

## Company case study: Mahindra Group

**The Mahindra Group outlines how WDI has helped them build stronger relationships with stakeholders, and drive improvements across their businesses.**

The Mahindra Group is a multinational federation of companies with leading positions in sectors from farm and utility vehicles to IT and financial services. Headquartered in India, it employs more than 240,000 people in over 100 countries.

Since 2021, the Group has used WDI data to highlight strengths, identify data gaps and spotlight areas for improvement. Their engagement with WDI has also provided insights about investor expectations and global trends. Together, these insights and data have enabled the Group to boost communications and relationships with investors and other stakeholders.

**“We go beyond compliance by engaging in voluntary reporting initiatives such as the Workforce Disclosure Initiative (WDI). This allows us to share critical information related to workforce demographics, diversity, safety, employee engagement and sustainability practices”.**

### **Business benefits**

“Voluntary reporting through WDI has improved our ability to communicate transparently with stakeholders, helping us build stronger relationships and trust,” explains Ankit Todi, Chief Sustainability Officer.

Ankit also outlines how structured, consistent data collection has enabled the Group to better understand workforce trends, such as employee demographics, diversity, retention and engagement, providing insights to inform action.

“Our approach to transparency has evolved through our participation in the WDI,” Ankit reveals. “Initially, we focused on meeting compliance requirements and voluntary reporting benchmarks. However, over time, we have shifted toward actively using transparency as a tool for driving strategic workforce decisions.”

### **From insight to action**

The WDI has helped the Group to refine its data analysis tools, and how WDI insights have contributed into improved policies and practices in areas such as health and safety and employee engagement. This has strengthened approaches to issues like occupational health and career development.

Ankit particularly highlights the value of the survey’s diversity and inclusion metrics in generating actionable data. **“Insights from WDI submissions have helped us refine our initiatives to promote gender equality and representation across all levels of the organisation,”** he explains.

Taking part in WDI also highlighted the need for stronger employee engagement. As a result, the Group have introduced new programmes to boost morale, productivity, and retention.

### **Inspiring investor confidence**

In an ESG reporting landscape that presents both challenges and opportunities, businesses need to respond proactively to evolving priorities. The WDI helps the Mahindra Group to inspire investor confidence, generating data that helps to align workforce management with ESG priorities and to enhance their preparedness for shifts in regulatory, so they can stay ahead of the curve.

“By voluntarily sharing workforce-related data, we build trust with stakeholders, attract socially conscious investors, and inspire confidence in our ability to navigate ESG challenges,” Ankit explains.