

# **2022 ARCHROMA SUSTAINABILITY AWARDS**Application Form

3. Title of the application: (for ease of reference by the Jury and voters)  "Unity in Diversity & inclusive culture @ Archroma India"
4. Award category
Please chose one of the following award categories. If you wish to apply for several categories, please complete one application form per category.
I/we apply for the following category (select only one per form, 2 forms maximum):
☐ Business Win
Diversity & inclusion
Environment
Excellence
Innovation
☐ Safety First
Sustainable partnership



## 5. Elevator pitch

# Unity in Diversity & inclusive culture @ Archroma India

Father of the Indian Nation Mahatma Gandhi said,

"Our ability to reach unity in diversity will be the beauty and the test of our civilization".



How true it is Diversity and inclusion essential are business today as a healthy variety of people from different backgrounds and cultures provides us with the balance of voices and diversity of thought that we need. In terms of greater innovation and creativity, provides skills, happier employees, increases productivity.

It is more of a proactive stance on employing a diverse workforce that reflect the real people of society today. Talk of DEI in the workplace has become commonplace, but what does that really mean for Archroma India? For **Archroma India**, diversity, equity, and inclusion initiatives are an important part of a company's business strategy as well as its integral to our India sustainable growth.



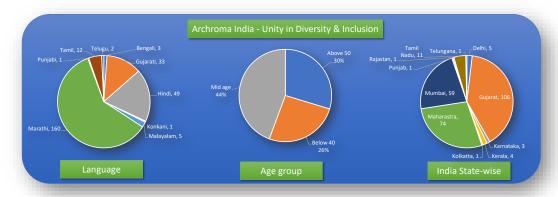
#### 6. Describe how your project and its impact help achieving the category-specific criteria

DEI efforts for Archroma India are incredibly important for Innovation, creativity, and retention. Highly inclusive for us are more likely to hit our financial target goals and very strong business reasons for prioritizing DEI.

Archroma India is a diverse company and always perform better in all business challenges, especially it has able to create employee engagement and a sense of belonging.

> DEI is clearly defined in Employee Handbook for hiring policy, it's as follows -

"Recruitment and Selection Procedures have been framed to ensure that they are consistent, fair and provide equality of opportunity. The Organization will **not discriminate illegally** against any employee or applicant for employment because of **race**, **religion**, **color**, **sex**, **age**, **national origin**, **physical and** / **or mental disability or sexual orientation**. All employees and external candidates / applicants will be treated equally".



In a nutshell, it's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

The diverse and inclusive workplace at Archroma India that makes everyone, regardless of who they are or what they do for the business, feel equally involved in and supported in all areas of the workplace

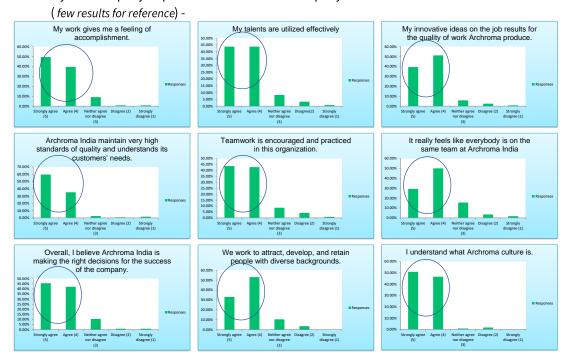
- Benefits of DEI at Archroma India:
- Sustainable revenue growth
- Greater readiness to innovate
- Increased ability to recruit a diverse talent pool
- higher employee retention (*ref graph*)





➤ DEI reflects in recent **Employee Engagement survey** results of 2022,

Engagement is one of the most important factors employees consider when deciding whether they should stay at a company or pursue leave for a new company.



The results shows that Diverse and inclusive earned trust and commitment from employees. This Inclusive environment are more engaged, demonstrated higher advocacy for organizations, and having a greater intent to stay.

- > DEI success stories:
  - Improved team performance in all cross functional team initiatives
     Success stories:
    - 1. Sustainable packaging
    - 2. Improved sales volume on Earthcolor
    - 3. Improved Indigo sales
    - 4. Recycling from OBA waste
    - 5. GOTS approval of Archroma products worldwide (...more)
  - Improved decision making
  - Strong and productive work ethic throughout the workforce
  - Team collaboration

The main aim for DEI environment to establishes a sense of belonging among Archroma employees. When employees feel more connected at work, they tend to work harder and smarter, producing higher quality work. As a result, adopted DEI practices got huge gains in the form of **business results**, **innovation**, and decision-making.





Archroma India empowers all employees and recognizing their special talents is part of creating an inclusive company.

Diversity Equity Inclusion are always Archroma India's lists of priorities because of the **value it added**. Not only to contribute to creating a happier, more discretionary, and productive workforce, and also improve the organizations' financial performance, for sustainable growth.

## (Glimpses of DEI week celebrations 2022)









#### Importance for International Women's Day @ Archroma India

Archroma India's mission is to forge inclusive work cultures where women's careers thrive, and their achievements are celebrated.

To honour and recognize the importance of women, Archroma India always celebrate International Women's Day every year March 3<sup>rd</sup>. This momentum has been continued since **Day 1 of Archroma**.



Archoma's female employees have been an integral part of the organization growth. They have immense thought processes and creativity to lead the organization successfully. Women's day provides the opportunity to acknowledge the dignity, integrity, efforts and contribution of the female workforce. This made them feel valued. It is the best platform to keep female workers motivated.

Following seminars conducted in Women's Day program,

- 1. Work Life Balance
- 2. Inspirational speech by influencing women achievers
- 3. Financial wellbeing
- 4. Stress Management
- 5. Statutory protection through POSH Act.
- 6. Unconscious bias

#### **Conclusion:**

By celebrating women's day, it is about **gender equality and diversity at the work front**. Women are the core part of human society. Their active participation in almost every field and sector of life cannot be ignored. So we Archroma appreciate and promote women and their hard work as these are the stars of our society.



7. Describe how your project supports "The Archroma Way to a Sustainable World: Safe, efficient, enhanced, it's our nature"

## Enhanced Collaboration:

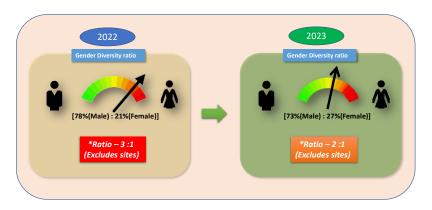
Archroma India always believe focus on D&I can lead to more sustainable business practices and contribute to a better world.

It also to focus on "Building Next-Level Leadership," energizing and developing a new generation to take on leadership roles.

Diversity is a part of "Enhanced" in Archroma Sustainability targets. Archroma India thrive towards strong sustainable growth by following measures,

### Key target to achieve Enhanced collaboration through fair Gender ratio:

Promoting equity to enable everyone to participate fully in the company's sustainability efforts. Strategies in place to achieve fair gender ratio by ensuring fair chance in hiring policy, internal replacement, and promotion policy. Current gender ratio is 3:1 and action taken to achieve 2:1 by 2023.



#### Women in Archroma leadership

Archroma India have been outlined the need to construct a diverse workforce, and with this will come new experiences and perspectives that ultimately contribute to bringing some much-needed innovation into the business. The vision to continuously boast higher representation of women on leadership role to outperform the organizations.

Archroma India have a responsibility to create better policies and opportunities for women to have a key measurable impact on an organisation's bottom line.

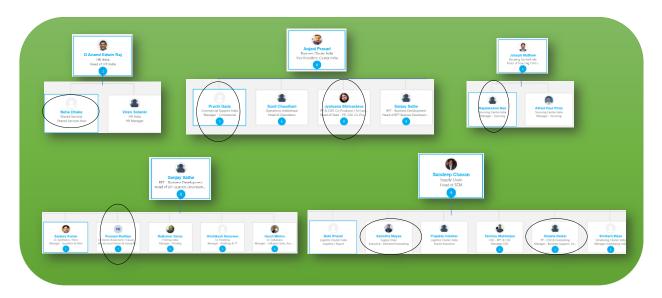
Considerable shift to women in leadership role in various function elevated higher collaboration, growth mindset and confidence.

Remarkable contribution by women leader in various projects,

- o Project Surya
- Project RISE
- Project Bramha



♣ Latest organisation structure of India Cluster and other function representing women leadership



- ♣ Women in leadership position in various committees,
- 1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

1. Ms. Shilpa Nerurkar Chairperson 2. Ms. Dipali Patil Member Mrs. Jansi Vedanayagam(NGO) Member 3. Ms. Rajalakshmi Nair Member 4. 5. Ms. Jyotsana Shrivastava Member Mr. Gilbert Liu Member

- 2. D&I Ambassadors for India
  - 1. Jyotsana Shrivastava
  - 2. Shilpa Nerurkar
- 3. Cross functional initiatives
  - 1. Prachi Shah
  - 2. Poonam Badhiye
  - 3. Jyotsana Shrivastava
  - 4. Sadhana Kanekar
  - 5. Maria Mathew
  - 6. Prajakta Indulkar

(..more)

#### **Conclusion:**

Women bring different perspectives and approaches to business, resulting in a more inclusive workplace and often better performance for the company. Archroma women are emerging as strong leaders, prepared to do more to support their teams and advance diversity, equity, and inclusion efforts



8. Describe how your project demonstrates the company mindset "Everybody sells!" supported by our ACTS

# Delivery through Diversity – "Everybody sells"

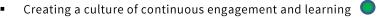
Archroma India diverse work environment promotes a wider perspective on customer needs, product improvements, and company well-being. The team members provide unique perspectives, which is helping, recognize new and different market opportunities. This expanded market awareness is promoting growth and resulting to achieve "Everybody sells".



(Vibrant participation by Team Archroma in all customer events and trade shows)

Cleary focus and strategy on "Everybody sells":

- Best serving a diverse customer base
- Diverse perspectives lead to innovation and creativity



- Fostering an inclusive work environment
- Attracting more diverse talent •
- Diverse teams solve problems faster
- Improving employee retention

Archroma India DEI culture is creating an environment where individuals with different perspectives feel that they belong, that they can fit in without having to change dramatically, that they can represent their diverse experiences within the group. This ensures that multiple voices are heard and encourages employees to voice their opinions.

Archroma India Leadership is fully committed by owning DEI and make a part of management process, it sets the tone for the rest of the organization to follow suit

Archroma India's DEI is not just about each group getting their moment. We all work together to identify bias and make a commitment at all levels of the organization

It's possible!





I declare to have read and accepted the privacy policy: <a href="https://www.archroma.com/archroma-sustainability-awards-policy">https://www.archroma.com/archroma-sustainability-awards-policy</a>

In case the submitted project belongs to a team, I declare that I have the authorization of all of them and that they have read and agreed with the privacy policy (attach to the submission!!!).