

THE ASSISTED DIGITAL CONVENIENCE STORE



**DISCUSSION UPDATE:
GENDER PAY EQUALITY**

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UPDATE : FOCUS ON EQUAL EMPLOYMENT OPPORTUNITIES

- At Vakrangee, we strive to maintain a professional environment based on respect, tolerance and inclusion. We are an equal opportunity employer and all decisions are based on merit and business needs.
- **Pay Parity** : The remuneration offered to all employees is at par with the industry standards irrespective of their race, gender, age, color, religion, disability or genetic information.
- **Gender Equality** : Our recruitment policy is based on merits and skills of the applicants irrespective of their gender. Also, all our policies are irrespective of the employees' gender.
- Human Resources department updates on the key Synopsis and progress on Semi Annual basis to Corporate Strategy Committee as well as Diversity Council covering :
 - Current Status - Monitoring & Measurement of Gender Pay Equality
 - Future Targets for Gender Equality
 - Key Initiatives for closing the Gender Pay Gap
- Guidance and support provided by the Corporate Strategy committee and Diversity council with a focus on Improvement and enhancement of the same.

GENDER WORKFORCE EQUALITY : KEY OBSERVATIONS

Male Female (M/F) Average Salary Across Organization

Male	Rs. 4,41,056
Female	Rs. 4,55,497
Male : Female Ratio	0.96 : 1

Male Female (M/F) Median Salary Across Organization

Male	Rs. 2,50,044
Female	Rs. 3,41,922
Male : Female Ratio	0.73 : 1

GENDER WORKFORCE EQUALITY : KEY OBSERVATIONS

Male Female (M/F) Ratio at Corporate HQ

Male	490
Female	78
Male : Female Ratio	6.28 : 1

Median Salary M/F Wise & Ratio at Corporate HQ

Male	Rs. 3,83,568
Female	Rs. 3,41,922
Male : Female Ratio	1.12 : 1

Only Corporate HQ staff has been taken into consideration as the Field staff is primarily Male as they need to be on Field and travel 30-50 kms per day to visit outlets in rural locations and mostly Male employees prefer to apply for such field roles.

GENDER WORKFORCE EQUALITY : KEY OBSERVATIONS

DESIGNATION WISE GENDER PAY DETAILS & RATIO

Average Salary of Assistant Manager

Male	Rs. 5,25,808
Female	Rs. 5,62,681
M : F Ratio	0.93 : 1

Average Salary of Manager

Male	Rs. 6,33,473
Female	Rs. 8,37,526
M : F Ratio	0.75 : 1

Average Salary of Dy. General Manager

Male	Rs.10,61,512
Female	Rs. 9,50,012
M : F Ratio	1.12 : 1

Average Salary of General Manager

Male	Rs.16,49,783
Female	Rs.15,00,012
M : F Ratio	1.1 : 1

Average Salary of Associate Vice President

Male	Rs. 21,01,430
Female	Rs. 21,00,012
M : F Ratio	01:01

Average Salary of Vice President

Male	Rs.35,28,318
Female	Rs.15,00,012
M : F Ratio	2.35 : 1



GENDER WORKFORCE EQUALITY : KEY INITIATIVES & TARGETS

- At Vakrangee, We have achieved a gender pay equality as it can be observed that at Designation wise details, we have achieved pay equality for M:F ratio.
- **Our Planned Targets** – In the next few years we plan to achieve the below Male : Female Ratio :

In the year 2020 (M : F)	3 : 1
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In the year 2022 (M : F)	1 : 1
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In the year 2021 (M : F)	2 : 1
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Key Initiatives to further enhance & Improve Gender Equality & Close the Gender Pay Gap :

- **We have implemented Diversity council.** Our vision is to ultimately create an everlasting workplace culture where teams irrespective of gender, ethnicity, regional affiliations, physical ability, age and orientation are representative of a variety of perspectives and experiences. We proactively reinforce a culture where everyone feels included and respected.
- **We always try to include multiple women in shortlists for recruitment and promotions** When putting together a shortlist of qualified candidates, we make sure more than one woman is included. Shortlists with only one woman do not increase the chance of a woman being selected.
- **We always encourage salary negotiation by showing salary ranges.** It has been observed that Women are less likely to negotiate their pay.. Therefore, we clearly communicate the salary range on offer for a role to encourage women to negotiate their salary. This helps the applicant know what they can reasonably expect.
- **Focus to Improve workplace flexibility** for Women and communicate them transparently on our website
- **Offer special mentoring programs for women,** whereby mentors provide guidance and advice to their mentee.

Thank You