



PERIFERRY CONSULTING

Annual Report

FY 2025 - 2026

periferry

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Note from the CEO

Taking on this role has been equal parts humbling and energizing – honestly, mostly energizing.

This year, 134 transgender individuals stepped into diverse range of Job. At companies like Godrej Capital, Asian Paints, KPMG & ANZ. The conversation has shifted from why should we hire to how do we do this right. That took years of showing up and It feels really good to be here.



Nishant Agarwal

- We reached 7,600+ employees across 42+ companies this year.
- We took our Advisory Labs to Chennai and Bengaluru and had nearly 100 corporate leaders in the room, working through the real stuff.
- For those who won't read the full report: the momentum is real, and we're just getting started.

Next year, we're going deeper with community meet ups so folks in smaller towns aren't navigating this alone, better e-learning tools that make allyship actually doable, Advisory Labs that go beyond awareness into action and more placements...a lot more placements.

To our community, our team, and our Partners your trust is what keeps us going on the hard days. We're not done, Not even close!

About Us

01. WHO ARE WE?

We are a social-impact organisation creating socio-economic equity for Transgender persons

THROUGH

54+ Programs upskilling transgender persons

8+ Years of expertise fostering inclusion

2700+ Transgender persons reached and impacted.

Holistic, Data driven DEI for sustainable Inclusion

02. WHY WE EXIST?

We exist because transgender persons in India face:

- Discrimination via policies, institutions, eligibility, criteria
- Social bias in education, family and workplaces

Corporate workplaces need:

- Transgender talent, skilled and ready for corporates
- DEI consultancy that understands workplaces

03. WHAT WE DO?

We train and upskill transgender persons and foster LGBTQIA+ equity at workplaces.

For Corporates

- DEI Consulting
- DEI Advisory & Policy Audit
- Transgender, Intersex and Non-binary Hiring
- Curated Sensitisation services for all levels of employees from support staff to leadership in engaging way.

Transgender Hiring & Sustenance

PeriFerry streamlines hiring transgender talent through [sourcing](#), [screening](#), and [tailored training programs](#) to ensure [candidates meet industry standards](#).

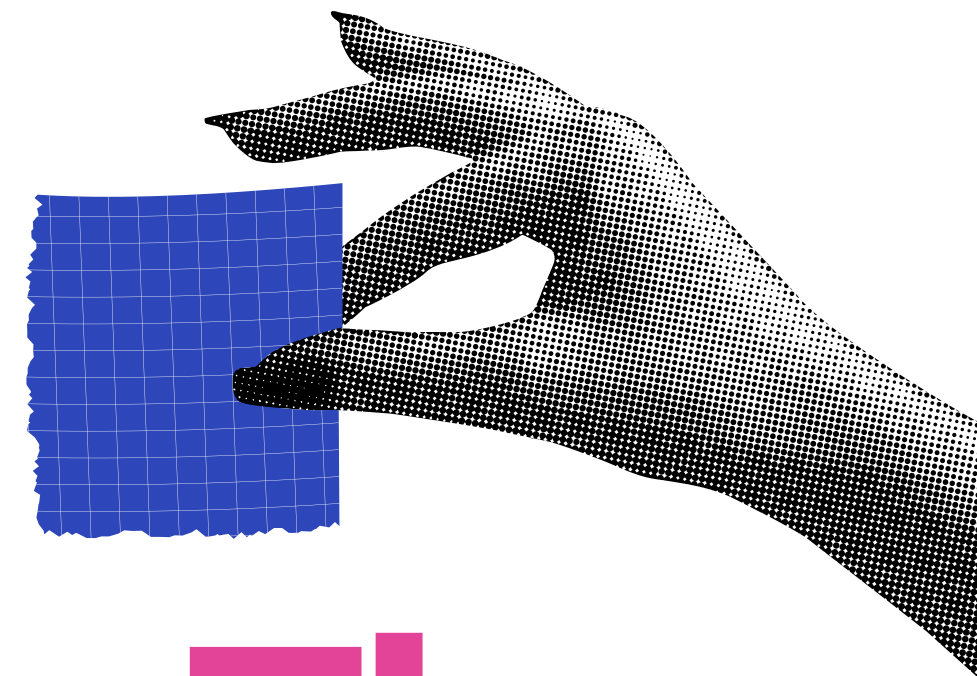
From offering lateral hiring solutions for experienced professionals and post-placement support to help both employees and employers adapt seamlessly.

By bridging gaps with customized recruitment strategies, PeriFerry enables organizations to hire skilled transgender individuals effortlessly.

Employee Engagement and LGBTQIA+ Sensitisation

Through various programs such as [musical performances](#), [artistic exhibitions](#), [reverse mentorship](#), [fireside conversations](#), [human books](#) and [experience zones](#), we help corporate employees learn more about the LGBTQIA+ community engagingly.

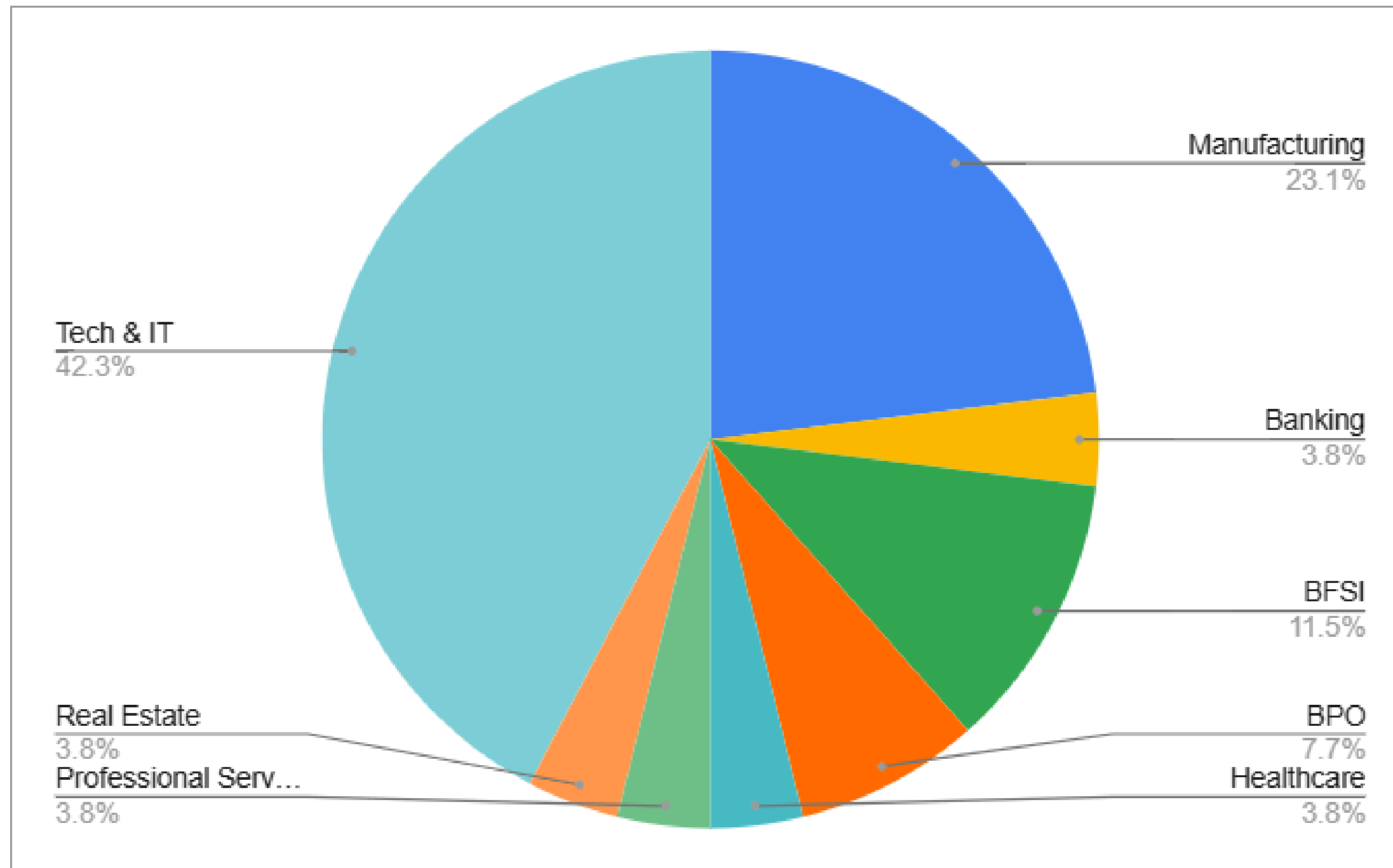
Classroom-style [workshop sensitisation](#), delivered by various trainers along with [trans-community facilitators](#), sensitises support staff, managers, and leaders about the LGBTQIA+ community and how they can exhibit inclusive behaviours and [create inclusive spaces](#).



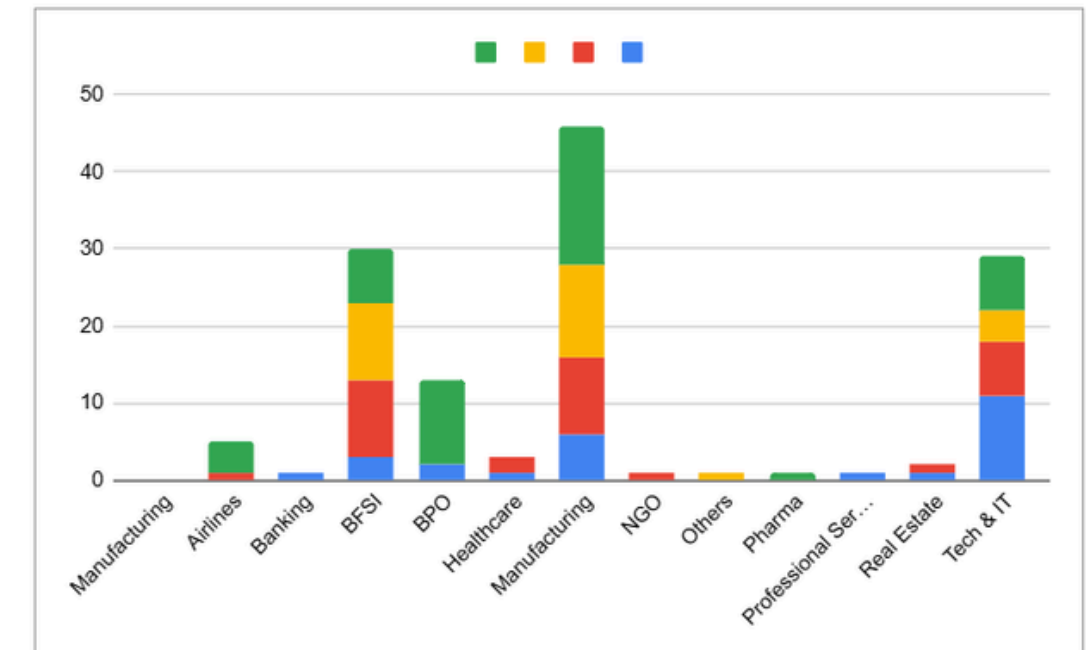
The Highlights

Our Impact in Numbers

Supporting Job placement for the Transgender community



Our extensive database features over 2797+ transgender candidates. Over the past year, we have successfully facilitated 134+ placements in diverse roles, including Airline ground staff, IT, BFSI, Manufacturing etc.,



Our candidates possess a wide array of skills, from Microsoft Office to Python, Power BI and Data Visualization. They also hold various academic qualifications from basic diploma to masters and Ph.D. in various domains and everything in-between.

Placed With **PRIDE** *Some of our many placements throughout the year*



Vandarkuzhali

Placed at: Asian Paints



Veer

Placed at: HP



Sundari SV

Placed at: KPMG



Aparajita

Placed at: Wells Fargo



Roopa Evangeline

Placed at: Godrej Consumer Products Limited



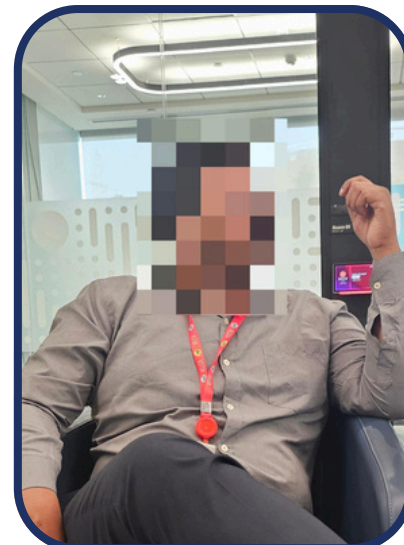
Siona Avinash

Placed at: Legrand



Shakti

Placed at: CitiBank



Pradosh

Placed at: Bayer



Nishanth

Placed at: ANZ



Sophia

Placed at: Publicis Sapient



Piyush Dalvi

Placed at: Asian Paints

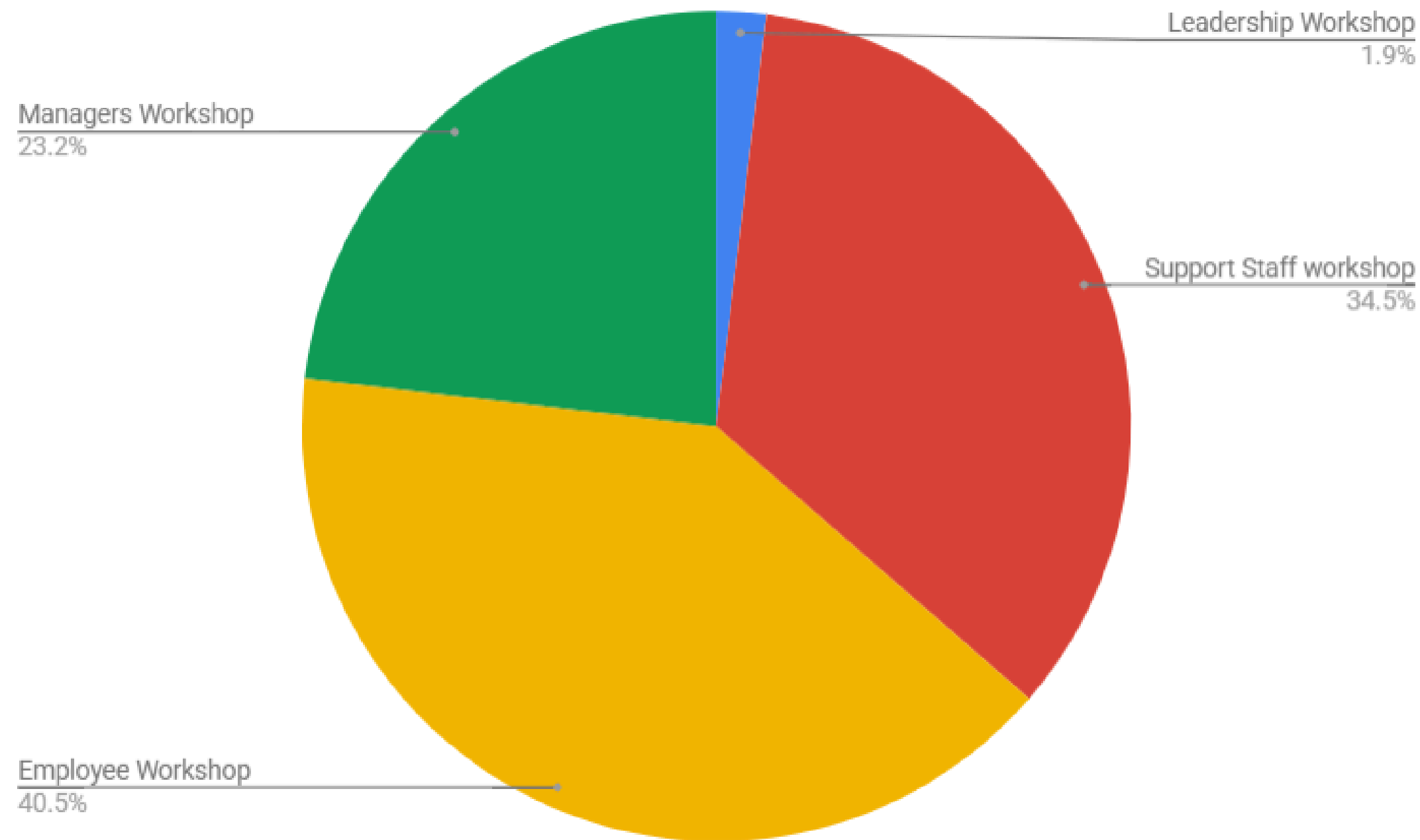


Deep Dutta

Placed at: Vindhya Infotech.

Our Impact in Corporates

Supporting Corporates in creating an Inclusive Environment



Through our Sensitisation, DEI Consulting, and Recruitment services, we have successfully driven impact, enabling inclusive workplaces for over **42 corporates**.

Our commitment to fostering equitable workplaces is demonstrated through **8 unique long-term partnerships and engaging over 7,600 corporate employees** via sensitisation workshops and employee engagement events.

As a key component of our DEI Consulting work, we hosted two editions of Advisory Labs in Chennai and Bangalore. These events **brought together nearly 100 corporate leaders** to discuss critical topics, including the Trans Act, Trans Inclusive Hiring, and practical steps organizations can take to initiate their trans inclusion journeys.

Q1 & Q2 Highlights

Sensitisation & Consulting

We directly reached over 3.2K employees in Q1 and Q2, engaging with 45+ unique companies to foster a culture of respect and inclusion. Our reach spanned major hubs including Chennai, Bangalore, Mumbai, and Delhi, with a mix of high-impact in-person sessions and accessible virtual workshops.

Overall audience reached

3,365



Total Number of Clients engaged

45+



Largest event/session in the period

Pride Experience Zones (multiple clients) ~ 150 participants each

Q3 & Q4 Highlights

Sensitisation & Consulting

We directly reached over 2.0K employees in Q3 and Q4, engaging with 28 unique companies through a range of localized and language-inclusive programs. Our reach expanded to cities including Goa (Amona and Bicholim), Bengaluru, Chennai, Mysore, Mumbai, and Kolkata, ensuring that the message of respect and inclusion resonated across diverse geographic and linguistic landscapes.

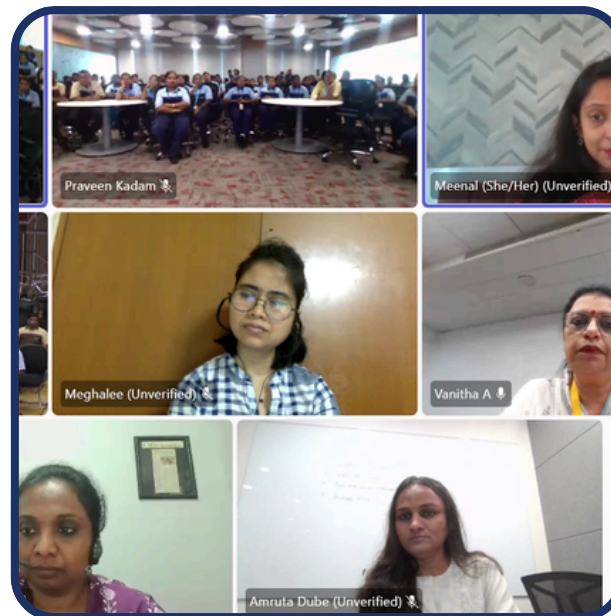
Overall audience reached

2,075



Total Number of Clients engaged

28+



Largest event/session in the period

Grace Hopper Conference (Bengaluru)
~ 150 participants

Advisory Labs Chennai & Bengaluru

Our Advisory Labs saw an overwhelming response, gathering nearly 100 corporate leaders representing diverse industries ranging from Tech and BFSI to Manufacturing and Retail. These sessions moved beyond theory, focusing on actionable strategies and "unlearning" traditional corporate biases.



Carolyn Jawahar

Associate Director Communications and Graduate Program, Global SC Pride Colleague Community Operating Committee Markets Lead & Co- Lead SC Pride GBS India

Standard Chartered

“Advisory Labs 2026 created a meaningful space for honest, grounded conversations on transgender inclusion in the workplace. What made the partnership especially impactful was the opportunity to move beyond awareness into lived experience, reflection and practical action. Sessions like these help organisations build workplaces where authenticity, dignity and belonging are not aspirations, but everyday realities.”

In Partnership with



From our Partners Sensitisation Workshops



Kanisha Gulwadi,
Director Learning Programme, Risk & Compliance
Lead, SC PRIDE Colleague Community - GBS India
She/Her
Standard Chartered



“Standard Chartered has partnered with PeriFerry for many years. Since leading the GBS India SC Pride Colleague Community, I have gained firsthand insight into the depth and integrity of Neelam, Nishant and their team’s work, particularly in advancing inclusion for the Transgender community.

Through sensitisation programmes, PRIDE engagements and Advisory Labs, our collaboration has enabled informed dialogue and practical action, supporting inclusion that is authentic, respectful and impact-focused.”

From our Partners Sensitisation Workshops



Vanitha A,
Director – DE&I Workplace Services (India)
Real Estate, Administration and Physical Security
She/Her
LTM Limited



“I wanted to take a moment to highlight the importance of our workplace sensitization efforts. Building a culture of awareness, accountability, and respect is essential, and it’s something that every individual can contribute to. When we understand our impact, we can actively foster a supportive and inclusive environment for everyone.

I’d like to acknowledge the significant role PeriFerry has played in this journey. Their efforts have been instrumental in helping us embrace inclusivity and create meaningful change within our team.”

From our Partners Awareness Sessions



Sanchita Ghosh,
Head - DEIB [Inclusion & Belonging]
She/Her
Titan Company Limited



“Our experience partnering with Periferry on LGBTQ+ inclusion-across both facilitated sessions and e-module development, has been very positive. The team brings strong subject-matter expertise along with a genuine sense of purpose and care for the work they do.

What stands out is how they partner- you can rely on them to stay with a problem, keep refining, and do what it takes to make the messaging land well. Their thoughtfulness, responsiveness, openness to feedback, and readiness to extend support beyond the original scope make them a trusted partner in our inclusion journey. We’ve valued working with them and the sincerity they bring to this space.”

Process & Risk Management

Improvements

Our organizational growth has necessitated a stronger focus on data security. With the increasing volume of clients and candidates, we have implemented specific candidate data protection policies and enhanced our database management systems with additional digital security measures.

To cultivate a workplace of seamless compassion and understanding, both internally and in our interactions with the transgender community, we conduct regular sensitisation sessions. This ensures our team remains open to continuous learning and adapting to societal changes.

We are committed to ensuring continued employment opportunities for members of the transgender community. This involves working creatively with our partners, understanding their unique positions, and ensuring a large-scale impact is delivered. Crucially, we actively mitigate risks for our clients, addressing concerns like potential employee pushback due to recent anti-DEI sentiments concerning the hiring of transgender persons.

Looking Ahead

What's In Store for PeriFerry?

As a new year begins, PeriFerry is energized by the prospect of increased opportunities and growth, reaffirming our commitment to fostering inclusive environments for the transgender community.



Community Meet-ups

We plan to convene members of the transgender community from across India, regardless of location (tier), to facilitate connection, networking, and shared learning.



DEI Consulting

Our Advisory Labs will offer corporate clients valuable insights into various aspects of Diversity, Equity, and Inclusion (DEI), providing solutions for common challenges they face.



Platform Enhancement

We will continue to improve our E-Learning platform to equip more individuals to become allies of the LGBTQIA+ community, while also consistently refining our sensitization and recruitment processes.

Note from the Team

As we embark on this new chapter, we extend our sincere gratitude to everyone who has fueled our growth. To our corporate partners and clients, your commitment to learning and driving meaningful change has been instrumental in strengthening our resolve. To the transgender community, your unwavering trust despite the challenges you face remains the heart of our mission.

Our incredible Advisory Committee remains a vital cornerstone of our success, providing the insights that guide us forward. Finally, none of this would be possible without the dedicated PeriFerry team, a chosen community championing each other and the cause every day. With our heads held high, we step into the new financial year even more excited to drive change and continue contributing to a movement that will endure.



PeriFerry Consulting and PeriFerry Foundation will now operate as two distinct entities, each focusing on different domains, yet united by the shared mission of PeriFerry.

Hana B (She/Her) - Report Curator