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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.

In roads to Other Diversities

Launch of Inclusion Policy

ERG networks

Diversity focused hiring

Internal platforms Enhancements

32 associates marked as People with Special abilities

Medical benefits for LGBTQ associates

Policy revisits

Supplier Diversity Framework

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

	Headcount	Responses			
Zensar	7659	5459	75%	15%	10%
Zensar - Women	2302	1536	77%	15%	8%
Zensar Men	5357	3924	75%	15%	10%

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

I Feel Valued				
	Responses			
Zensar	5458	62%	19%	20%
Zensar-Women	1534	66%	19%	16%
Zensar-Men	3924	60%	19%	21%

I Cherish Our Culture				
	Responses			
Zensar	5455	80%	14%	6
Zensar-Women	1534	81%	13%	5
Zensar Men	3922	79%	14%	7

I Feel Connected				
	Responses			
Zensar	5453	81%	13%	6
Zensar -Women	1535	83%	12%	5
Zensar Men	3921	81%	13%	6

I Live a Purposeful and Balanced Life				
	Responses			
Zensar	5459	70%	19%	12%
Zensar-Women	1535	70%	19%	11%
Zensar Men	3924	70%	18%	12%

I Love My Work				
	Responses			
Zensar	5458	82%	13%	6
Zensar-Women	1536	83%	13%	4
Zensar Men	3923	82%	12%	6

I Am Growing				
	Responses			
Zensar	5457	73%	16%	11%
Zensar-Women	1535	76%	16%	9
Zensar Men	3922	72%	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

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


Recognitions for Inclusion practices

Awards & Recognitions	<p>Recognized in JobsForHer Top 20 for Most Innovative Practices in 2021 Women Leadership Development Diversity Programs Companies in Diversity(Large Enterprises) 2021</p>	<p>Featured in Avtar's 100 Best Companies for Women In India 2020 Most Inclusive Companies of India</p>
	<p>Recognized as 2nd Best in UNGC's Innovative Practices Award on "Women at Workplace" in Private sector 2020</p>	<p>Listed participant in McKinsey's Women in Workplace study US 2020</p>
	<p>Chairman's Award for Best D&I initiative for FY 21 amongst RPG Group companies</p>	<p>Recognized as Top 25 Finalist in UNGC's Sustainable & Innovative HR Practices Case Study Contest 2020</p>
		<p>Recognized in Blogathon contest organized by WIT – In Top 21 at India level 2021</p>

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Annexure Metrics

Key D&I Metrics		
FY 20	30% women promotions	35% women promotions
	21% women Top talent	25.8% women Top talent
	30% Gender diversity	30% Gender diversity
FY 21		