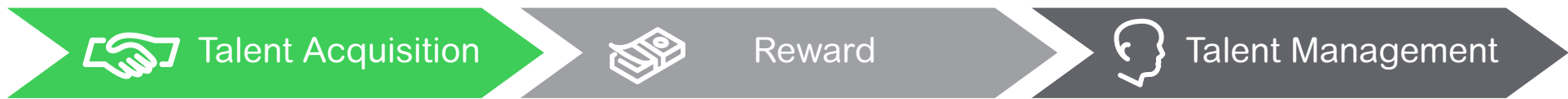


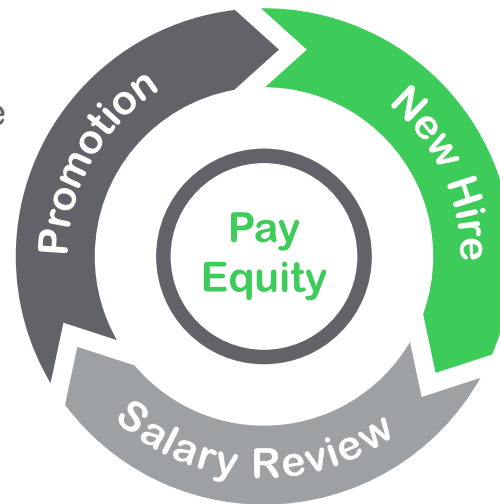
# Sustainable HR Ecosystem Framework

Take effective actions on gaps created by Talent practices



Focus on the entire ecosystem with a defined process and governance supported by standard reporting and analytics.

Promote Women at an equitable pay compared to their male counterparts



Hire Women at an equitable pay compared to their male counterparts

Provide salary adjustments in line with performance