



INDIA'S BEST WORKPLACES

SPOTLIGHT

The AI revolution and rise of human-first leadership

As India hurtles forward into the AI era, a strange paradox is unfolding. While machines become smarter by the day, the most successful workplaces are the ones that are becoming more human. AI has moved from tech labs to boardrooms, production floors, and everyday workspaces. Business owners seek to leverage it to streamline operations, leaders aim to boost efficiency and reach, and employees hope automation will unburden them of repetitive tasks. But as this transformation accelerates, so do the anxieties: Is my data safe? Is this ethical? Will AI replace my job?

According to our research, 17 per cent of leaders feel uncertain about the use of AI in their workplace, while 74 per cent of them believe it has the potential to grow their business and that its use will be integrated into daily workflows within three years. The gap is not in potential but in perception, and bridging this divide is where leadership needs to step in.

The Indian workplace is at the crossroads of a technological revolution, and cultural adaptation is its only aid. While automation optimises operations, it is upskilling, empathy, accountability, and a sense of belonging that will define the future. Let's explore how these human-centric values are taking centre stage in the age of AI.

India's most forward-thinking workplaces are proving that AI works best when it supports what makes us human: empathy, purpose and connection



UPSILLING

Knowledge reduces fear. Leaders at India's Best Workplaces strategically harness AI; they create a workplace that is not anxious about its arrival but empowered. AI can automate routine tasks, enhance decision-making, and unlock new levels of performance. But to truly leverage its power, organisations must shift their mindset and move beyond passive adoption: employees should not just keep pace with technology

but shape how technology adapts to the business and people's needs.

While the fear of AI replacing jobs is widespread, it is also true that AI (though debatable) is a net creator of opportunities. The World Economic Forum's Future of Jobs Report (2025) projects that AI will create 170 million new roles, displacing 92 million roles, resulting in a net growth of 78 million new roles globally by 2030, many of which require

storytelling, critical thinking, ethical decision-making, and mindfulness—capabilities that the future workplace demands.

As the saying goes, 'People don't resist change—they resist uncertainty.' When leaders provide clear knowledge, practical use cases, and transparent communication around AI, they not only reduce resistance but also cultivate resilience. In such cultures, AI becomes not a replacement, but a catalyst for growth, innovation, and the realisation of deeper human potential.

EMPATHY

Empathy defines our humanity. Ironically, the more intelligent our tools become, the more vital it is to amplify human qualities. As machines take over tasks that rely on logic, speed, and data processing, it is empathy—the ability to understand and connect emotionally—that becomes

Best Companies To Work For



THE ECONOMIC TIMES

a new blend of technical and human-centric skills.

This calls for companies to invest not only in technical capability-building, R&D, and AI literacy but also to increasingly offer programmes in

irreplaceable. With AI, where intelligence becomes a given, empathy—once considered a soft skill—has emerged as a critical leadership capability and cultural differentiator.

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MESSAGE FROM THE CEO



At Great Place To Work®, our mission is to create a better world by helping every place become a great place to work for all. As the global authority on workplace culture, we have studied employee experiences and people practices across organisations for over three decades. We give leaders and organisations the recognition and tools to create a consistently and overwhelmingly positive employee experience, fostering cultures that are proven to drive business, improve lives, and better society. Our recognition is the most coveted and respected in the world for elevating employer brands to attract the right people.

Since 1992, our Certification™, Best Workplaces™ Lists, and global benchmarks have become the industry standard, built on data from more than 100 million employees in 170 countries around the world. In partnership with The Economic Times, following a rigorous evaluation process, we are proud to recognise the Top 100 organisations as India's Best Mid-size Workplaces 2025, across the large and mid-size categories, respectively. These organisations demonstrate exceptional people practices along with a proactive response to employee feedback, thereby building cultures of trust, inclusion, and performance.

India's recent rise as the world's fourth-largest economy is a defining moment, and workplaces are at the heart of this transformation. As businesses adapt to AI disruption, flexible work models, and the expectations of a younger workforce, workplace culture is becoming integral to the core business strategy. Our findings reaffirm that organisations that nurture authenticity, trust, and purpose are more resilient, innovative, and profitable.

Our research—spanning 5.7 million voices across 2,000+ organisations from 20+ industries—shows that India's Best Workplaces consistently enjoy higher motivation and retention. However, a pressing concern emerging in the workforce today is that while the Trust Index™ score remains stable, there is a significant decline in the percentage of em-

ployees wanting to go above and beyond. This decline in discretionary effort can be attributed to insufficient recognition, ambiguous objectives, limited opportunities for skill development, and unclear career development paths. Best Workplaces consistently outperform others across key drivers of discretionary effort by 7 per cent on workplace aspects such as career growth, team dynamics, and clarity of expectations.

Best Workplaces foster an environment that encourages individuals to go above and beyond, creating an atmosphere that drives positive results. A long-term RSM study found that investors in India's Best Workplaces have seen ~14x ROI over 15 years, which is three times higher than other standard market benchmarks. Best Workplaces are organisations that are truly better for people, better for business, and better for the world.

Today, I feel immense pride and heartfelt joy in celebrating every organisation that has earned a place on this year's list. This honour is really about the people—the leaders who lead with empathy and courage, the teams who lift one another through difficult situations, the HR champions who quietly and tirelessly drive better experiences, and the employees who show up every single day with dedication, passion, and purpose. This achievement belongs to all the organisations that have made it to our Best Workplaces lists.

This is a testament to what's possible when trust is nurtured, employees feel heard, and everyone feels they belong. Their efforts have not only earned them a place on this list—they've sparked something bigger: a movement to make work more human, more inclusive, and more meaningful.

Earning a place on India's Best Companies To Work For 2025 list is not just recognition—it's a responsibility. These organisations are shaping the future of work and inspiring a movement. We invite every leader to join us on this journey of becoming great. Together, let's build workplaces where people thrive, businesses grow, and India leads—not just economically but as a global example of maximising human potential and sustainable growth.

Congratulations to all our 2025 winners!

—Balbir Singh, CEO,
Great Place To Work® India

Gmmco
CKA Birla Group

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Driven by Entrepreneurship,
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INDIA

INDIA'S BEST WORKPLACES

Trailblazers in action

Ranked from 1 to 10, each winner in this year's large category demonstrates that putting people first isn't just good ethics, it's smart business. Here's how they're setting the benchmark in employee experience, culture and innovation

1. HILTON

Hilton

INDUSTRY: Hospitality

INDIA HQ: Gurugram

EMPLOYEE STRENGTH: 3,591

Hilton is widely recognised for its comprehensive and compassionate approach to employee care and well-being. At the heart of this commitment is the 'Thrive at Hilton' platform, which serves as the company's Team Member Value Proposition. It focuses on supporting employees' professional growth, personal well-being,



ing, and overall life satisfaction. Hilton's Thrive Sabbatical and Thrive Reset programmes are standout examples of the company's commitment to employee well-being, personal growth, and purpose-driven work. The Thrive Sabbatical offers selected team members across Hilton's corporate offices and managed properties the opportunity to take one month of paid time off, along with certain financial support. Employees can use this time to pursue a personal passion, contribute to a cause or community, or grow professionally.

Thrive Reset expands the eligibility of the Thrive Sabbatical programme to a broader group of employees, including those at franchised properties. It offers one week of paid time off and a certain amount of financial support to help team members pause, recharge, and reset.

Both programmes are part of Hilton's broader 'Thrive at Hilton' platform, which focuses on helping team members grow and flourish in all aspects of life—professionally, personally, and emotionally.

2. SYNCHRONY INTERNATIONAL SERVICES PRIVATE LIMITED

synchrony

INDUSTRY: Financial Services & Insurance

INDIA HQ: Hyderabad

EMPLOYEE STRENGTH: 5,458

Synchrony fosters a people-first culture where innovation is the driving force behind growth, engagement, and impact. This innovation-led mindset is deeply embedded in how the organisation approaches employee development, well-being, and performance. From reimagining career development and adopting agile performance practices to offering industry-leading compensation, holistic wellness benefits, and flexible ways of working, Synchrony continuously evolves by listening to its people and turning insights into action. At its core, Synchrony's culture is about pioneering bold ideas that empower employees and sustain high performance through continuous innovation. One standout example of this bold and innovative thinking is the launch of Synchrony's Virtual Reality (VR) experience, a reimagined onboarding journey that



brings the organisation's culture to life from day one. Through this platform, new employees can explore Synchrony's work and culture through engaging, bite-sized videos, meet the executive leadership team, navigate employee benefits, resources, and contacts with ease, and virtually tour the organisation's headquarters via the immersive 360° experience. This

immersive experience ensures that new hires feel informed, connected, and inspired from the start, reinforcing Synchrony's belief that culture isn't just communicated, it's lived.

3. AYE FINANCE

AYE [आय]

INDUSTRY: Financial Services & Insurance

INDIA HQ: Gurugram

EMPLOYEE STRENGTH: 8,610

Central to Aye's culture is the philosophy of making a difference in people's lives. This is manifested through multiple programmes and initiatives that reflect trust, transparency, inclusivity, and a deep respect for every individual's journey. It is reflected in every aspect of the employee experience—from onboarding to day-to-day interactions throughout the employee life cycle. Their 'No Surprises' hiring



practice and the 'Field Orientation Programme' are among the many initiatives that demonstrate their commitment to trust and transparency. Through the one-day 'Field Orientation Programme', candidates gain firsthand exposure to the company's culture and customer landscape, enabling them to make informed choices. Complementing this is their 'Unlimited Special Leave' policy, which reflects their emphasis on trust, well-being, and employee autonomy. Whether it's a sibling's birthday, a friend's wedding, a child's school event, a mountain getaway, or even a soul-searching break, these leaves empower employees to take meaningful personal time.

4. DHL EXPRESS INDIA PRIVATE LIMITED

DHL

INDUSTRY: Transportation

INDIA HQ: Mumbai

EMPLOYEE STRENGTH: 3,057

DHL Express fosters a people-centric culture that combines global excellence with local relevance. Guided by DHL Group's core values—Respect, Results, and Responsibility—the organisation prioritises employee well-being, continuous learning, and innovation. Recognised globally for its supportive environment, the company empowers employees to grow, share ideas, and take ownership of their development. Flagship programmes like Start-up Lab and Campfire bring this culture to life. Start-up Lab enables employees to co-create solutions for



customers and operations through a four-month journey of coaching, learning tools, and executive support. Campfire showcases digital initiatives, allowing employees to share ideas globally, with top projects receiving leadership backing and close progress tracking.

5. ITC HOTELS LIMITED

ITC HOTELS

INDUSTRY: Hospitality

INDIA HQ: Gurugram

EMPLOYEE STRENGTH: 7,523

ITC Hotels' core values shape its very DNA, guiding every action and decision. One such value, 'Inclusive

Growth', reflects the organisation's commitment to working collaboratively with all stakeholders to achieve shared goals through excellence, innovation, and speed. This value forms the foundation of ITC Hotels' robust innovation ecosystem, which empowers employees across teams and functions to contribute ideas that drive real business impact. Through dedicated innovation channels, employees are encouraged to transform everyday insights into meaningful



solutions, with standout contributions formally recognised and rewarded. Initiatives like the '14I Contest' and 'Reimagine Next' exemplify this approach. The 14I Contest includes annual and biannual competitions that spotlight innovative products, systems, and processes, evaluated by a distinguished leadership jury. 'Reimagine Next' invites ideas across four strategic themes—redefining business models, enhancing product offerings, streamlining processes, and strengthening corporate identity, thus fostering continuous improvement across the organisation. Winners are celebrated through their structured recognition framework, 'Aspire', reinforcing a culture where innovation is both inclusive and celebrated.

6. PNB METLIFE INDIA INSURANCE COMPANY LIMITED & METLIFE GLOBAL OPERATIONS SUPPORT CENTER

MetLife

INDUSTRY: Financial Services & Insurance

INDIA HQ: NCR

EMPLOYEE STRENGTH: 28,518

MetLife fosters a workplace where employees feel empowered, trusted, and respected. Its Employee Value Proposition, 'All Together Possible', with its three pillars—Winning Together, Guided by Empathy, and Driven by Growth—shapes a culture that balances high performance with genuine care and well-being. To support this, MetLife offers a range of growth and



development initiatives that create meaningful career opportunities. One such initiative is the Growing@MetLife programme, which offers tools and resources to support employee development. The programme places strong emphasis on career conversations, encouraging employees to identify up to four focus skills and create personalised development plans. These were added to learning profiles, unlocking tailored resources aligned with individual goals. The initiative saw strong engagement, further enhanced by a series of Growing@MetLife articles and short videos on the internal platform, myMetLife. Together, these efforts have significantly boosted employee appreciation for MetLife's career development approach.

7. HDFC LIFE INSURANCE COMPANY LIMITED

HDFC Life

INDUSTRY: Financial Services & Insurance

INDIA HQ: Mumbai

EMPLOYEE STRENGTH: 33,869

is heard. One such initiative, 'Power Kiosk', places an HR representative at a central location every Friday to assist with queries from salary and transfers to claims. This Employee Concierge service not only streamlines processes but also strengthens two-way communication and trust across the organisation.

HDFC Life is known for its strong, values-driven culture rooted in excellence, innovation, integrity, and progress. With a people-first approach, HDFC Life creates an environment where employees are appreciated, and empowered to grow, contribute meaningfully, and thrive. While continuing to build a future shaped by purpose and performance, the organisation never fails to celebrate the true heart of the company—its people. Their Kindness Campaign stands as a powerful testament to this commitment. The campaign reflected the company's values and was launched to harness the power of storytelling in fostering a culture of positivity and appreciation to boost morale, motivation, and engagement.



The campaign celebrated kindness through two key events:

- **Kindness Walk:** Installed across office locations, this interactive wall invited employees to share handwritten stories of gratitude, recognising acts of kindness from peers, managers, or the organisation.
- **Kindness Hour:** A TED-style platform led by senior leaders, where employees shared personal stories of kindness at work, strengthening connection and appreciation across teams. Held across multiple locations, Kindness Hours brought teams together in a shared celebration of empathy and goodwill.

The campaign collected a rich tapestry of real stories, reinforcing the organisation's values and creating a ripple effect of kindness across the workplace and beyond.

8. INTERCONTINENTAL HOTELS GROUP

IHG HOTELS & RESORTS

INDUSTRY: Hospitality

INDIA HQ: Gurugram

EMPLOYEE STRENGTH: 4,132

At IHG, trust is more than a value—it's the foundation for building meaningful relationships with employees. It ensures individuals feel respected, supported, and empowered to deliver exceptional service at every touchpoint. This deep-rooted commitment to trust and care is thoughtfully woven into the workplace experience. For instance, the Bunker room/restrooms designed for colleagues working non-standard hours. These spaces offer a quiet, restorative environment that mirrors the comfort extended to guests, allowing employees to pause, recharge, and prioritise their well-being.

Equally important is IHG's culture of open communication. Regular check-ins, transparent dialogue, and active listening ensure every voice



is heard. One such initiative, 'Power Kiosk', places an HR representative at a central location every Friday to assist with queries from salary and transfers to claims. This Employee Concierge service not only streamlines processes but also strengthens two-way communication and trust across the organisation.

9. SIS LIMITED

SIS

INDUSTRY: Professional Services

INDIA HQ: Delhi

EMPLOYEE STRENGTH: 2,79,900

SIS Limited's Culture of Care and Support distinguishes it as a trusted and people-centric employer, committed to ensuring employee well-being is a top priority. Driven by the guiding slogan 'Employee Fit To Company Hit', the company has introduced a series of initiatives that underscore its unwavering commitment to holistic employee wellness.



At the centre of this effort is the SIS Sampoorna initiative, which addresses preventive healthcare and well-being across three key pillars: physical, emotional, and financial well-being. As part of this initiative, SIS Limited has introduced several impactful programmes, including:

- **Comprehensive Healthcare Support:** Offering services such as Practo, health insurance, wellness webinars, reimbursements, and a 24/7 Corporate Concierge Service, among many others.
- **Swasthya Saturdays:** A family-inclusive wellness campaign promoting mental, emotional, and physical health through curated weekend activities that encourage mindful living and stress reduction.
- **Millet Program:** A dietary wellness initiative promoting the benefits of millets, conducted in collaboration with a distinguished personality to support healthier eating habits.
- **Financial Wellness Program and Integrated Health and Financial Support:** A comprehensive framework to ensure employees feel secure and supported in all aspects of life.

10. WELSPUN LIVING LIMITED

Welspun LIVING

INDUSTRY: Manufacturing & Production

INDIA HQ: Mumbai

EMPLOYEE STRENGTH: 21,599

Innovation is one of Welspun Living's core values—deeply embedded in how the organisation thinks, acts, and grows. Guided by four key principles—Learning, Innovation, Trust and Transparency, and Endurance—Welspun Living empowers employees to challenge convention, think creatively, and drive meaningful change. This belief in the power of employee-driven innovation led to the creation of the Manthan Innovation programme, a structured programme that enables individuals across levels to turn ideas into impactful business solutions.

The Manthan Innovation programme provides the platform, resources, and recognition needed to bring innovation to life across areas like cost optimisation, sustainability, product development, HR, and technology. This programme follows a structured



and transparent process, which begins with idea refinement, where shortlisted submissions are reviewed and aligned with business priorities in collaboration with evaluation teams. Once approved, ideas move into the planning and implementation phase, which includes detailed planning, stakeholder sign-off, and an execution timeline of 8-12 months with ongoing monitoring. Post-implementation, projects undergo a review and feedback stage, where senior leaders evaluate outcomes and provide constructive feedback for ideas that were not selected. Finally, recognition plays a key role—implemented ideas are celebrated twice a year, with formal acknowledgement from leadership. Each idea is assessed by a diverse panel to ensure fair, impact-driven evaluation based on feasibility, scalability, sustainability, and business value.

List of winners

Rank	Organisation Name
1	Hilton
2	Synchrony International Services Private Limited
3	Aye Finance Limited
4	DHL Express India Private Limited
5	ITC Hotels Limited
6	PNB MetLife India Insurance Company Limited & MetLife Global Operations Support Center
7	HDFC Life Insurance Company Limited
8	Intercontinental Hotels Group
9	SIS Limited
10	Welspun Living Limited
11	ISS Facility Services India Private Limited
12	Marriott International
13	NVIDIA
14	Reliance Retail Limited
15	Barbeque Nation Hospitality Limited
16	VOIS
17	Salesforce
18	R1 RCM Global Private Limited
19	Reliance Nippon Life Insurance Company Limited
20	Quess Corp Limited
21	Angel One Limited
22	Harrissons Malayalam Limited
23	H & R Block (India) Private Limited
24	Lifestyle International Private Limited
25	Mr Cooper Group INC
26	Piramal Capital & Housing Finance Limited - Retail
27	Ujjivan Small Finance Bank Limited
28	Bajaj Finance Limited
29	Axis Max Life Insurance Limited
30	Edelweiss Life Insurance
31	Accenture Solutions Private Limited
32	Navitasys India Private Limited
33	S&P Global
34	Hardcastle Restaurants Private Limited
35	GMCO (India) - A CKA Birla Group Company
36	Ericsson India Private Limited
37	PGP Glass Private Limited
38	PepsiCo India
39	Dr. Reddy's Laboratories Limited
40	Flikpark Group (Flikpark Internet Private Limited, Clearip, Flikpark Health+)
41	Gokaldas Exports Limited
42	UNO Minda Group
43	Hashedin Technologies Private Limited
44	Cadence Design Systems (India) Private Limited
45	HP
46	Ryan India Tax Services Private Limited
47	Compass Group India (Compass India Food Services Private Limited & Compass Group (India) Private Limited)
48	Zensar Technologies
49	Allianz Partners India
50	Gainwell Composites Private Limited
51	AJ Small Finance Bank Limited
52	Century Plyboards (I) Limited
53	Adobe
54	PwC in India
55	Encora Innovation Labs India Private Limited
56	Impetus Technologies India Private Limited
57	Amara Raja Energy & Mobility Limited
58	Satara Creditcare Network Limited
59	Dow Chemical International Private Limited
60	Agilent Technologies
61	First American (India) Private Limited
62	Bharat Financial Inclusion Limited
63	DP World
64	Bharti AXA Life Insurance
65	HDB Financial Services Limited
66	Blue Dart Express Limited
67	Stryker India
68	Niva Bupa Health Insurance Company Limited
69	Blue Yonder India Private Limited
70	MSC Technology (India) Private Limited
71	Aegis Customer Support Services Private Limited (a Startek company)
72	Trane Technologies
73	Lodha Developers Limited
74	Experian India
75	Oberoi Realty Limited
76	YASH Technologies Private Limited
77	Smollan India Private Limited
78	IIFL Finance Limited
79	TVS Credit Services Limited
80	Future Generali India Insurance Company Limited
81	Fractal Analytics Limited
82	GRT Hotels & Resorts
83	ServiceNow Software Development India Private Limited
84	Hero FinCorp Limited
85	Lowes India Private Limited
86	ElasticRun (Nex Transportation Services Private Limited)
87	Firstsource Solutions Limited
88	Kotak Mahindra Bank
89	Shoppers Stop Limited
90	Carelon Global Solutions LLP
91	AGS Health Private Limited
92	Cipla Limited
93	Broadridge Financial Solutions India Private Limited
94	Schneider Electric India Private Limited
95	SMFG India Credit Co. Limited
96	Admiral Solutions
97	Virtusa Consulting Services Private Limited
98	IndiaFirst Life Insurance Company Limited
99	National Engineering Industries Limited (NBC Bearings) - A CKA Birla Group Company
100	LUCAS TVS Limited
101	Tata Communications Limited



INDIA'S BEST WORKPLACES

The AI revolution and the rise of human-first leadership

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Empathetic leaders create psychological safety, respond to uncertainty with clarity, and ensure people feel seen and supported. At its core, businesses are built on relationships, and relationships thrive on empathy. In challenging and highly agile times, people respond not to automation, but to genuine care. The shift is from managing performance to enabling potential.

The first step to being a great leader is to be human. By normalising vulnerability, encouraging open conversations, and recognising individual effort beyond metrics,

leaders turn organisations into communities of trust. Research shows that when employees can be their authentic selves at work, they are twice as likely to consider their organisation a great workplace.

ACCOUNTABILITY

Technology doesn't work for itself. Our research has brought to light a quiet crisis in the workforce today: declining willingness to go the extra mile. It signals that people don't just perform less but also care less. The fear of AI replacing roles and misinformation, coupled with unclear communication, often leads to a culture of withdrawal rather than

ownership. Companies where employees report low clarity on goals or expectations experience a 12 per cent lower discretionary effort than those with clarity.

Leaders inspire accountability and ownership through their everyday actions. When leaders admit their own mistakes, follow through on commitments, and give credit where it is due, they create a ripple effect of integrity throughout the organisation.

More than policies or performance systems, it is workplace culture that sustains accountability, and culture is shaped through consistent behaviour. High-trust organisations report that 91 per cent of employees



feel personally responsible for their work outcomes. Leaders at Best Workplaces conduct regular check-ins, set transparent and inspiring goals, and provide forward-focused

feedback. They consider an individual's holistic being, which in turn inspires the employee to look beyond the designated roles.

A SENSE OF BELONGING

You could code intelligence, but not connection. The real human touch is empowerment and trust.

Our research reveals that over 92 per cent of employees in high-trust organisations say that they can be their authentic selves at work. Leaders in these cultures prioritise psychological safety, intentional listening to underrepresented voices, and normalise vulnerability in their leadership.

People want to know: Do I matter here? Is it safe to speak up? Will I be supported if I stumble? Belonging becomes the answer to uncertainty. Research shows that when employees can be their authentic selves at work, they are twice as likely to stay with their organisation for a long time.

HARNESSING AI WITH HUMAN INSIGHT

As artificial intelligence continues to reshape the contours of work, organisations and individuals must remember one essential truth: AI is neither something to fear nor to blindly overuse. It is but a tool. And like every powerful tool, its impact depends on how thoughtfully we use it. Rather than succumbing to anxiety or hype, the path forward lies in deepening our understanding of AI—its capabilities, its limitations, and its ethical implications. In this new world of work, the companies that thrive won't just be the ones that adopt AI fastest; they'll be the ones that use it to strengthen human connection, inspire ownership, nurture empathy, and build a true sense of belonging. A great leader isn't only going to be the one mastering the machine but the one empowering humans.

—Balbir Singh,
CEO, Great Place To Work® India

1. AXIS BANK



INDUSTRY: Financial Services and Insurance

EMPLOYEE STRENGTH: 100k+ employees

KEY HIGHLIGHTS: 14k+ ATMs across India
Rs 265 Cr+ spent on CSR
25 lakhs+ rural families supported through the Sustainable Livelihood Programme

BEST PRACTICE: Championing inclusive progress by empowering communities and enriching workplaces
Axis Bank, through its 'Dil Se Open' philosophy, leads with heart, fostering a culture where inclusivity, transparency, and empathy are embedded in every action.

Employees take pride in being part of an organisation that not only supports their growth but also drives meaningful societal change. The Axis Bank Foundation's CSR initiatives uplift communities through sustainable livelihoods, education, health, and financial inclusion. With a focus on empowerment and resilience, Axis Bank continues to redefine responsible banking—creating an ecosystem where people thrive, values are lived, and every step forward contributes to building a better India for all.

2. BAJAJ FINANCE LIMITED

BAJAJ FINANCE LIMITED

INDUSTRY: Financial Services

EMPLOYEE STRENGTH: 53k+ employees

KEY HIGHLIGHTS: 150k+ stores across India
Rs 175 Cr+ spent on CSR
95k+ individuals with disabilities benefitted from Bajaj Beyond

BEST PRACTICE: Building a stronger India by empowering the youth and creating a workplace where people thrive
Bajaj Finance Limited (BFL), a trusted name in India's financial services landscape, exemplifies a people-first approach—both within the organisation and in society.

Employees thrive in a culture that values well-being, learning, and long-term growth. Through its transformative 'Bajaj Beyond' initiative, the Bajaj Group is investing Rs 5,000 crore to empower over two crore youth with employment and entrepreneurship opportunities. At Bajaj Finance, business success goes hand in hand with building a future that works better for everyone.

3. CIPLA LIMITED



INDUSTRY: Biotechnology and pharmaceuticals

EMPLOYEE STRENGTH: 25k+ employees

KEY HIGHLIGHTS: 1,500+ products
Rs 70 Cr+ spending on CSR
4.5 lakhs+ individuals benefitted through Cipla Foundation

BEST PRACTICE: Championing health equity while nurturing a purpose-driven workforce
Cipla's unwavering commitment to 'Caring for Life' echoes through both its community impact and workplace culture. Through the Cipla Foundation, the company leads initiatives in healthcare, education, and sustainability, partnering with changemakers to reach underserved communities.

Employees embody this purpose with pride, contributing over 1,00,000 volunteering hours in FY24 and supporting grassroots campaigns. By empowering its people to make a



The Nation-Builders leading with purpose and people power

From creating equitable opportunities to prioritising employee well-being and sustainability, the best employers among India's nation builders are raising the bar for what responsible leadership looks like

difference, Cipla is not only improving lives across the globe but also fostering a workplace where compassion, purpose, and equity thrive.

4. CKA BIRLA GROUP

INDUSTRY: Technology, automotive, building, healthcare and education

EMPLOYEE STRENGTH: 15k+ employees

KEY HIGHLIGHTS: 50+ manufacturing facilities across India and globally
450k+ visitors to Antarctica Experience Room as a part of CKA Birla Philanthropy

BEST PRACTICE: Blending legacy, innovation, and social good to build a better India

With a strong presence across healthcare, education, technology, and the arts, the Group supports transformative initiatives through its trusts, reaching communities with advanced medical care, world-class education, and science centres that spark curiosity. Flagship institutions like CMRI, RBH, and the BM Birla Science Centre reflect a long-standing commitment to nation-building.

Employees feel a deep sense of pride in belonging to a Group where purpose meets heritage, and working for a greater good is not just encouraged, it's ingrained in the DNA of the organisation.

5. COAL INDIA LIMITED



INDUSTRY: Mining and quarrying

EMPLOYEE STRENGTH: 2.2L+ employees

KEY HIGHLIGHTS: 75+ vocational training centres
Rs 95 Cr+ spending on CSR
3.5 Cr+ lives influenced through CSR initiatives

BEST PRACTICE: Fueling progress with purpose—empowering communities and employees alike
Coal India Limited (CIL) stands as a testament to socially conscious nation-building, having embedded community development into its mission well before it became a mandate. With over 90 per cent of CSR investments directed toward operational states, CIL has uplifted lives through education, healthcare, and infrastructure support, especially in remote mining regions.

Employees take pride in being part of a legacy that values inclusive growth, environmental responsibility, and personal development. With a strong focus on employee well-being and career progression, CIL continues to power India's future while strengthening the communities that surround it.

6. DR. REDDY'S LABORATORIES LIMITED



INDUSTRY: Biotechnology and pharmaceuticals

EMPLOYEE STRENGTH: 21k+ employees

KEY HIGHLIGHTS: Commercial presence in 70+ countries
Rs 55 Cr+ spending on CSR
80k+ farmers positively impacted through the agriculture project

BEST PRACTICE: Championing health, humanity, and a culture of purposeful innovation

Dr. Reddy's Laboratories Ltd., a pioneering multinational pharmaceutical company, was founded to accelerate access to affordable and innovative medicines, embodied in its mission, 'Good Health Can't Wait'.

Inspired by founder Dr. Anji Reddy's vision, the company's CSR programmes target education, skill, healthcare access, and environmental sustainability, forging long-term partnerships that uplift underserved communities. Employees feel respected and valued within an inclusive culture that celebrates entrepreneurial spirit and collective achievement.

7. HDFC BANK LIMITED



INDUSTRY: Financial Services

EMPLOYEE STRENGTH: 207k+ employees

KEY HIGHLIGHTS: 20k+ ATMs across India
Rs 945 Cr+ CSR spending
10 Cr+ lives impacted through Parivartan

BEST PRACTICE: Driving India's progress by empowering communities and cultivating meaningful careers

HDFC Bank stands as a pillar of trust and progress in India's financial landscape, seamlessly blending banking excellence with purposeful social impact. Through its flagship CSR initiative, 'Parivartan', the bank reaches millions, supporting rural development, education, healthcare, financial literacy, and livelihoods with measurable outcomes.

At the same time, it fosters an inclusive and growth-oriented workplace where employees value flexibility, learning, and upward mobility. With innovation, sustainability, and equity as cornerstones, HDFC Bank continues to shape India's development story—creating lasting value for both communities and the people who power its purpose.

8. INFOSYS LIMITED



INDUSTRY: Information Technology

EMPLOYEE STRENGTH: 2L+ employees

KEY HIGHLIGHTS: 1,850+ clients
Rs 450 Cr+ CSR spending
1 Cr+ people impacted through the Infosys Foundation

BEST PRACTICE: Empowering a digital future while building a more equitable world for all

Through the Infosys Foundation and Infosys Science Foundation, the company fuels education, healthcare, rural upliftment, arts, and research, fostering inclusive progress across India. Sustainability anchors every initiative, as Infosys balances economic success with environmental and social responsibility.

Employees thrive in a culture that values growth and harmony, consistently appreciating the organisation's strong work-life balance and learning opportunities. Infosys continues to redefine what it means to be a technology leader with heart, vision, and impact.

9. JSW STEEL LIMITED



INDUSTRY: Manufacturing and Production

EMPLOYEE STRENGTH: 24k+ employees

KEY HIGHLIGHTS: 10+ manufacturing facilities across India
Rs 235 Cr+ CSR spending
20 lakhs+ individuals positively impacted

BEST PRACTICE: Fueling national development through infrastructure growth

JSW Steel is redefining what it means to be a leader in the steel industry, merging industrial strength with environmental responsibility. As a pioneer in sustainable steelmaking, the company's Green Steel initiatives, including the world's largest waste heat recovery

power plant, reflect its commitment to reducing carbon emissions and supporting India's infrastructure growth. Employees are proud to contribute to a company that not only fuels national development but also prioritises ecological balance and community well-being.

10. KOTAK MAHINDRA BANK



INDUSTRY: Financial Services and Insurance

EMPLOYEE STRENGTH: 78k+ employees

KEY HIGHLIGHTS: 3k+ ATMs
Rs 230 Cr+ CSR spending
5k+ beneficiaries of vocational training courses

BEST PRACTICE: Building the nation by empowering communities and enriching employee journeys

Kotak Mahindra Bank, through its CSR identity Kotak Karma, is building a future where growth is inclusive, purposeful, and enduring.

By focusing on education, livelihood, healthcare, environmental conservation, sports, and relief and rehabilitation, Kotak is committed to solving critical challenges facing communities across India. This deliberate approach reflects the Group's belief that true success uplifts everyone.

Internally, employees feel proud to be part of a values-driven organisation and have consistently appreciated the enriching career opportunities available to them.

11. MAX HEALTHCARE INSTITUTE LIMITED



INDUSTRY: Healthcare

EMPLOYEE STRENGTH: 14k+ employees

KEY HIGHLIGHTS: 4,000+ beds across all locations
Rs 10 Cr+ CSR spending
1.7k+ beneficiaries of Max Skill Training

BEST PRACTICE: Advancing a healthier India through community empowerment and a supportive workplace culture

Max Healthcare Foundation leads with purpose—bringing healthcare closer to those who need it most. Through focused efforts in education, skill-build-

ing, water conservation, and health awareness, it creates a lasting impact across communities. The organisation's unwavering commitment to equitable access and social upliftment reflects every initiative.

Within its hospitals, employees thrive in a culture of collaboration, innovation, and shared purpose. They take pride in being part of a mission that goes beyond clinical care, shaping a healthier, more empowered India.

12. RELIANCE INDUSTRIES LIMITED



INDUSTRY: Manufacturing and Production

EMPLOYEE STRENGTH: 194k+ employees

KEY HIGHLIGHTS: 19k+ stores across India
Rs 1,590 Cr+ CSR Spending
Reliance Industries Ltd (Total) Rs 1,590 Cr+
205 L+ people reached through disaster management initiatives

BEST PRACTICE: Powering India's progress through inclusive development and purpose-driven workplaces

Driven by the belief that 'What is good for India is good for Reliance', the organisation has consistently aligned its growth with the nation's advancement.

Employees feel proud to work for a company with a trusted reputation, strong values, and robust benefits. Reliance fosters a sense of purpose, belonging, and national pride, offering meaningful careers while driving sus-

tainable, self-reliant growth. Together, its people and businesses are building an India that's future-ready, digitally connected, and globally respected.

13. STEEL AUTHORITY OF INDIA LIMITED



INDUSTRY: Manufacturing and Production

EMPLOYEE STRENGTH: 55k+ employees

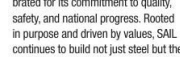
KEY HIGHLIGHTS: 690+ patents
Rs 160 Cr+ CSR spending
80 lakhs+ people connected to mainstream through road construction

BEST PRACTICE: Forging India's growth story through community upliftment and a culture of pride and safety

Steel Authority of India Limited (SAIL) stands as a pillar of India's industrial and social transformation. Since 1973, SAIL has gone beyond business, channelling its strength into uplifting communities through education, health-care, employment, and sustainable development. Long before CSR became a mandate, SAIL was already investing in people and the planet.

Employees take immense pride in being part of an organisation celebrated for its commitment to equality, safety, and national progress. Rooted in purpose and driven by values, SAIL continues to build not just steel but the foundations of a stronger India.

14. VEDANTA LIMITED



INDUSTRY: Manufacturing and Production

EMPLOYEE STRENGTH: 17k+ employees

KEY HIGHLIGHTS: 740 tonnes+ Highest-ever silver production
Rs 130 Cr+ CSR spending
8k+ Nand Ghars across India

BEST PRACTICE: Powering India's progress through inclusive development and purpose-driven workplaces

Vedanta Limited, through the Anil Agarwal Foundation, champions nation-building by empowering grassroots communities with transformative initiatives in healthcare, education, skill development, and more. With a vision to unlock India's potential, Vedanta is committed to sustainable growth and technological innovation, enabling a self-reliant and greener future.

Employees thrive in a workplace rooted in inclusivity, purpose, and shared impact. Through supporting marginalised communities to shaping India's journey toward resource independence and environmental responsibility, Vedanta continues to create lasting change, both within the organisation and across the nation.

WINNERS (in alphabetical order)

Organisation Name
Axis Bank
Bajaj Finance Limited
Cipla Limited
CKA Birla Group
Coal India Limited
Dr. Reddy's Laboratories Limited
HDFC Bank Limited
Infosys Limited
JSW Steel Limited
Kotak Mahindra Bank
Max Healthcare Institute Limited
Reliance Industries Limited, Reliance Retail Limited
Steel Authority of India Limited
Vedanta Limited