



BUILDING A CULTURE OF TRUST

We foster a culture of trust, transparency, and collaboration by empowering employees to share ideas and shape decisions. Regular Town Halls, Focus Group Discussions, and quarterly pulse surveys encourage open dialogue and ensure leaders act on employee feedback. Robust Speak Up and gender-neutral, zero-tolerance POSH mechanisms provide safe, confidential channels to raise concerns. Cross-functional OnePPL projects, sponsored by senior leadership, bring diverse teams together to solve enterprise-wide challenges, leverage collective expertise, and create meaningful business impact.

TALENT DEVELOPMENT

Piramal is a trusted employer brand offering a seamless, fast, and transparent hiring experience, supported by strong employee referrals. Our talent strategy combines a robust learning ecosystem with focused talent development through Leadership and Functional Academies, digital learning, structured onboarding, and continuous capability building. High-potential employees are accelerated through role-specific development journeys and Individual Development Plans (IDPs), enabling managers to drive on-the-job growth while strengthening engagement, retention, and leadership readiness.

EMPLOYEE EXPERIENCE

Our people initiatives focus on growth, recognition, engagement, inclusion, and belonging. Career development opportunities, recognition platforms, and engagement programs foster collaboration, motivation, and purpose-driven performance. Inclusive policies, enhanced learning architecture, and investments in infrastructure and technology create an enabling workplace where employees can thrive. Together, these initiatives strengthen psychological safety, deepen employees' sense of belonging, and build stronger alignment with our purpose, values, and long-term business goals.

FUTURE OF WORK

In today's BANI world, continuous learning and adaptability are essential. At Piramal, we are building a future-ready workforce by strengthening digital capabilities and fostering agility, innovation, and lifelong learning. AI-powered HR systems, next-generation ERP platforms like S/4HANA, and intelligent automation enhance employee experience across the entire lifecycle. By simplifying processes and promoting experimentation, curiosity, and continuous upskilling, we empower our people to embrace change, unlock their potential, and drive transformation in a technology-enabled workplace.





Nandini Piramal
Chairperson, Piramal Pharma



INNOVATION THROUGH PEOPLE

At Piramal Pharma, we foster a culture of ownership, purpose, and continuous learning that empowers employees to drive innovation and create business value. Guided by a shared vision, our people deepen their expertise, challenge convention, and innovate across operations. With an entrepreneurial mindset, they take ownership of business, quality, and safety goals, make responsible decisions, and embrace calculated risks. This culture of accountability and innovation creates sustainable value for customers, stakeholders, and the business while advancing market leadership.

PURPOSE & IMPACT

Doing Well and Doing Good ensures that business success and societal impact go hand in hand. Sustainability is embedded into our business strategy through pillars of Stakeholder Centricity and Responsible Operations, enabling us to create long-term value for communities

alongside business growth. In partnership with Piramal Foundation, we invest in capability building initiatives such as Project Vardhana and other initiatives that improve livelihoods, education, water, healthcare, and women's empowerment in underserved communities. Our employees across all locations actively participate in volunteering initiatives focused on health, education, livelihood and youth development, reinforcing our commitment to living our purpose.

NAVIGATING CHANGE

Our transformation approach integrates mindset, skillset, and culture. Leaders are developed through focused programs, and CXO-sponsored initiatives. A culture of collaboration, transparent communication, and employee engagement enables cross-functional execution and lasting business impact.

