

Muthoot Microfin Recognised among ET NOW-Best Organisations for Women 2025



Muthoot Microfin is recognised among "ET NOW – Best Organizations for Women 2025" at the prestigious 5th edition of the awards held in Mumbai. This significant honour spotlights Muthoot Microfin's unwavering dedication to cultivating a workplace where women are empowered to excel, contribute meaningfully, and ascend to leadership roles.

Conferred by ET NOW, this esteemed initiative celebrates Indian organisations that champion women's empowerment, provide equal opportunities, and actively advocate for their rights. Muthoot Microfin's selection highlights its proactive implementation of comprehensive policies ensuring equitable opportunities for women across all organisational levels.

The company remains deeply committed to fostering an inclusive environment where diversity is not just accepted, but actively valued and celebrated, enabling women to thrive and reach their full potential. This accolade sets a powerful benchmark for gender inclusivity within the financial sector and beyond. The recognition highlights the company's dedication to fostering an environment where women can thrive, contribute meaningfully, and ascend to leadership roles.

Turning trash into treasure

LOAN ID: 1117010101000151



Thurpati Chandramma, a 40-year-old resident running a scrap business in the rough terrains of Nalgonda, Andhra Pradesh faced significant challenges in supporting her family of five including her husband and three children due to the lack of facilities to mobilise her business. Their livelihood which thrived on the collection and sale of iron and plastic scrap was severely constrained by the absence of a suitable vehicle. This limitation confined their operational range, resulting in a weekly income of merely ₹1800, a figure that barely sustained their basic needs. The utilisation of public transport for the conveyance of collected materials proved impractical, encumbered by logistical difficulties and the inherent discomfort experienced by passengers. They faced the physical strain of loading and unloading and experienced the urgent necessity for a dedicated transportation solution.

The Income-Generating Loan availed of in July 2024, from Muthoot Microfin, marked a pivotal turning point in their economic trajectory. A collateral-free loan amount of ₹50,000 was disbursed to her account for the upgrade. The investment in an auto-rickshaw facilitated a significant expansion of their operational territory, thereby augmenting their revenue stream. The impact was tangible; their weekly income experienced a substantial increase, escalating to ₹4000. This alleviated their immediate financial constraints and fostered a sense of renewed optimism.

Chandramma's success story exemplifies the role of microfinance institutions in promoting the welfare and social mobility of underserved communities, which is crucial for achieving financial inclusivity. The financial autonomy improves their household incomes and living standards instilling a sense of self-reliance and decision-making power within their families and communities, ultimately contributing to their journey towards true financial freedom.

Setting the Foundation for Inclusivity

A conversation with
Subhransu Pattnayak, CHRO, Muthoot Microfin

Muthoot Microfin has consistently demonstrated a commitment to fostering a workplace culture that prioritises inclusivity, gender equality, and empowerment. Subhransu Pattnayak, CHRO, Muthoot Microfin, talks about the driving force behind these initiatives, to delve deeper into their strategies and impact.

Muthoot Microfin has made significant strides in creating an inclusive environment. Can you share the foundational principles that guide your approach?

"Our philosophy is simple: every individual deserves respect, opportunity, and a sense of belonging. We have embedded inclusivity into our core values, ensuring it permeates every aspect of our operations, from recruitment to performance management. We strive to create a workplace where diverse perspectives are actively sought out."

Gender equality, particularly in leadership roles, is a crucial aspect of your strategy. How do you ensure women have equal access to key decision-making positions?

"We actively promote women into leadership roles, ensuring their voices are heard at every level. We believe that a balanced leadership team leads to more informed and effective decisions. We have seen a significant increase in female representation in senior management over the past few years."

Creating a safe and inclusive workspace is paramount. What specific measures have you taken?

"We have taken a proactive approach to POSH compliance, going beyond mere adherence to legal requirements. We conduct regular awareness workshops, provide accessible reporting mechanisms, and ensure swift and impartial investigations. Our focus is on fostering a culture of trust and respect, where everyone feels safe and supported. We have initiated dedicated forums like 'HER' (Hear, Empower,



Resolve) providing exclusive channels for women's concerns. We have a robust internal committee and external experts to aid in the process. We also run regular employee feedback sessions to continually enhance our processes."

How do these initiatives contribute to the overall growth, innovation, and effectiveness of Muthoot Microfin?

"A diverse and inclusive workforce drives innovation. When employees feel valued and empowered, they are more likely to contribute their best ideas. This leads to enhanced problem-solving, better decision-making, and ultimately, a more competitive and successful organization. Our growth is intrinsically linked to the growth of our employees. We believe that when we invest in our people, we are investing in the future of Muthoot Microfin."

Subhransu Pattnayak's insights emphasise the critical role of authentic commitment and cultural transformation in building an inclusive and equitable workplace. This dedication to fostering a workplace where women thrive and lead has been powerfully validated by the organisation's recent recognition as one of the **ET Now "Best Organizations for Women 2025"**, proving that when organisations prioritise inclusivity and gender equality, both their employees and the business as a whole flourish.

Muthoot Microfin Crowned Among India's Best Workplaces™ for Health & Wellness 2024

Muthoot Microfin is recognised as one of India's Best Workplaces™ in Health & Wellness 2024, securing a coveted position within the Top 50. This prestigious accolade, unveiled in the 5th edition of the highly respected Great Place to Work® study, underlines Muthoot Microfin's deep-rooted commitment to nurturing a workplace where the health and well-being of every employee integral to the company's ethos. In a landscape where employee well-being is increasingly recognised as a cornerstone of success, Muthoot Microfin has emerged as a true leader. This year's Great Place to Work® study, a comprehensive assessment that amplified the voices of over 21 lakh employees from more than 380 organisations across India, has firmly placed Muthoot Microfin amongst the elite.



Muthoot Microfin CC Triumphs at Canara Bank 28th All Kerala Celestial Trophy Cricket Tournament-2025

Muthoot Microfin Cricket Club (CC) powered their way to victory in the Canara Bank 28th All Kerala Celestial Trophy Cricket Tournament 2025 held at the St. Xavier's College ground in Thumba, Kerala. Battling against 41 other teams from across the state, Muthoot Microfin CC showcased remarkable talent and tireless spirit throughout the competition.

Their journey culminated in a decisive final clash against Tripunithura CC, where Muthoot Microfin CC secured a commanding 8-wicket win. This impressive performance highlights the team's hard work and dedication, earning them the prestigious championship title.



Muthoot Microfin Bags Double Win at IBEX India 2025 Technology Awards

Muthoot Microfin clinched two prestigious accolades at the IBEX India 2025 Technology Awards held on February 13th at the Jio World Convention Centre. The company triumphed in the categories of Enhanced Customer Service Experience and Most Innovative Use of Technology.

The awards recognise the company's successful implementation of technological solutions especially its in-house developed repayment App Mahila Mitra that have significantly improved service delivery. This double win at a prominent industry platform highlights Muthoot Microfin's leadership in integrating technology for enhanced impact.



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