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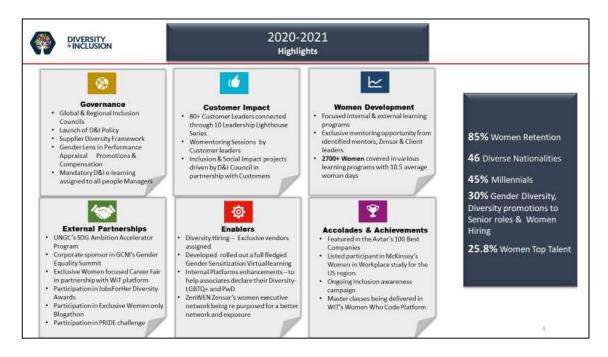
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## zensar



### **D&I** Integration into Human capital

At Zensar, our philosophy on Diversity is to Include and Impact. Our diversity program embraces associates of different genders, ages, sexual preferences, nationalities, backgrounds, experiences, special physical disabilities and supports them to work collaboratively by creating a culture of inclusivity. For us, diversity in the workplace is a norm and is believed to be an investment towards building a better business. We own a defined progressive D&I Policy with a focus on hiring a diverse workforce (LGBTQ+, Persons with special abilities, women, and men).



Exclusively focused initiatives are ongoing for women development and career advancement, some of which include:



#### **Women Specific Initiatives**



#### Tracking & Developing Women Leadership

- Focused internal & external learning programs
- Womentoring for Women Top talent
  Platforms to provide exposure to

leadership challenges



#### Performance Rating policy

- Adherence of gender parity norms in performance evaluation of women on / during maternity breaks
- Gender balance check basis merit during Promotion process



#### Gender Pay Parity

- Spread awareness by highlighting unconscious bias
- Induced controls and Supported with Diversity Fitments
- Enabled the process powered by Analytics



#### Other exclusive initiatives

- ZIVA- Exclusive pregnancy care program
- Special referral bonus
- Flexi-work & Work from Anywhere

#### Our All-inclusive Policies & Practices

Zensar's policies play a key role in outlining our commitments to diversity and inclusion. Our list of policies for supporting all-inclusiveness includes - special referral bonus for hiring women candidates, flexible working hours, insurance & medical coverage for the LGBTQ+ community and dependents, sabbatical for handling personal critical situations including maternity complications, adoption leave, bereavement leave, adoption & surrogacy leave for single parents.





### **Happiness Framework**

Happiness is inherent to life at RPG and we aspire to continuously improve the happiness of our employees. "RPG Happiness Framework" consists of factors that drive the happiness of our employees. It aims to create an empowering and enabling work environment. This framework puts our employees' happiness first and serves as our guiding light for policies, processes, and workplace initiatives.

#### **Happiness Quotient**



# HAPPINESS ACROSS TENETS | Women have shared equal or more favorable sentiments on happiness compared to men



I Love My Wo	rk Responses		
Zensar	5458	82%	13%
Zensar-Women	1536	62%	13%
Zensar Men	3923	82%	12%

I Cherish Our	Culture lesponses		
Zensar	5455	807	14%
Zensar-Women	1534	81%	13%
Zensar Men	3922	79%	14%

I Live a Purpos	eful and Bal Responses	anced Life		
Zensar	5459		19%	29
Zensar-Women	1535	705.	19%	19
Zensar Men	3924	70%	18%	25

I Am Growing	Responses		
Zensar	5457		16% 11%
Zensar-Women	1535	76%	16% 9
Zensar Men	3922	794	16% 11%

Believing that our employees are our assets, the endeavor is to ensure maximum retention of the talent. Thus, we always focus on developing and rewarding our talented and

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performing employees. Thanking and recognizing our employees is an integral part of the organization's values. The framework, being global, enables consistent experience irrespective of employees' location.

We have multiple categories of monetary and non-monetary awards and a continuous recognition mechanism to recognize our talents at various levels. This includes Quarterly and Annual Excellence Awards, CEO Club Awards, Annual Excellence Awards, RPG Top Gear Performance Awards Felicitation and Spot Awards. The STAR (Special Thanks and Recognition) portal is the tool that enables managers as well as employees to propagate the culture of reward and recognition.

## **Global Recognitions**







## **Annexure Metrices**

