



ESG DATABOOK FY 2022-23



IDBI BANK LIMITED

Social

Workforce in FY 2022-23

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Top Management	0	10	51	57	4
Middle Management	0	727	315	903	139
Junior Management	1856	11998	463	9348	4969
Non-management	21	221	592	643	191
Contractual	1474	109	13	872	724
Total	3351	13065	1434	11823	6027

Class-wise breakdown of workforce in FY 2022-23 (%)

Class	SC	ST	OBC	EWS	General	Total
Top Management	8	1	8	-	44	61
Middle Management	126	43	111	-	762	1042
Junior Management	2058	909	3963	113	7274	14317
Non-management	172	55	133	-	474	834
Contractual	245	136	555	186	474	1596
Share in the total workforce	14.62%	6.41%	26.72%	1.68%	50.58%	

Average training hours of employees and workers

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Top Management	-	8	12	11	9
Middle Management	-	26	23	26	24
Junior Management	46	39	31	40	39
Non-management	12	13	12	12	13
Contractual	38	33	19	38	38
Total	42	38	21	37	38

Average amount spent on per FTE of employee is INR -0.08 lakh approx.

New Hires, Open Positions filled internally and Average Hiring Cost

Employee Category	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
New Hires	1954	551	1412	1924
% of open positions filled internally	40	78	53	44

New Hires

New hires in FY 2022-23

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Middle Management	-	14	-	11	3
Junior Management	577	118	-	403	292
Non-management	3	1	-	-	4
Contractual	1155	54	2	730	481
Total	1735	187	2	1144	780

New hires in FY 2021-22

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Middle Management	-	2	-	2	-
Junior Management	579	83	-	316	346
Non-management	9	14	-	6	17
Contractual	702	20	3	363	362
Total	1290	119	3	687	725

New hires in FY 2020-21

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Middle Management	-	1	-	1	-
Junior Management	299	34	-	230	103
Non-management	5	3	-	5	3
Contractual	202	6	1	85	124
Total	506	44	1	321	230

New hires in FY 2019-20

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Middle Management	-	4	-	4	-
Junior Management	1000	203	-	800	403
Non-management	3	4	-	4	3
Contractual	716	20	4	350	390
Total	1719	231	4	1158	796

Employee turnover

Employee turnover rate in FY 2022-23

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Top Management	-	0.07%	0.00%	0.05%	0.02%
Middle Management	-	0.19%	0.09%	0.22%	0.05%
Junior Management	0.68%	0.34%	2.84%	2.60%	1.26%
Non-management	0.00%	0.65%	0.02%	0.57%	0.10%
Contractual	3.52%	0.01%	0.33%	2.00%	1.86%
Total	4.20%	1.26%	3.27%	5.45%	3.29%

Employee turnover rate in FY 2021-22

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Top Management	-	0.05%	0.00%	0.05%	0.01%
Middle Management	-	0.19%	0.03%	0.18%	0.04%
Junior Management	0.94%	0.32%	2.41%	2.60%	1.06%
Non-management	0.01%	0.70%	0.03%	0.66%	0.08%
Contractual	2.96%	0.01%	0.34%	1.32%	1.99%
Total	3.90%	1.27%	2.81%	4.81%	3.18%

Employee turnover rate in FY 2020-21

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Top Management	-	0.02%	0.00%	0.02%	0.00%
Middle Management	-	0.14%	0.02%	0.12%	0.03%
Junior Management	0.92%	0.43%	1.24%	1.75%	0.84%
Non-management	0.00%	0.81%	0.03%	0.75%	0.09%
Contractual	1.65%	0.01%	0.08%	0.90%	0.84%
Total	2.57%	1.41%	1.37%	3.54%	1.80%

Employee turnover rate in FY 2019-20

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Top Management	-	0.07%	0.00%	0.07%	0.00%
Middle Management	-	0.19%	0.04%	0.20%	0.02%
Junior Management	1.24%	0.57%	1.93%	2.73%	1.02%
Non-management	0.00%	0.94%	0.02%	0.86%	0.11%
Contractual	2.89%	0.02%	0.10%	1.44%	1.56%
Total	4.13%	1.79%	2.09%	5.30%	2.71%

Absentee rate for the past four financial years

Absentee rate	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Employees	% of total days scheduled	3.04	3.20	3.85	3.83

Environment

Energy Consumption

Energy source	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Non-renewable energy consumption	GJ	17,282.95	16,184.40	17,821.48	17,646.59
Renewable energy consumption	GJ	0.00	0.00	0.00	0.00
Total energy Consumption	GJ	17,282.95	16,184.40	17,821.48	17,646.59

GHG Emissions

Energy source	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Direct Emissions (Scope 1)	tCO ₂ e	0.00	1.74	1.07	0.59
Indirect Emissions (Scope 2) [Location based]	tCO ₂ e	3,792.65	3,546.42	3,907.65	3,478.73
Total Emissions	tCO₂e	3,792.65	3,548.16	3,908.72	3,479.32

Water Consumption

Parameter	FY 19-20	FY 20-21	FY 21-22	FY 22-23
Water withdrawal by source (in KiloLitres)				
(i) Surface water	0	0	0	0
(ii) Groundwater	0	0	0	0
(iii) Third party water	29,881.98	25,156.42	27,044.56	34,089.22
(iv) Seawater / desalinated water	0	0	0	0
(v) Others	0	0	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	29,881.98	25,156.42	27,044.56	34,089.22
Total volume of water consumption (in kilolitres)	29,881.98	25,156.42	27,044.56	34,089.22

Waste Generated, Recycled and Disposed

Parameter	FY 19-20	FY 20-21	FY 21-22	FY 22-23
Total Waste Generated (in metric tonnes)				
Plastic waste (A)	Not Available	Not Available	Not Available	Not Available
E-waste (B)			2.30	2.87
Bio-medical waste (C)	Not Available	Not Available	Not Available	Not Available
Construction and demolition waste (D)	Not Available	Not Available	Not Available	Not Available
Battery waste (E)	Not Available	Not Available	Not Available	Not Available
Radioactive waste (F)	Not Available	Not Available	Not Available	Not Available
Other Hazardous waste. Please specify, if any. (G)	Not Available	Not Available	Not Available	Not Available
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Not Available	Not Available	Not Available	408

Total (A+B + C + D + E + F + G + H)	Not Available	Not Available	2.30	410.87
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For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste				
(i) Recycled	Not Available	Not Available	Not Available	170.87
(ii) Re-used	Not Available	Not Available	Not Available	Not Available
(iii) Other recovery operations	Not Available	Not Available	Not Available	Not Available
Total	Not Available	Not Available	Not Available	170.87

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste				
(i) Incineration	Not Available	Not Available	Not Available	Not Available
(ii) Landfilling	Not Available	Not Available	Not Available	240
(iii) Other disposal operations	Not Available	Not Available	Not Available	Not Available
Total	Not Available	Not Available	Not Available	240