

India Inc. Raises the Bar on Workplace Safety at Kelp PoSH Awards 2026

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Mumbai, 4th May 2026: In boardrooms across India, workplace safety is no longer a compliance checklist, it is a leadership mandate. Reflecting this shift, Kelp has announced the winners of the **Kelp PoSH Awards 2026 – Top 25 Safest Workplaces of India**, spotlighting organisations that are redefining what it means to build safe, inclusive, and accountable workplaces.

Now in its sixth edition, the awards arrive at a time when organisations are increasingly being evaluated not by the absence of complaints, but by how effectively they respond when it matters most.

With participation from over **300 organisations**, this year marks the most competitive edition yet, with companies undergoing a rigorous and independent assessment across governance, awareness, redressal mechanisms, and inclusion practices.

A Shift from Compliance to Culture

While policies form the baseline, the real shift is visible in how organisations are embedding safety into everyday behaviour, leadership priorities, and decision-making frameworks.

The Kelp PoSH Awards recognise organisations that go beyond legal mandates to build workplaces where employees feel **safe to speak, supported in action, and confident in systems**.

Through a structured evaluation across six key dimensions including compliance, leadership accountability, DEI maturity, and beyond-compliance initiatives, the awards have evolved into a **benchmarking framework for India Inc.**

Winners Leading the Change

This year's Top 25 Safest Workplaces reflect a diverse cross-section of industries, from BFSI and aviation to consulting, healthcare, manufacturing, and real estate, reinforcing that workplace safety is a universal business priority.

Among the winners are Tata Consulting Engineers, and Tata Medical & Diagnostics Ltd, alongside several other organisations that are setting new standards in workplace culture and governance.

Consistency as the True Marker of Leadership

A defining highlight of this year's awards is the **Torchbearer category**, reserved for organisations that have demonstrated consistent excellence over three consecutive years.

This year's Torchbearers include InterGlobe Aviation (IndiGo), WNS Global Services, Syngenta GCC, BTS Strategy Alignment & Execution, and Niterra India, organisations that exemplify sustained commitment to workplace safety.

Emphasising the significance of this recognition, **Rahul Yadav, General Manager – HR, Admin & Legal, Niterra India Private Limited**, said: *“This recognition holds deep significance for Niterra India, as it is the outcome of a rigorous and independent evaluation rather than a self-declaration. At Niterra India, our journey toward a safe work place has been intentional and deeply embedded into our culture ensuring that every employee experiences a truly safe, respectful, and equitable workplace. Being honored with the Torchbearer Award at the Kelp PoSH Awards is a strong affirmation that we are not only progressing, but also setting a benchmark in driving meaningful change.”*

“Winning at the Kelp PoSH Awards 2026 is both an honour and a responsibility we take seriously. It reflects the collective effort of our teams to build a workplace where respect is non-negotiable and every voice is heard. Our approach has always been to move beyond compliance and focus on creating a culture of trust, awareness, and accountability. This recognition encourages us to continue strengthening these foundations and contribute to setting more progressive benchmarks for workplaces across industries,” **said Abhishek Agarwal, Head Pune Center, Syngenta Global Capability Center Private Limited.**

Raising the Bar for India Inc.

Commenting on the evolving landscape, Kelp noted that organisations today are being measured not just on policies, but on outcomes and accountability.

“With every edition, we see organisations raising the bar on what it means to truly prioritise workplace safety. The sixth edition has been our most competitive yet, and the organisations being recognised today demonstrate that compliance is only the starting point, true impact lies in embedding inclusion into the organisational DNA,” **said Smita C Kapoor, CEO & Co-Founder, Kelp.**

As employee awareness grows and regulatory expectations tighten, organisations are being called upon to move beyond intent to action.

The Kelp PoSH Awards 2026 underscore a critical shift: workplace safety is no longer just about risk mitigation, it is about **building trust, strengthening culture, and enabling long-term performance.**

About Kelp

Kelp is a leading training and consulting firm specialising in end-to-end services for PoSH and Diversity, Equity & Inclusion (DEI). Since 2013, it has partnered with over 1000 organisations across 53 countries to build workplaces that are safe, inclusive, and future-ready.