applications, government and international sales, and marketing — strengthening both technical and market-facing teams. Structured learning, transparent promotions, and recognition programs further enable sustained growth and leadership readiness.

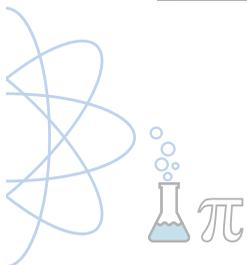




Impact and Way forward

Women at Matrix embody the ethos we were founded on—Indian engineers building world-class products. Their contribution spans every layer of our security technology ecosystem: designing camera hardware, refining imaging performance, strengthening access control architectures, perfecting biometric reliability, enabling seamless software workflows, and ensuring cyber-secure deployments. Their technical discipline, structured problem-solving, and innate empathy shape solutions trusted by government bodies, defence forces, critical infrastructure, and global enterprises.

As our products travel across borders and serve national missions, women continue to deepen Matrix's innovation culture with precision, purpose, and human insight. By 2030, we envision an even stronger presence of women leading core engineering, product strategy, and world-scale deployments—creating a legacy where Indian women build technologies that safeguard nations, empower industries, and elevate the standards of Made-in-India excellence.





ICMR- National Centre for Disease Informatics and Research

KEY SECTOR

Health research



Organization's vision for promoting Women in STEM by 2030

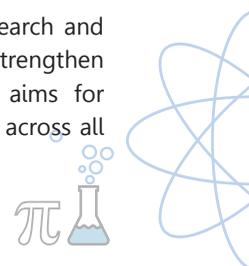
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Top three signature initiatives / programs / promoting Women in STEM

- **Gender-inclusive research leadership programme:** Encourages women scientists to lead research initiatives across the ICMR-NCDIR's intramural and extramural programmes, ensuring equitable representation in project leadership, scientific committees and decision making roles within health research.
- **Outreach and mentorship for young women in STEM:** Through initiatives like Women's day celebration, Open School Days and student engagement programmes, ICMR-NCDIR introduces girls to real-world health research environments, inspiring early interest and career pathways in health data science and public health research. Early-career women scientists receive mentorship from senior researchers fostering research skills, leadership, and career progression.
- **Capacity building and training programmes:** ICMR-NCDIR provides opportunities for women scientists to conduct workshops, technical courses, and orientation programmes and to participate in national and international capacity building programmes to enhance skills across research domains. Women scientists are encouraged and supported to pursue higher education and professional development.

Impact and Way forward

ICMR-NCDIR's initiatives are expected to enhance women's participation in health research and leadership roles, increase gender-balanced representation in research teams, and strengthen national capacity in Non Communicable Disease research. By 2030, the institute aims for measurable growth in women-led projects, research outputs, and training participation across all its programmes.





Pluss Advanced Technologies Ltd



KEY SECTOR

Manufacturing



Organization's vision for promoting Women in STEM by 2030

We believe that diversity is not a checkbox; we aim for every breakthrough from Pluss to carry within it the mark of inclusion: materials shaped by many minds, many perspectives, and many stories. Pluss envisions to create equal opportunities for women where innovation in materials interact with energy, climate, and human comfort.

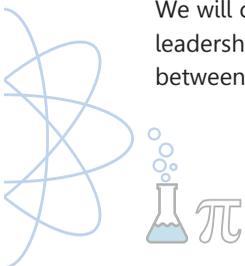
Top three signature initiatives / programs / promoting Women in STEM

- **Women's Career Pathways:** At Pluss, diversity drives innovation and inclusion is our responsibility. Through proactive communication, we ensure women have clear prospects to join, grow, and lead — creating a pathway where talent meets opportunity at every stage.
- **Return to Work Program:** Pluss champions career continuity for women through our Return to Work Program. We design flexible pathways — ensuring women seamlessly reintegrate, regain confidence, and contribute to business without compromising growth or expertise.
- **Women in Spotlight:** Pluss actively celebrates women's achievements through public recognition. By showcasing excellence via awards, industry events, and media visibility, we highlight their contributions. This initiative honours individual accomplishments and inspires the next generation of women to lead, innovate, and break barriers.

Impact and Way forward

Our journey is to make the lab, the factory floor, and the boardroom seamless spaces for discovery — where women engineer materials, lead research and marketing in sustainable material science and technologies, and design circular solutions for humanity.

We will create pathways that allow women to move seamlessly between research, production, and leadership, while honouring their vital role in making homes thrive—turning barriers into bridges between creativity, work, and home.





Poshan Life



KEY SECTOR

Healthcare, Nutrition Science & Food Technology



Organization's vision for promoting Women in STEM by 2030

To build a future where women lead the next wave of nutrition science and health innovation through education, opportunity, and workplace equality.

Top three signature initiatives / programs / promoting Women in STEM

○ Women-Driven Clinical Nutrition Workforce

100% of Poshan for Life's nutrition department comprises women professionals. We train and employ clinical nutritionists across India, offering flexible work models, continuous learning, and leadership tracks that help women advance in science-led health careers while balancing professional and personal goals.

○ Research-Led Practice & Knowledge Exchange

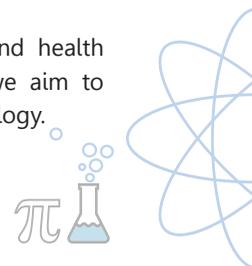
Our team of women nutritionists actively engages in evidence-based practice—integrating data, behavioural science, and client outcomes into their health strategies. Internal research circles and peer case discussions nurture analytical thinking and scientific reasoning, strengthening women's contributions to modern health innovation.

○ Leadership, Reintegration & Corporate Health Campaigns for Women

We enable women returning to work after career breaks through mentorship, flexible consultation roles, and digital platforms for remote clinical practice. Additionally, we partner with client organizations to run awareness campaigns for their women employees—addressing nutrition, stress, and lifestyle management, and empowering them with science-backed tools to maintain health and productivity in demanding careers.

Impact and Way forward

Poshan for Life has trained and employed over 20+ women in clinical nutrition and health sciences to date, creating meaningful careers and leadership pathways. By 2030, we aim to empower and train over 200 women in applied nutrition, digital health, and food technology.





ReNew



KEY SECTOR

Renewables & Electric Utilities

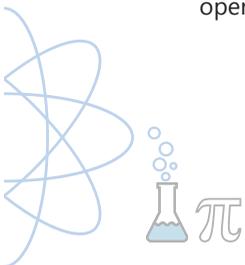


Organization's vision for promoting Women in STEM by 2030

For building inclusive workforce in STEM, we are focused on 4 Ss – strategy, structure, shared values and systems. With this north-star, we are building inclusive employee lifecycles, driving equity in the sector.

Top three signature initiatives / programs / promoting Women in STEM

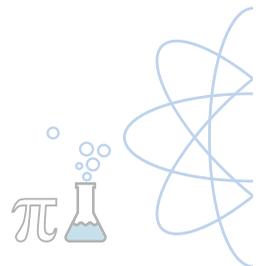
- **Leadership Development Programs** | To strengthen the succession plan for women leaders in STEM, ReNew has 3 tiered programs: Superwoman (Assistant Manager & below), Ad Astra (Deputy to Senior Manager), and W Leaders (AGM & above). These training initiatives include structured mentoring, peer learning circles, and access to leadership forums, ensuring women in STEM have the tools, visibility, and sponsorship needed to thrive in elevated roles.
- **Early Career Empowerment & Inclusive Growth** | ReNew's flagship G.O.L.D. program offers structured career growth for Graduate and Diploma Engineer Trainees, with a strong emphasis on empowering women in technical roles. The program combines bespoke learning paths created in partnership with leading institutions in the renewable energy space, ensuring industry-relevant skills and exposure. Through ReNew's Learning Academy, specialized programs for technical roles are executed to cover women in STEM at various levels across the organization. These initiatives include hands-on project experience and enabling women to thrive from day one. Additionally, the program fosters networking opportunities, continuous learning, and career progression support for women.
- **Site Readiness & Safety for Women in STEM** | ReNew addresses gender-based deployment challenges at remote sites by strengthening safety infrastructure through secure commute options, dedicated guest houses, and inclusive workplace policies. These measures help overcome societal barriers and mitigate harsh working conditions, making STEM roles in field operations safer, more accessible, and supportive for women professionals.





Impact and Way forward

From the very beginning, ReNew has consciously steered inclusivity in its business operations. To align our ambition with action, we have set a diversity target of 30 per cent by 2030. One such critical area is women's representation in STEM roles. With targeted initiatives across the career spectrum – from recruitment to progression, we have achieved 16 percent diversity ratio, surpassing industry's average. Within the STEM roles, we have a 13% gender diversity, and 15% of our workforce comprises women with STEM educational backgrounds across all Business Units. Looking ahead to 2030, we have three strategic priorities – how to build even more inclusive leadership pipeline, enhance diversity across our manufacturing operations and transforming workforce practices for equitable opportunities.



Revino



KEY SECTOR

Artificial Intelligence, Cybersecurity, Deep Tech, Information Technology

Organization's vision for promoting Women in STEM by 2030

To build the world's largest ecosystem of women innovators in AI and Cybersecurity—creating 1000+ women technologists leading India's transformation in secure, ethical, and inclusive deep tech.

Top three signature initiatives / programs / promoting Women in STEM

○ Women in AI Défense Program:

Revino's flagship initiative that trains women in next-generation AI security, deepfake detection, and cyber defence automation through industry-led labs, internships, and PSU-linked pilot projects. It converts learners into contributors to India's sovereign AI defence ecosystem.

○ The Athena Initiative – Women Leading Deep Tech:

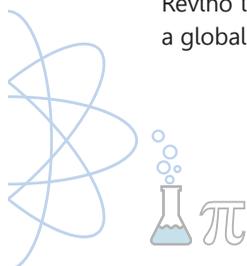
A curated mentorship designed to place women in AI research, architecture, and product leadership roles. Each cohort connects women with global AI leaders, founders, and investors for high-impact exposure.

○ Equal Future Policy:

Revino ensures gender-balanced teams in R&D, transparent pay equity, and leadership fast-tracks for women technologists. The company actively sponsors women for global conferences, hackathons, and deep-tech certifications to amplify visibility and representation.

Impact and Way forward

Over 30 women have been mentored & trained in AI, automation, and cybersecurity through Revino initiatives. By 2030, Revino aims to empower 1000+ women in STEM and position India as a global hub for inclusive, ethical, and sovereign AI innovation.





Council of Scientific and Industrial Research – Structural Engineering Research Centre (CSIR-SERC), Chennai

KEY SECTOR

Scientific Research & Development and Engineering (Civil and Structural Engineering)



Organization's vision for promoting Women in STEM by 2030

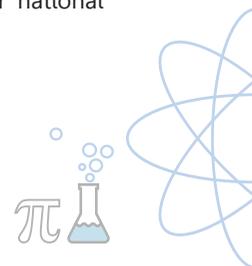
To foster inclusive excellence by increasing women's participation, leadership, and innovation in structural engineering and advanced infrastructure technologies.

Top three signature initiatives / programs / promoting Women in STEM

- **Women Scientist Engagement and Mentorship Program:**
CSIR-SERC provides mentorship, research opportunities, and career development support to early and mid-career women scientists and technical staff, fostering leadership and innovation in cutting-edge structural engineering domains.
- **Gender Equity and Empowerment Policy: Aligned with CSIR**
- Policies, SERC ensures gender equity in recruitment, research leadership roles, and capacity building through transparent evaluation and inclusive institutional practices.
- STEM Outreach and Internship Initiatives: Through collaborations with academic institutions and government programs, SERC encourages women students to pursue STEM careers by offering internships, project guidance, and exposure to real-world engineering challenges.

Impact and Way forward

CSIR-SERC has achieved a steady rise in recruiting women scientists and technical staff across R&D and leadership roles. By 2030, it aims to increase women's participation/leadership in research teams by about 30% and continue fostering gender-inclusive innovation for national infrastructure and sustainability goals.





Shiv Nadar Institution of Eminence



KEY SECTOR

Higher Education

SHIV NADAR
INSTITUTION OF EMINENCE DEEMED TO BE
UNIVERSITY
DELHI NCR

Organization's vision for promoting Women in STEM by 2030

Advancing women in STEM should not fall on women alone. The message to women is not that they must continue despite all adversity. Instead, we commit to reduce those adversities, and remove those barriers to make their paths less difficult than it is today.

Top three signature initiatives / programs / promoting Women in STEM

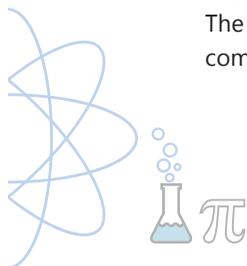
○ Women Faculty Recruitment and Leadership Initiative:

"Women Excel on Boards" (WEB): WEB is an exclusive program to master board governance (<https://snu.edu.in/web/>). Its goal is to train women to join corporate boards where the representation of women remains very low. This is conceptualized by Roshni Nadar Malhotra, Chair, HCL Tech, one of few women to lead a global technology company. It is convened by Vice-Chancellor Professor Ananya Mukherjee.

- **Women in STEM awareness building initiative:** On the eve of the International Day for Women and Girls in Science 2024, the inaugural event for the University's Gender and STEM Initiative was held. It was co-convened by Professor Ananya Mukherjee, and the legendary (late) Professor Rohini Godbole, one of the most distinguished scientists of our time and a fierce advocate for women. Professor Godbole received a honorary doctorate from Shiv Nadar University. In her unforgettable address to the women graduates, she said: "Congratulations – you have come a long way. But please do not stop here".

- **STEM Scholarship, Mentorship and Outreach for female students:** Women in Engineering Award: The university awards ₹4 lakh each for five female students enrolling in the Bachelor of Technology program offered by the School of Engineering.

Young Thought Leaders in Science awards: On the International Day for Women and Girls in Science (February 11), the university announced the Young Thought Leaders in Science Award. The topic was to define a problem that shows gender-adversity and develop a solution. This competition was open to students of class 11 and 12 across India.





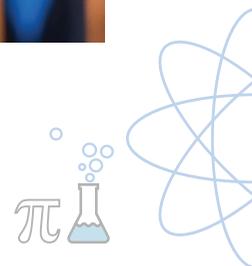
- **Inclusive Research and Innovation Policy:** Recognition of women scientists: In association with Springer Nature, during “India Sustainability Conclave 2025” in February 20205, five women scientists were awarded research awards for their exemplary research in STEM and allied fields.

Leadership in science policy advocacy: Vice-Chancellor Professor Ananya Mukherjee is a member of several STEM-related committees, such as the inaugural research advisory council (IRAC) of Springer Nature and the AICTE committee on doctoral education in Engineering.

Impact and Way forward

Shiv Nadar Institution of Eminence aims to increase women’s representation in STEM faculty and research roles, increase women-led projects and patents by 50%, and expand outreach to school students across the social strata - creating a self-sustaining ecosystem that empowers women innovators and transforms India’s STEM landscape with global impact.

The various initiatives are yielding tangible outcomes for our women scientists: they are regularly featured in the news; featured in Stanford’s global top 2% scientists’ list; recognized by august bodies such as the Royal Society of Chemistry; Vigyan Vidushi Springer Nature Women Scientist Award, and similar other awards.



STMicroelectronics Private Ltd.

KEY SECTOR

Research and development (R&D), Chip Design and Manufacturing



Organization's vision for promoting Women in STEM by 2030

The organization vision is to have women representation in management and senior management roles by atleast 25% by 2035 with gender pay gap below 5%.

Top three signature initiatives / programs / promoting Women in STEM

- Pay Parity: STMicroelectronics India has achieved 95.42% pay parity as per role.
- Share.Help.Empower (S.H.E): ST runs specialized programs such as S.H.E Mentoring and S.H.E Circles, which nurture women's professional growth through mentoring and peer learning.
- Women in Leadership (WiL): The company offers leadership development initiatives like Women in Leadership (WIL) and Advanced Women in Leadership (AWIL), aimed at increasing female representation in senior roles and providing platforms for visibility, networking, and career advancement.

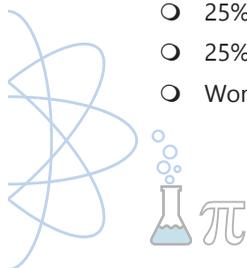
Impact and Way forward

Measurable Impact in the last 5 years

- 8% to 17% total IP filed & Granted
- 5.7% - 37.5% of participants in the technical paper track
- 0 to 14% in Member Technical Staff positions
- 18% to 21% women in STEM workforce

Future Outlook: (by 2030)

- Gender pay gap reduction by 2%.
- 25% women in senior leadership roles
- 25% representation in member Technical Staff
- Women STEM staff hiring targeted to be greater than 25%



Tata Steel Limited

KEY SECTOR

Manufacturing



Organization's vision for promoting Women in STEM by 2030

To build an equitable workplace where women in STEM thrive as innovators, leaders and change makers driving sustainable growth across business and technical functions.

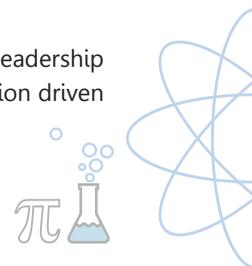
Top three signature initiatives / programs / promoting Women in STEM

- **Women of mettle-** Tata Steel's flagship Women of Mettle program nurtures young women engineers from premier institutes through real-time projects, mentorship, and industry exposure. It builds a strong pipeline of women technologists ready to excel in manufacturing and mining, driving gender diversity and innovation in core sectors.
- **Women at Mines-** Through Women@Mines, Tata Steel pioneers' inclusion in mining by deploying women in operational, technical, and leadership roles across mines. From HEMM operations to control rooms, the initiative redefines boundaries, promotes equal opportunity, and creates pathways for women to thrive in core industrial environments.
- **Leadership development-** Focused on accelerating women's growth in STEM, Tata Steel enables participation in high-impact programs such as Crucibolt and Breakthrough Series. These learning interventions strengthen leadership, strategic thinking, and cross-functional collaboration—preparing women professionals for critical and future-ready roles within the organisation.

Impact and Way forward

Tata Steel's DE&I efforts have led to a 21% diverse workforce, marking a tangible shift in representation across functions and geographies. This progress reflects a systemic transformation — integrating diversity into business strategy, enhancing innovation, and building an inclusive culture that empowers every employee to contribute meaningfully.

The focus ahead is to ensure significant representation of women across all roles and leadership levels, reinforcing Tata Steel's commitment to being an equitable, future-ready organisation driven by inclusion and merit.





Tata Institute of Fundamental Research (ICTS-TIFR) (Bengaluru)

KEY SECTOR

(like Manufacturing / Engineering/ IT/ Healthcare, etc) – Education



Organization's vision for promoting Women in STEM by 2030

ICTS envisions a vibrant and inclusive scientific community where women thrive as researchers, leaders and mentors. By 2030, ICTS aims to train 1,500 women through the summer schools.

Top three signature initiatives / programs / promoting Women in STEM

○ The summer schools for women in physics and mathematics

The Summer School for Women in Physics and the Summer School for Women in Mathematics and Statistics, held every year, are designed to encourage women to take up physics and mathematics as research careers. These schools combine experiments, lectures, problem solving sessions and mentorship to build confidence, curiosity, and critical thinking.

○ Women at the Intersection of Mathematics and Theoretical Physics

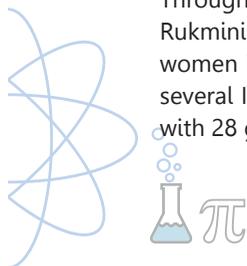
ICTS hosted this workshop aimed at fostering collaboration across mathematics and theoretical physics. Over the years the WIMP workshops have created a community and network for women who are "at the intersection of mathematics and theoretical physics," a field where women are exceptionally underrepresented.

○ Women in Astrophysics: Voices, Equity, and Science (WAVES) - A Workshop on Gender Equity and Advances in Astrophysics

Indian women are at the forefront of many areas of astrophysics today. Yet, persistent structural barriers limit equity in opportunities and recognition. This meeting was designed both as a platform to showcase cutting-edge astrophysical research and as a forum to address systemic challenges faced by women in the field.

Impact and Way forward

Through these initiatives and the excellence and leadership of our faculty members Pallavi Bhat, Rukmini Dey, Rama Govindarajan and Sumathi Rao, ICTS has already built a visible network of women in fundamental science. Prof. Govindarajan and Prof. Rao are both members of TWAS and several Indian academies. ICTS also continues to nurture the next generation of women scientists with 28 graduate students and 6 postdoctoral fellows.



Tata Institute of Fundamental Research

KEY SECTOR

Basic science research and applications



Organization's vision for promoting Women in STEM by 2030

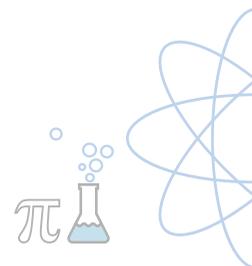
Work towards achieving gender parity in STEM, (a crucial aspect of sustainable development), through focused programs, and ensure gender friendly work environment and work practices.

Top three signature initiatives / programs / promoting Women in STEM

- **Vigyan Vidushi:** An initiative aimed at encouraging women to pursue research careers in Physics/ Maths/ Computer Science, with an emphasis on strengthening basic concepts and problem-solving skills. The programme features coursework as well as interactions with female researchers. For many students from Tier II / III cities across the country, it provides the first exposure to cutting-edge research and career guidance.
- **Bimla Buti Vigyan Vidushi Project:** The Buti Foundation has instituted an endowment to support a few select students amongst the Vigyan Vidushi (Physics) participants to carry out a short-term research project. The project provides an unique opportunity of gaining valuable research experience at TIFR.

Impact and Way forward

The Vigyan Vidushi (VV) programme has started demonstrating concrete outcomes for gender parity in STEM. The VV students come from all parts of India and about 55% of the past students in the physics stream are now pursuing PhD studies in India or elsewhere. Student feedback indicates that the unique courses and interactive mentoring sessions of the VV program have been instrumental in their decision to pursue a research career in STEM.



Tirupati Group

KEY SECTOR

HealthCare



Organization's vision for promoting Women in STEM by 2030

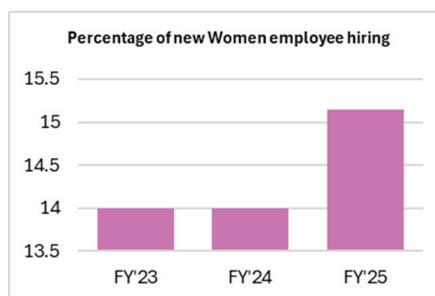
Tirupati is dedicated to cultivating a workplace culture rooted in diversity, equity, and inclusion (DE&I). This commitment is underpinned by policies that champion gender diversity, ensure pay equity, and guarantee equal benefits for all personnel.

At Tirupati Innovation Centre we have 23.73% of women scientists.

Top three signature initiatives / programs / promoting Women in STEM

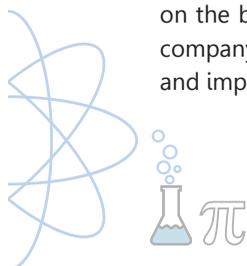
The company actively engages in two main types of initiatives: Formal Policies that ensure structural equity, and Engagement Activities that foster empowerment and well-being.

- A. Formal Policies and Structural Commitments- include Diversity Equity, and Inclusion (DE&I) Policy, Pay Equity Policies, Equal Benefits, Anti-Harassment Policies, Maternity and Paternity Leave, Flexible Working Arrangements, Leadership Opportunities, and Women-Only Recruitment Drive
- B. Employee Engagement and Well-being Activities- include International Women's Day Celebration, Quiz specific to Women's Day, Webinar on Stress Management and Work-Life Balance, and Aerobics/Zumba Sessions



Impact and Way forward

Tirupati demonstrates a strong, measurable impact on women empowerment. With 18% women on the board, rising female hiring (15.14%), and a standout 23.73% female scientists in R&D, the company is successfully building a robust pipeline for future women leaders, ensuring sustainable and impactful growth.





Translumina



KEY SECTOR

MedTech Manufacturing



Organization's vision for promoting Women in STEM by 2030

To build an organization where women in STEM thrive, fueling innovation through equitable access, mentorship, and leadership opportunities across the entire Translumina ecosystem by 2030.

Top three signature initiatives / programs / promoting Women in STEM

○ Women in Manufacturing Program

A planned initiative to encourage women to take up core manufacturing and technical roles through targeted hiring, on-the-job technical training, and mentorship from senior leaders. It aims to break stereotypes and create future-ready female leaders across production, quality, and R&D functions.

○ STEM Mentorship & Career Acceleration Framework

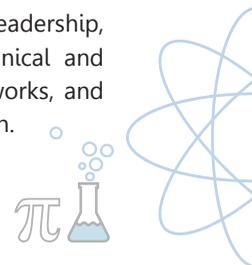
A proposed structured mentorship platform connecting women in R&D, engineering, and technology with senior leadership. It will focus on capability building, confidence development, and cross-functional exposure, empowering women to transition into leadership roles and champion gender inclusion across Translumina's ecosystem.

○ Inclusive Culture & Policy Reforms

Comprehensive inclusion policies including flexible work models, career comeback programs, and gender-neutral growth pathways will enable women to sustain and flourish in STEM roles. By fostering a culture of respect and equitable opportunity, Translumina ensures women's contributions to innovation are recognized and celebrated.

Impact and Way forward

While formal STEM-focused initiatives are in early stages, under the founder's strategic leadership, Translumina has charted a roadmap to strengthen women's representation in technical and innovation roles. The organization is establishing structured goals, mentorship frameworks, and inclusive programs, aiming for 35% women in STEM across all functions in our 3 year plan.



Uno Minda Limited

KEY SECTOR

Manufacturing (Auto components and Systems)



Organization's vision for promoting Women in STEM by 2030

Empower and advance women in STEM by 2030 through:

- Inclusion
- Equal opportunities
- Focused skilling,
- Gender-balanced innovative culture that inspire diversity and shape the future of mobility.

Top three signature initiatives / programs / promoting Women in STEM

○ Women-Driven Shopfloors

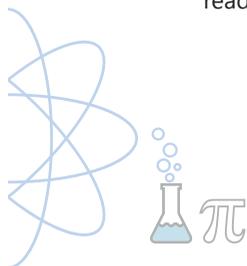
Uno Minda takes pride in operating several manufacturing units with a majority women workforce on the shopfloor. This initiative reflects our commitment to empowering women at the grassroots level, fostering skill development, and creating equitable opportunities in core manufacturing operations.

○ Women in Leadership

With women leaders driving key functions such as Manufacturing, Group HR, and Group Technology, Uno Minda exemplifies gender diversity at the highest levels of decision-making. Their leadership continues to inspire a culture of inclusion, innovation, and excellence across the organization.

○ DGEM Program – Nurturing Future Women Engineers

A significant number of participants in our DGEM (Diploma Graduate Engineering Management) program are women from top campuses across India. This initiative equips young women engineers with industry exposure, technical expertise, and leadership readiness, shaping the next generation of automotive professionals.





Impact and Way forward

Uno Minda's focused initiatives have led to a steady rise in women's participation across functions — from shopfloor operations to leadership roles.

- Over 70% women representation across major manufacturing units, with several plants operating with majority women on the shopfloor during day shift.
- Women leaders now head key strategic domains including Manufacturing, Group HR, and Group Technology — driving business transformation and cultural change.
- Through our DGEM program, we favour women candidates from top technical campuses, strengthening our future talent pipeline and encouraging greater female participation in core engineering roles.
- Around 37% participation of women leaders in the group board.

By 2030, Uno Minda aims to:

- Achieve increased women representation in new manufacturing units.
- Expand women-led leadership forums to mentor the next generation of engineers and managers.
- Build an inclusive ecosystem that champions equal opportunity, innovation, and sustainable growth in the mobility industry.



World Health Innovation Forum (WHIF)

KEY SECTOR

Global Health Innovation | MedTech | Research & Capacity Building



Organization's vision for promoting Women in STEM by 2030

To establish a globally competitive ecosystem where women drive MedTech innovation—leading research, shaping policy, and designing technologies that advance equitable healthcare for India and the world.

Top three signature initiatives / programs / promoting Women in STEM

○ WHIF Global Innovation Fellowship – Women Leadership Cohort

A flagship six-month program fast-tracking women scientists, clinicians, and engineers into MedTech leadership through funding, clinical immersion, expert mentorship, and end-to-end product development exposure—building a pipeline of globally competent women innovators.

○ iPassport – Technical Upskilling & Industry Integration for Women

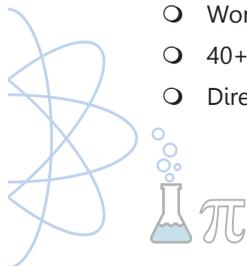
WHIF's competency-based training platform equips women with biomedical engineering skills, regulatory readiness, device testing expertise, and hands-on rotations across hospitals and manufacturing clusters—creating job-ready, innovation-ready women professionals.

○ Global Platforms for Women in Innovation

Through the WHIF Annual Forum, African MedTech Consortium, and global partnerships, WHIF amplifies women's voices—providing international speaking roles, cross-border project opportunities, and visibility to women-led research and innovations.

Impact and Way forward

- 50+ biomedical women engineers trained across WHIF programs and global tracks.
- 30+ women-led MedTech solutions supported, accelerated, or deployed.
- Women innovators from 15+ countries engaged in WHIF initiatives.
- 40+ global platforms where women presented research or policy insights.
- Direct linkages to hospitals, regulators, and industry, enabling real-world testing and scale.







Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organisation, with around 9,700 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 365,000 enterprises from 318 national and regional sectoral industry bodies.

For 130 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with the Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness, and business opportunities for industry through a range of specialised services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Through its dedicated Centres of Excellence and Industry competitiveness initiatives, promotion of innovation and technology adoption, and partnerships for sustainability, CII plays a transformative part in shaping the future of the nation. Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes across diverse domains, including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

For 2025-26, CII has identified "Accelerating Competitiveness: Globalisation, Inclusivity, Sustainability, Trust" as its theme, prioritising five key pillars. During the year, CII will align its initiatives to drive strategic action aimed at enhancing India's competitiveness by promoting global engagement, inclusive growth, sustainable practices, and a foundation of trust.

With 70 offices, including 12 Centres of Excellence, in India, and 9 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with about 250 counterpart organisations in almost 100 countries, CII serves as a reference point for Indian industry and the international business community.

Confederation of Indian Industry

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