

Nurturing...

A culture of ownership and pride



The rigour and rhythm that we have inculcated in our working is leading to a positive cultural change. We are a team of go-getters, who take challenges in our strides and take pride in what we do for our customers and stakeholders.

United by a common set of values

We are on a journey to define and create a common understanding of our Values



**Customer
Centricity**



Ethics



Teamwork



Transparency



Ownership

In 2020, we designed a Values Scorecard for measuring and monitoring the adoption of values.

Key messages were cascaded to all employees through Axis Values Realizer network of 1000+ employees who conducted storytelling sessions and conversations around values. Our annual recognition programme also celebrates those who have exemplified our values in extraordinary ways.

A culture of diversity, equity and inclusion

'We Lead' is our flagship, women in leadership programme for hiring women from the country's top ranked business schools.

During the reporting year, we launched the Axis Women in Motion initiative - focused on helping female students bridge the gap from their classrooms to any occupation of their choice.



An energised team of young learners and leaders



Axis Bank Young Bankers (ABYB) Programme

is a full-time residential programme to create a talent pipeline for our branches and operations across the country.



ABLE is an MBA campus programme

to build a pipeline of functional experts across various departments. Our engineering campus programme hires technical experts from esteemed engineering institutes to drive the Bank's various technology and analytics initiatives.



Axis Ahead Management Trainees

are recruited from premier B-Schools who take up challenging leadership roles across departments.

Nurturing... contd.



We launched School of Fintech

the first-ever job assured online programme in Fintech space in India. Through the programme, the candidates will be trained in niche skills and placed in IT department. A Priority Banking Relationship Manager programme was launched in November 2020 to provide customised trainings.

CA Campus Hiring

allows us to recruit Chartered Accountants from the Institute of Chartered Accountants of India (ICAI) for specialist roles in departments like Risk, Internal Audit, Finance and Accounts, and Commercial Banking.

Growing talent within

provides development opportunities through internal mobility. All new positions are put on our internal job portal (Catalyst) where employees can apply for roles at or one grade above their present designation across the Axis group.

Go beyond limits

Our training interventions help deliver distinctive customer experiences through differentiated employee capability. This covers multiple programmes such as Go Beyond a training programme, focused on both behavioural aspects and domain expertise.



2.11 MN hours

Of training through virtual classroom sessions conducted for 60,685 employees

Redefine is a first-of-its-kind tie-up with **Coursera** to provide our best talent access to world-class faculty and best-in-class content from the top universities across the world.



Axis Academies

Provide an opportunity for all staff members to familiarise themselves with the basics of credit, risk, trade and forex and business analytics, as well as enable staff to gain in-depth domain knowledge. Axis Competency Profiler (ACP) is an assessment engine focused on building functional competencies specific to every role and is linked to promotions and role transitions.





Talent to empower the new world of work

The transition to remote work challenged us to redefine our operating models and build new formats of employment beyond traditional full-time models.

GIG-A-Opportunities was launched in August 2020 as a pilot to recruit specialists on short-term contracts and candidates outside our corporate location, in full-time virtual positions.

There is:



45%

Diversity in gender and age



54%

Have not worked in the banking sector before



44%

Outside metro locations

The Bank has launched a hybrid work model in large offices with people coming in two days a week.

A programme has been launched for existing employees to work from anywhere. Under this programme, a risk and productivity-linked framework has been used to identify roles that can be permanently virtual. In the next 12-18 months, the Bank envisions that 30% of non-customer facing roles will have alternate formats, including hybrid work, work from anywhere and skilled contractor models.

We received

60,000+
Applications

Dil Se Thank You

As a part of this initiative, we acknowledged the contribution of frontline COVID workers. We also paid tribute to all bankers and acknowledged them as a key category of frontline workers.

Zindagi Rahe Open

Through this campaign, we paid tribute to both our employees as well as the banking fraternity of our country.