

ANNUAL CONSULTING REPORT 2024-25



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NOTE FROM THE PARTNER



Nishant Agarwal

Co-Partner & COO

Looking back on this past year, I feel a deep sense of gratitude, for the lessons, the challenges, and the people who continue to show up.

The conversations around diversity and inclusion have shifted, and progress hasn't always been easy or visible. But I've come to realize that real change often happens quietly. It's in the everyday work, the meaningful partnerships, and the steady efforts to break down barriers.

It's in creating spaces where transgender individuals in India can live with dignity, opportunity, and authenticity. All this not for recognition, but because it matters.

To our corporate allies, our team, our partners, and everyone who stands with us – thank you. Your commitment makes all the difference.

ABOUT US

WHO

WE ARE A SOCIAL IMPACT ENTERPRISE CREATING SOCIO-ECONOMIC EQUITY FOR TRANSGENDER PERSONS.

42+ PROGRAMS

UPSKILLING TRANS PERSONS

7+YRS. OF EXPERTISE

FOSTERING INCLUSION

2500+ TRANS PERSONS

REACHED AND IMPACTED

HOLISTIC, **DATA-DRIVEN** DEI FOR SUSTAINABLE INCLUSION

WHY

WE BRIDGE THE GAP BETWEEN THE TRANSGENDER COMMUNITY AND CORPORATE WORKPLACES

WE EXIST BECAUSE TRANS PERSONS IN INDIA FACE:

DISCRIMINATION

VIA POLICIES, INSTITUTIONS, ELIGIBILITY CRITERIA

SOCIETAL BIAS

IN EDUCATION, FAMILY, AND WORKPLACES

WE EXIST BECAUSE CORPORATE WORKPLACES NEED:

TRANSGENDER TALENT

SKILLED AND READY FOR CORPORATES

DEI CONSULTANCY

THAT UNDERSTANDS WORKPLACES

WHAT

WE TRAIN AND UPSKILL TRANSGENDER PERSONS AND FOSTER LGBTQIA+ EQUITY AT WORKPLACES.

FOR CORPORATES

DEI CONSULTING AND ADVISORY
TRANSGENDER, INTERSEX, AND NON-BINARY HIRING

FOR THE TRANSGENDER COMMUNITY

- **REVIVE:** PROFESSIONAL SKILLS TRAINING
- **TRANS INN:** SAFE AND NURTURING STAY
- **CRAFTED WINGS;** LIVELIHOODS THROUGH HANDMADE PRODUCTS

PERIFERRY CONSULTING

The Highlights

TRANSGENDER PERSONS 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.

As of 31 March 2025, PeriFerry has **created jobs** in the Indian Corporate Workplace for over **615 transgender persons**.

EMPLOYEE ENGAGEMENT & LGBTQ+ 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.

As of Mar 31, 2025, PeriFerry has directly **sensitised** over **1,00,000+ Indian & APAC workforce**.

OUR IMPACT IN NUMBERS (FY 24-25)

Supporting Job placement for the Transgender community

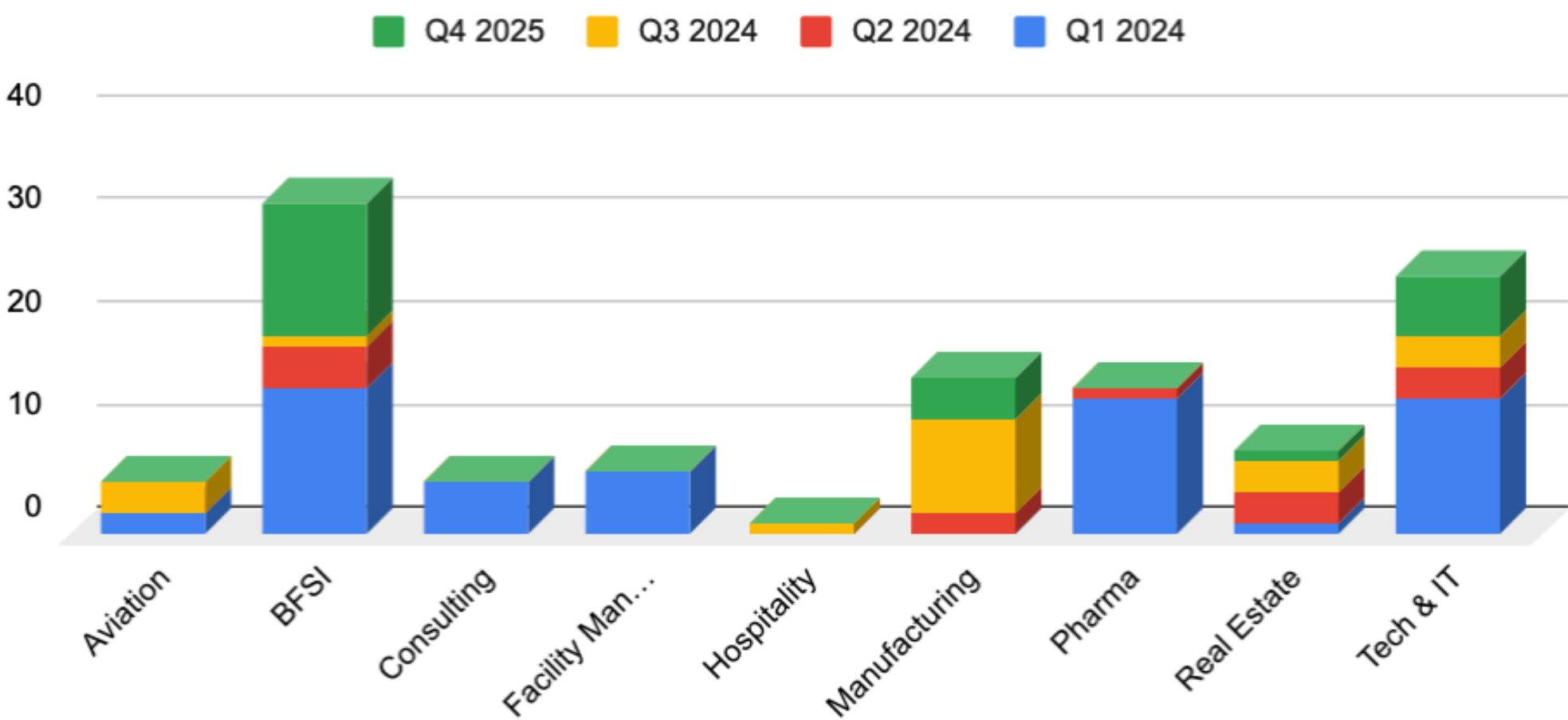
Our database currently has over 2500+ transgender candidates which are growing everyday.

We were able to place over 125+ placements over the year in roles such as Lead Technical Program Manager, Associate Fraud & Claims Operations Representative, KYC Analyst, etc.

Over 28.4% of the candidates were placed in BFSI sectors, followed by 22.5% in Tech & IT with Manufacturing - 13.7% and Pharma - 12.7% close behind.

Our data possess candidates with skills ranging from: Microsoft Office, SQL and Database Management, Python, Power BI and Data Visualization, and more.

The Natixis team took the step to hire those from the community for apprenticeships across the year and train them as part of the Govt of Karnataka initiative, setting the stage that your dedication or motivation matters more than a degree.



periferry

PLACED WITH PRIDE



Manu (He/Him)
Placed at: JLL



Booshan (He/They)
Placed at: Subex Ltd



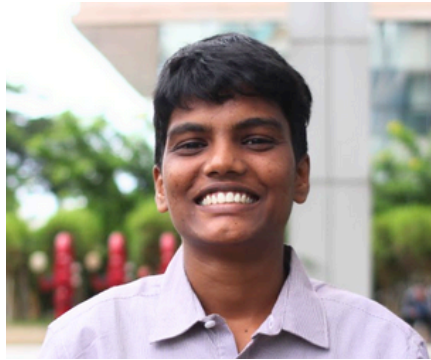
Manusha (She/Her)
Placed at: JP Morgan



Vanshika (She/Her)
Placed at: Dr Reddy's



Varidhi (She/Her)
Placed at: HP



Rizwan (He/Him)
Placed at: Vodafone



Umanshi (She/Her)
Placed at: Hapag-Lloyd



Raj P (He/Him)
Placed at: Asian Paints



Nimisha V (She/Her)
Placed at: Varun Beverages



Rudra (He/Him)
Placed at: Vodafone



Yashika (She/Her)
Placed at: ANZ



Kuljeet (He/Him)
Placed at: Natwest



Luna (She/Her)
Placed at: BIG 4



Amruta (She/Her)
Placed at: SG Analytics



Vaibhavi (She/Her)
Placed at: Vindhya E-
Infomedia



Akanksha (She/Her)
Placed at: CITI Bank



Gauri (She/Her)
Placed at: Compass



Sandra (She/Her)
Placed at: ANZ



Nikita (She/Her)
Placed at: JLL



Tanuj Negi (He/Him)
Placed at: Natwest



Adithya (He/Him)
Placed at: ANZ

OUR IMPACT IN NUMBERS (FY 24-25)

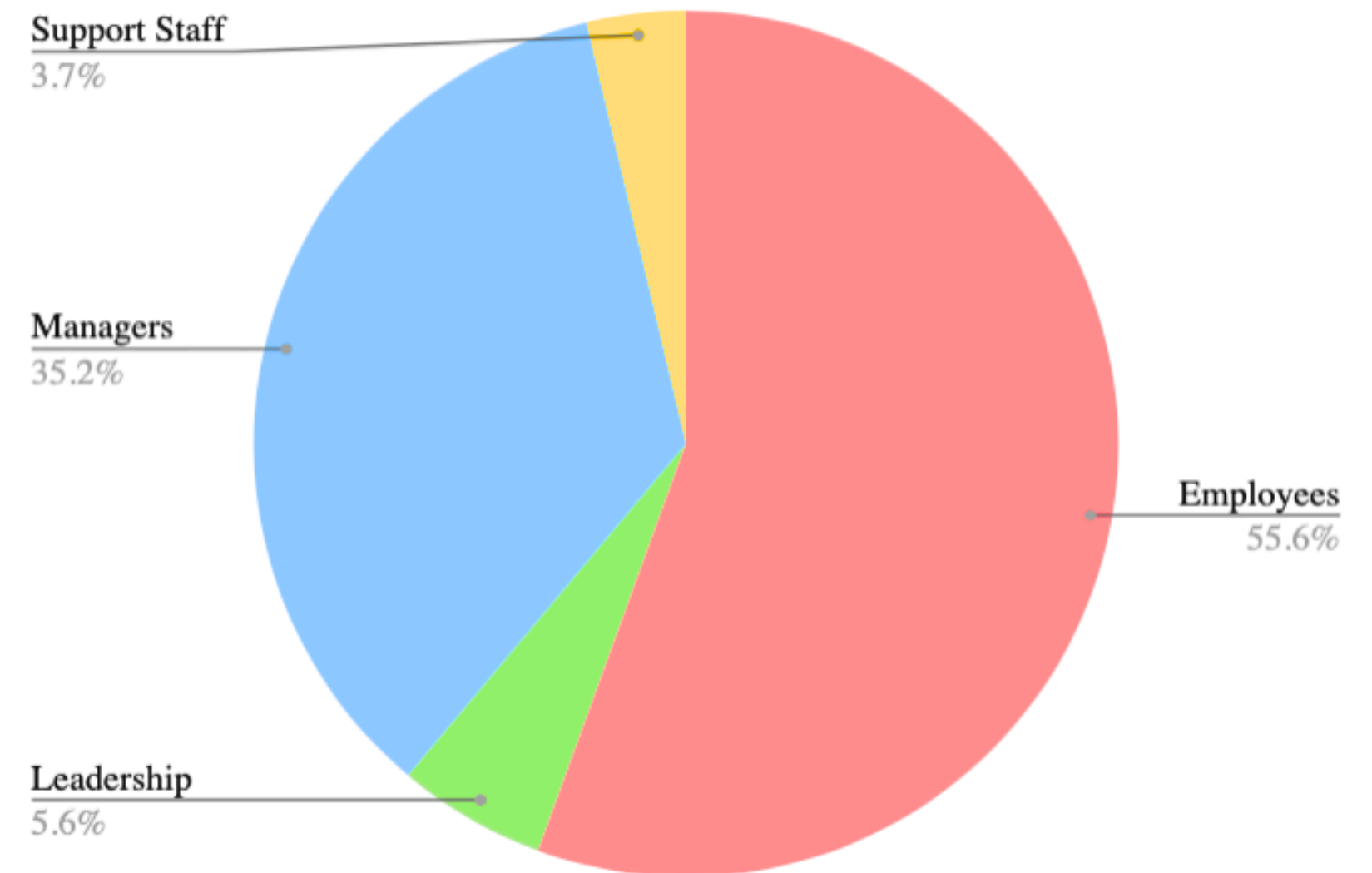
Supporting **Corporates** in their Inclusion journeys

Our work was able to impact and enable inclusive workplaces in over **70+ corporates** combined across our Sensitisation, DEI Consulting and Recruitment verticals.

We engaged over **6500+ corporate employees** with sensitisation workshops and employee engagement events with **8 unique long-term partnerships** highlighting our adaptability and commitment to creating equitable workplaces.

As part of our DEI Consulting initiative, we conducted two editions of Advisory Labs, bringing together a total of almost **100+ corporate leaders** in Pune and Bangalore. The themes of the labs covered topics such as the Trans Act, Trans Inclusive Hiring and the steps that organisations can take to begin their trans inclusion journeys.

Request for Sessions by Audience



SENSITISATION & CONSULTING HIGHLIGHTS OF Q1 & Q2

April 2024 - September 2024

We directly reached over 3.5K Indian employees this year and touched over 40+ unique companies by sensitising and bringing about a culture of respect and inclusion for all.

Among our long-term partnerships - we ran year-long/continued sessions with the Bangalore International Airport, Cloud Software Group and Grundfos Pumps. From Leadership Sensitisation to reaching all employees on topics such as Inclusive Parenting, we tried to do it all.

As part of our DEI Consulting initiative, we conducted two webinars on “How to *Actually* Do Trans Inclusive DEI” with 160+ participants and created transition guidebooks for partner companies. We also conducted a policy and infrastructure audit for an aerospace products supplier in Bangalore, assessing workplace inclusion and providing recommendations.

Total number of clients engaged

42

Overall audience

3500+

Largest event/session in the quarter

PRIDE CARNIVAL WITH
GOLDMAN SACHS



SENSITISATION & CONSULTING HIGHLIGHTS OF Q3 & Q4

October 2024 - March 2025

The quarter was marked with new long-term partnerships with LTI Mindtree and Mercedes-Benz to conduct multiple sessions for audiences ranging from Recruiters to Employees through virtual sessions and in-person sessions across locations.

Standout events were Pride Experience Zones and Out of Closet Exhibitions in partnership with Adobe for All and KMPG in locations across Bangalore, Chennai and Noida.

We launched a research report on gender affirmation insurance coverage at corporates and conducted an infrastructure audit with a leading financial services company in Bangalore for LGBTQIA+ inclusion, assessing policies, facilities, and workplace accessibility.

Total number of clients engaged

28

Overall audience

3000+

Largest event/session in the quarter

“OUT OF CLOSET” IN PARTNERSHIP
WITH ADOBE



IMPACT OF SENSITISATION

From our corporate partners



"Our partnership with PeriFerry on "The Inclusive Manager Program" empowered our People managers in India to confront biases and drive inclusion. Their facilitation, enriched with real-life insights from transgender persons, sparked dynamic discussions and meaningful change. We value this transformative collaboration and look forward to advancing diversity and inclusion further."

Pride ERG, Cloud Software Group



"We cooperated with Periferry in organising a diversity and inclusion workshop, focusing specifically on trans inclusion in the workplace. Representatives from several companies, some from the Netherlands, some Indian and some international, participated in this interactive session. The workshop provided the participants with an opportunity to share experiences and best practices when it comes to D&I in the workplace and inclusive hiring. Participants especially appreciated community members sharing the "human books" session in which lived experiences. Working with PeriFerry has been a good experience for us, as the team is professional and innovative."

The Consulate General of the Kingdom of the Netherlands in South India

PROCESS AND RISK MANAGEMENT IMPROVEMENTS

As we grew as an organisation over the years, the increase in the number of clients and candidates in our database led us to further our efforts towards ensuring data security and creating specific candidate data protection policies. We prioritised improving our database management systems for the same, along with additional digital security measures.

To ensure seamless compassion and understanding among our team and with members of the transgender community, we also conducted regular sensitisation sessions, ensuring that the team is always open to learning and unlearning as the world changes.

Ensuring continued employment for members of the transgender community, we strived to work with our partners in various creative manners. This included creatively working with some partners and trying to understand their positions to ensure that we can continue to deliver a large-scale impact. We ensured to actively mitigate any risks faced by our clients, associated with employee push-back basis recent anti-DEI sentiments or hiring transgender persons.

LOOKING AHEAD: WHATS IN STORE FOR PERIFERRY?

To ensure continued employment for transgender individuals, we worked closely with partners, addressing concerns and creatively navigating challenges to sustain large-scale impact due to recent risks related to anti-DEI sentiments and hiring transgender persons. The increase in the number of clients and candidates in our database over the years led us to further our efforts towards ensuring data security and creating specific candidate data protection policies. We prioritised improving our database management systems with additional digital security measures, further developing our e-learning solutions and advisory.

DEI LEARNING SOLUTIONS FOR EMPLOYEES



PeriFerry launched an improved version of E-Learning, continuing our aim to support a company's efforts to create inclusive workplaces through sustained impact. Through interactive activities that question established notions about gender to a lecture by PeriFerry Founder and CEO, this module allows employees of all levels to learn how to be allies for change.

DEI CONSULTING & ADVISORY



To ensure seamless compassion and understanding among our team and with members of the transgender community, we conducted regular internal sensitisation sessions, ensuring that the team is always open to learning and unlearning as the world changes. Our support for corporates now includes inclusive policy and infrastructure design, ad-hoc advisory, leadership coaching, and LGBTQIA+ inclusion strategies. Through Ad-Labs, we also host industry-specific webinars on unique DEI topics, furthering transgender and LGBTQIA+ inclusion in workplaces while fostering long-term, equity-driven partnerships.

MESSAGE FROM OUR TEAM



As PeriFerry Consulting grows, there are a lot of people to thank for helping us reach where we are now.

To our corporate partners and clients, your dedication towards learning, unlearning and bringing meaningful change to corporate workplaces has allowed us to grow in strength as the years go by. To the transgender community, the world has done a lot to you, but your trust in us has been pivotal in our efforts, and we are ever grateful for the folks in our network who continue supporting us.

Our amazing Advisory committee, who has always celebrated the ups and downs with us and helped us with your invaluable insights, remain a cornerstone for our successes.

Finally, the people without whom none of this would even be possible – our ever-growing PeriFerry team! A dedicated group of folks who are ready to fight for each other and the cause – we've created an amazing chosen community within ourselves.

As we walk with heads held high into a new financial year, we are even more excited to bring about change and continue contributing to a movement that will never die!

Ilene A. Santhosh (They/She), Report Curator