

Supplementary Information

Annex 6: Our Sustainability Footprint

GRI Disclosures – 5 Year Summary

Disclosure	Unit of Measure	2019	2018	2017	2016	2015	
201-1	Direct economic value:						
	– Generated	Rs. Mn. 148,706	138,049	114,357	93,143	77,868	
	– Distributed to	124,544	117,032	102,268	81,712	66,580	
	– Depositors	80,571	72,524	64,011	47,915	35,685	
	– Employees	14,083	13,071	11,268	10,794	10,181	
	– Business partners	10,426	10,497	8,819	7,773	4,127	
	– Government	12,691	14,286	11,609	9,368	10,824	
	– Shareholders	6,679	6,571	6,478	5,800	5,700	
	– Community	94	83	83	62	63	
	– Retained	24,162	21,017	12,089	11,431	11,288	
302-1	Energy consumption within the organisation	Gigajoules	50,296	49,958	54,820	56,359	55,877
302-4	Reduction of energy consumption	Gigajoules	(338)	4,862	1,539	(482)	67
305-1	Direct (Scope 1) GHG emissions	CO ₂ Tonnes.	Not finalised	1,305	Not measured		
305-2	Energy indirect (Scope 2) GHG emissions	CO ₂ Tonnes.	Not finalised	8,735	Not measured		
401-1	New employee hires	Nos. %	Nos. %	Nos. %	Nos. %	Nos. %	
	Female	57 1.13	70 1.41	46 0.92	46 0.93	21 0.43	
	– 18-30 Years	52 1.03	67 1.34	43 0.86	42 0.85	16 0.33	
	– 31-50 Years	5 0.10	3 0.06	3 0.06	4 0.08	5 0.10	
	– Above 50 Years	– –	– –	– –	– –	– –	
	Male	207 4.12	242 4.86	214 4.29	225 4.54	225 4.64	
	– 18-30 Years	197 3.92	233 4.68	211 4.23	210 4.24	219 4.51	
	– 31-50 Years	9 0.18	8 0.16	2 0.04	14 0.28	6 0.12	
	– Above 50 Years	1 0.02	1 0.02	1 0.02	1 0.02	– –	
	Total	264 5.25	312 6.26	260 5.21	271 5.47	246 5.07	
	Attrition						
	Female	73 1.45	72 1.44	55 1.10	54 1.09	25 0.51	
	– 18-30 Years	31 0.61	10 0.20	24 0.48	16 0.32	12 0.24	
	– 31-50 Years	18 0.36	41 0.82	21 0.42	16 0.32	8 0.16	
	– Above 50 Years	24 0.48	21 0.42	10 0.20	22 0.44	5 0.10	
	Male	154 3.05	191 3.82	187 3.75	175 3.52	160 3.26	
	– 18-30 Years	91 1.80	107 2.14	94 1.89	91 1.83	83 1.69	
	– 31-50 Years	43 0.85	51 1.02	46 0.92	43 0.87	44 0.90	
	– Above 50 Years	20 0.40	33 0.66	47 0.94	41 0.83	33 0.67	
	Total	227 4.50	263 5.26	242 4.86	229 4.61	185 3.77	

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Disclosure	Unit of Measure	2019	2018	2017	2016	2015
401-3	Parental leave					
	– Entitled to leave	Nos. 1,196	1,189	1,213	1,227	1,240
	– Availed for leave	Nos. 84	58	52	65	53
	– Due to return	Nos. 64	48	57	65	53
	– Return to work	Nos. 64	48	53	62	53
	– Still employed	Nos. 45	51	57	53	54
	– Return ratio	% 100.00	100.00	92.98	95.38	100.00
	– Retained ratio	% 93.75	96.23	91.94	100.00	100.00
404-1	Average training hours	Hours				
	Female	19	20	17	20	21
	– Corporate management	32	29	2	4	92
	– Executive officers	23	22	19	20	18
	– Junior executive assistants & allied grades	10	10	10	11	15
	– Banking & graduate trainees	64	86	98	85	59
	Male	27	26	25	25	28
	– Corporate management	34	35	32	30	47
	– Executive officers	28	25	24	19	21
	– Junior executive assistants & allied grades	16	16	15	18	24
	– Banking and graduate trainees	83	79	78	71	71
404-3	Percentage of employees receiving performance and career development reviews	%				
	– Female	100.00	100.00	100.00	100.00	100.00
	– Male	100.00	100.00	100.00	100.00	100.00
405-1	Diversity and equal opportunity	%				
	Gender					
	– Female	23.63	24.08	24.35	24.60	25.05
	– Male	76.37	75.92	75.65	75.40	74.95
	Age group					
	– 18-30 Years	37.34	39.94	41.17	43.62	45.87
	– 31-50 Years	55.15	52.93	52.27	50.07	47.79
	– Above 50 Years	7.51	7.13	6.56	6.31	6.34
405-2	Remuneration ratio women to men	Male:Female				
	– Corporate management	1 : 0.97	1:0.75	1:0.75	1:0.95	1:0.94
	– Executive officers	1 : 1.09	1:1.11	1:0.90	1:1.10	1:1.09
	– Junior executive assistants and allied grades	1 : 1.10	1:1.09	1:0.92	1:1.08	1:1.10
	– Banking and graduate trainees	1 : 1.01	1:1.02	1:0.97	1:1.01	1:1.04
	– Office assistants and other	1 : 0.79	1:0.82	1:1.05	1:1.01	1:N/A
418-1	Substantiated complaints	The Bank did not come across any complaint that had resulted in a reputational damage or significant financial loss.				