

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 (%)
2020-2021	31	593	800	~6%

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
2020-2021	800	593	553	40

Note : Annual Employee Turnover Rate is Calculated as the Average of Monthly Turnover rate

NOTE ON ORGANIZATION RE-STRUCTURING

- We have implemented Organization and Manpower re-structuring for enhanced productivity, better and efficient experience for Franchisees.
- COVID-19 pandemic has caused unprecedented disruption in the world of work and thereby the Company is leveraging technology, implementing process automation and innovative Digital initiatives as new ways of conducting everyday business and managing field operations.
- There has been dedicated Business vertical wise VC channels being set up whereby Franchisees can login on daily basis and get online Training sessions service wise as well as have Live 2 way communication sessions with direct Business teams as well as centralized HO level relationship managers to resolve their queries on real time basis. The calendar for all these sessions is communicated to the franchisees directly through VKMS Portal, Email as well as whatsapp.
- Additionally, dedicated Centralized RMs at HO level are assigned to each franchisees and RMs have access to centralized CCTV monitoring systems for better monitoring as well as Troubleshoot helpdesk to resolve the issues and queries of the franchisees.
- These initiatives have significantly reduced the manpower requirement at the field level as well as resulted into improved Franchisee satisfaction and better centralized management of field operations. The company has also benefited of the same in overall cost reduction and enhanced profitability.

GENDER WORKFORCE EQUALITY : KEY MTERICS

Male Female (M/F) Average Salary Across Organization

Male	501496
Female	445107
Male : Female Ratio	<u>1.12 : 1</u>

Male Female (M/F) Median Salary Across Organization

Male	277872
Female	341736
Male : Female Ratio	<u>0.81 : 1</u>

GENDER WORKFORCE EQUALITY : KEY METRICS

Male Female (M/F) Ratio at Corporate HQ

Male	191
Female	31
Male : Female Ratio	<u>6.16 : 1</u>

Median Salary M/F Wise & Ratio at Corporate HQ

Male	431268
Female	355992
Male : Female Ratio	<u>1.21 : 1</u>

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	521508
Female	544020
M : F Ratio	<u>1.04 : 1</u>

Average Salary of Dy. General Manager

Male	1057957
Female	875010
M : F Ratio	<u>1.20 : 1</u>

Average Salary of Associate Vice President

Male	1939638
Female	2100012
M : F Ratio	<u>0.92 : 1</u>

Average Salary of Manager

Male	679498
Female	709602
M : F Ratio	<u>0.95 : 1</u>

Average Salary of General Manager

Male	1743406
Female	1800010
M : F Ratio	<u>0.96 : 1</u>

Average Salary of Vice President

Male	3877471
Female	0
M : F Ratio	NA

GENDER WORKFORCE EQUALITY : KEY METRICS

LEVEL WISE GENDER PAY DETAILS

Level	Designation	Average Salary	
Executive Level	Vice President Associate Vice President	Male	3134289
		Female	2100012
Management Level	General Manager Dy. General Manager Manager Assistant Manager	Male	850000
		Female	794386
Non-Management Level	Executive Sr. Executive	Male	263466
		Female	292298

HR TARGETS

HR TALENT DEVELOPMENT TARGET : KEY METRICS

Quantitative Target for Talent Development

Number of employees in the organization:	800
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
Average Cost for Training per FTE : Average amount spent per FTE on training and development.	Rs. 5,000
Number of Man hours planned per year for 800 employees = Number of employees x Hours allocated to two Workshops/ Training Programs	4800 Man Hours
Number of Man hours planned per year for 800 employees :	9,600 Man 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 :
 - **This is to be executed across all Management levels as well as Revenue generating Functions and STEM related divisions.**

In the year 2024 (M : F)	2 : 1
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In the year 2025 (M : F)	1 : 1
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HR DATA BREAKDOWN

GENDER WORKFORCE BREAKDOWN: KEY METRICS

Sr. No.	Particular	% Details
1	Share of women in total workforce (as % of total workforce)	13.77
2	Share of women in all management positions, including junior, middle and top management (as % of total management positions)	30
3	Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	30
4	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	20
5	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	30
6	Share of women in STEM-related positions (as % of total STEM positions)	5

HIRING WORKFORCE BREAKDOWN: KEY METRICS

Year	Total New Hires	Gender wise		Management Wise			Age Wise		
		Male	Female	Executive	Management	Non Management	less than 30	30-50	over 50
FY2017	1014	979	35	3	65	946	512	497	5
FY2018	955	915	40	8	58	889	476	472	7
FY2019	752	726	26	6	68	678	356	391	5
FY2020	580	555	25	3	70	507	307	268	5
FY2021	31	28	3	3	6	22	18	11	2

EMPLOYEE TURNOVER BREAKDOWN: KEY METRICS

Year	Total Employees Departure	Gender wise		Management Wise			Age Wise		
		Male	Female	Executive	Management	Non Management	less than 30	30-50	over 50
FY2017	588	573	15	2	50	536	320	259	9
FY2018	583	551	32	4	25	554	366	210	7
FY2019	698	668	30	1	46	651	338	356	4
FY2020	1081	1055	26	8	57	1016	600	476	5
FY2021	593	557	36	7	90	496	355	229	9

Thank You