



Leading Industry Dialogue on Workplace Inclusion

Our commitment to DEIB extends beyond our own workforce to contributing to broader conversations that can accelerate inclusion across the sector. During the year, we hosted the energy and manufacturing sector's first DEIB Roundtable, bringing together industry leaders to exchange perspectives, share best practices, and collectively explore pathways towards more inclusive workplaces.

The discussions examined India's evolving DEIB landscape and the changing expectations of the workforce, particularly around belonging, psychological safety, and equitable experiences. Through candid dialogue and cross-sector learning, participants reflected on the need to move beyond intent and translate inclusion into sustained action embedded within organisational culture, leadership, and decision-making.

The roundtable featured perspectives from industry leaders, including a keynote by Sushma Rawat, Former Director of Exploration at ONGC, who shared insights from her own professional journey and the importance of overcoming barriers to create more diverse leadership pathways.

Deepa Sebastian, our CHRO, reflected, "We do not want to build organisations where we are comfortable with silence. We want every voice to be heard, valued, and empowered."

By convening such conversations, we continue to strengthen our role in shaping a more inclusive energy ecosystem where diversity is valued, voices are represented, and meaningful progress is achieved collectively.

