

THE ASSISTED DIGITAL CONVENIENCE STORE



ANNUAL UPDATE: KEY HUMAN RESOURCES (HR) METRICS & TARGETS

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EMPLOYEE TURNOVER RATIO : KEY MTERICS

FINANCIAL YEAR (FY)	No. of Employees New Joined during the Year (Workforce Addition)	No. of Employees Left during the Year (Workforce Departure)	Total Employee as on 31st March of the Year	Employee Annualized Turnover Rate (%)
2019-2020	580	1081	1362	5.40%

BREAK-UP DETAILS : WORKFORCE DEPARTURES

FINANCIAL YEAR (FY)	Total Employee as on 31st March of the Year	No. of Employees Left during the Year (Workforce Departure)	Workforce Departure Reason : Resignation	Workforce Departure Reason : Termination
2019-2020	1362	1081	930	151

GENDER WORKFORCE EQUALITY : KEY MTERICS

Male Female (M/F) Average Salary Across Organization

Male	Rs. 4,44,064
Female	Rs. 463,686
Male : Female Ratio	0.95 : 1

Male Female (M/F) Median Salary Across Organization

Male	Rs. 2,50,140
Female	Rs. 3,29,226
Male : Female Ratio	0.75 : 1

GENDER WORKFORCE EQUALITY : KEY METRICS

Male Female (M/F) Ratio at Corporate HQ

Male	221
Female	79
Male : Female Ratio	2.79:1

Median Salary M/F Wise & Ratio at Corporate HQ

Male	Rs. 3,87,703
Female	Rs. 3,27,699
Male : Female Ratio	1.18:1

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 METRICS

DESIGNATION WISE GENDER PAY DETAILS & RATIO

Average Salary of Assistant Manager

Male	Rs. 5,25,391
Female	Rs. 5,62,681
M : F Ratio	0.93 : 1

Average Salary of Dy. General Manager

Male	Rs.10,56,895
Female	Rs. 9,50,012
M : F Ratio	1.11 : 1

Average Salary of Associate Vice President

Male	Rs. 21,01,430
Female	Rs. 21,00,012
M : F Ratio	1.0006 : 1

Average Salary of Manager

Male	Rs. 6,48,243
Female	Rs. 8,37,526
M : F Ratio	0.77 : 1

Average Salary of General Manager

Male	Rs.16,87,878
Female	Rs.15,00,012
M : F Ratio	1.12 : 1

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 METRICS

LEVEL WISE GENDER PAY DETAILS

Level	Designation	Average Salary	
Executive Level	Vice President Associate Vice President	Male	Rs. 32,06,945
		Female	Rs. 18,00,012
		M : F Ratio	1.78:1
Management Level	General Manager Dy. General Manager Manager Assistant Manager	Male	Rs. 8,37,461
		Female	Rs. 7,30,586
		M : F Ratio	1.14:1
Non-Management Level	Executive Sr. Executive	Male	Rs. 2,53,057
		Female	Rs. 3,08,332
		M : F Ratio	0.82:1

CEO COMPENSATION RATIOS : KEY METRICS

DETAILS & RATIO OF CEO COMPENSATION	
CEO Compensation	Rs. 24,000,000
Total No of Employees	1,362
Median Employee Compensation	Rs. 2,55,252
CEO : Median Employee Compensation Ratio	94.02 : 1
Mean Employee Compensation	Rs. 4,45,196
CEO : Mean Employee Compensation Ratio	53.90 : 1

HR TARGETS

HR TALENT DEVELOPMENT TARGET : KEY METRICS

Quantitative Target for Talent Development	
Number of employees in the organization:	1362
Number of Workshops/ Training Programs planned per employee per year:	2
Hours allocated to one Workshop/ Training Program:	6 Hours
Hours allocated to two Workshops/ Training Programs:	12 Hours
Number of Man hours planned per year for 1900 employees = Number of employees x Hours allocated to two Workshops/ Training Programs	
Number of Man hours planned per year for 1900 employees :	16,344 Hours

GENDER WORKFORCE EQUALITY : SET TARGETS

- At Vakrangee, 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.
- 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 Recruitment Targets** – In the next few years we plan to achieve the below Male : Female Ratio :

In the year 2024 (M : F)	2 : 1
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In the year 2025 (M : F)	1 : 1
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- Our Planned Gender Pay Equality Targets** – In the next few years we plan to achieve the below Male : Female Ratio :

In the year 2024 (M : F)	1: 1
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Thank You