

Building a Safer, Smarter and Diverse Workforce

Grasim’s people story is one of deliberate growth, building capability, expanding opportunity, and strengthening trust. As the organisation grew, so did its talent base. Over the past two years, as new business came in force and existing capacities grew, the permanent workforce expanded by 9%, adding nearly 2,400 new hires.

This growth is anchored in safety. Total Recordable Injuries declined by 40% in FY 2025-26. The resultant LTIFR improved from 0.20 to 0.17 per million hours worked, showing safer operations at scale. Inclusion has progressed alongside capability and safety.

Permanent women employee representation increased by 100 bps from 1,081 employees to 1,474 employees, adding 393 women. Together, these shifts reflect a workplace where people feel empowered, protected, and positioned to grow. Annual training hours rose from over 3,15,000 in FY 2023-24 to over 5,27,000 in FY 2025-26, turning potential into performance.

FOCUS AREA S1

People and Workplace Culture**

Inside this Section → [Our People, Occupational Health and Safety](#)

People make the foundation at Grasim. Behind every successful operation and winning every challenge, we have our dedicated and skilled manpower resource. Needless to say, their well-being isn’t merely a responsibility, it is a priority for us. We are committed to maintaining a safe and healthy workplace where every individual feels protected, valued, and consistently empowered to rise.



Key Milestones Achieved

6,739
Total new hires

21%
Increase of women
participation in workforce^

14%
Reduction in
total LTIFR^

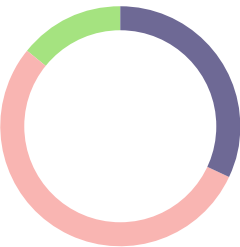
Strategic Enablers

Robust people governance
and career growth

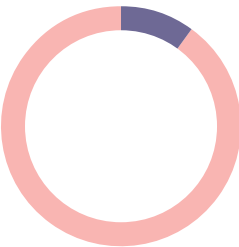
Diverse, inclusive and
well-being-centric
workplaces

Risk-informed operations
and safe workplace culture

Performance Overview#



Workforce by age (%)	
<= 30 years	24
>30-50 years	58
>50 years	18



Workforce by gender (%)	
Female	5
Male	95

Forward-looking Priorities

Strengthen leadership
pipelines across businesses

Build a future-ready
workforce with strong
technical skills

Enhance supply chain and
contractor safety integration

^Compared to FY 2024-25. | #Data includes total number of permanent employees and workers.

**GRI 2-7: Employees, **GRI 2-8: Workers who are not employees,
**GRI 405-1: Diversity of governance bodies and employees