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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).

### 2021- 22 Highlights



#### Governance

- Reconstitution of Global D&I Councils & Women Executive Network
- Mandatory Gender sensitization program
- Launch of PRISM – LGBTQ+ Ally group
- Diversity Leader board published to ExCom



#### Enablers

- Gender neutral washrooms
- Indian Sign Language Training and Sign Language embedded videos
- MS accessibility features available
- Internal systems to capture other genders data
- Intensive Communication campaigns on key threads



#### Focused Hiring

- Women Returning from Break – 15
- People With Disabilities - 16
- Women in STEM Campus hiring - 99.2% in FY22



#### Ongoing Tracks

- Zensar website to have D&I page by Aug 2022
- Queer Intern Hiring
- Veteran Hiring
- Supporting working Mom's framework
- Boomerang hire campaign for Women
- Non - Indian hiring



#### Accolades

- RPG D&I annual Awards – D&I Evangelist 2022
- Recognized in Blogathon Contest organised by WIT – In top 21 at India level 2022
- 1st Runner Up of the 2021 UN Women India WEPs Awards (Transparency and Reporting Category)
- Recognized as Top 10 finalist UNGCNI's Global HR Best Innovative & Sustainable Practices Championship 2021
- Recognized as Top 25 Finalist in UNGCNI's Sustainable & Innovative HR Practices Case Study Contest 2021
- Featured in Avtar's 100 Best Companies for Women In India 2020, 2019 & 2018
- Jobs for her DivHERsity Awards
  - ✓ Zensar in Top 20
  - ✓ Top 5 Companies in Diversity (Large Enterprises)
  - ✓ Top 20 for Women Leadership Development
  - ✓ Top 20 Diversity Programs
  - ✓ Top 20 Diversity policies
  - ✓ Top 20 Diversity Champion
- Listed participant in McKinsey's Women in Workplace study US 2021 & 2020
- RPG D&I Annual Awards – Best D&I Initiative of the year - Gender Sensitisation module 2021

**Our Commitment:** In developing our Workforce Diversity Program we have aligned our charter towards supporting SDG # 5 - Gender Equality and SDG # 10 - Reduced Inequalities and applying Gender lens in the periodic reviews of Human Capital and this we believe will place Zensar in the right quadrant, from People First perspective.

Zensar as an organization issued CEO Statement in Support for UN Women's Empowerment Principles and UN Global Compact Network. We have pledged our support as **Signatory Members** and aligned our actions to sustainability principles.

## Women Development and Career Advancement Initiatives

### Gender Pay Parity

- ✓ Spread awareness by highlighting unconscious bias
- ✓ Induced controls in Total Rewards offerings to support fitments and bridge pay-gaps
- ✓ Enabled decision-making process for Managers powered by Analytics
- ✓ No compromise on Equal Pay philosophy for women on Maternity leave

### Maternity & Related exclusive benefits

- ✓ Maternity Leave for a period of 26 calendar weeks (182 days) in India
- ✓ ZIVA- Exclusive pregnancy care program for associates and spouses offers wide range of services by experts pre and post pregnancy
- ✓ In-house managed daycare center/tie-ups with day care centers for all India offices
- ✓ Policies in place for Adoption leave, surrogacy leave and sabbatical for 1 year to address personal needs
- ✓ Flexible working hours and remote working policy
- ✓ Voluntary Return to Office options

### Performance Rating & Promotions Policy

- ✓ Checks in place to ensure zero Gender bias during Promotion process
- ✓ Associates on Maternity leave are eligible for the following:
  - A woman employee who proceeds on maternity leave will be appraised only for the period she was actively present in the role in the performance year
  - In addition, the woman employee will be treated as having worked during the period of maternity leave for the purpose of determining the increments, variable pay and for any such process.

### Tracking & Developing Women Leadership

- ✓ Dedicated Employee Resource Group, ZENWEN for women network & engagement has been enabling multiple forward-looking initiatives
- ✓ Access to focused internal & external learning programs, webinars by role models
- ✓ Exclusive Mentoring platform
- ✓ Platforms to provide exposure to leadership challenges like the Future Leaders Board
- ✓ Multiple external forums for participation in career advancement arena line Women In Technology Forums
- ✓ Focus on Women Top Talent & Critical Talent Development backed by periodic review with the Chairman

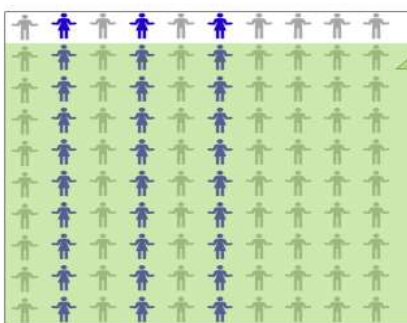


## Happiness Framework

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.



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Diversity and Inclusion is a part of Zensar's Cherished Culture and more than 90% employees have shared the sentiment that they feel that, Zensar, values diversity and inclusion.



## Our All-inclusive 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.



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International Day of  
Persons with  
Special Abilities  
3 December

Zensar has been keenly driving the inclusion agenda with an increased focus on other dimensions of diversity, persons with special abilities, generations, women returning from career breaks, and LGBTQ+.

We have committed to The Valuable 500 campaign through World Economic Forum. As a result, we focused on building an ecosystem where everyone can work together and be the best version of themselves. The below snippets give an overview of what we have been able to achieve so far, and we look forward to achieving more with your support and participation.

**International Day of  
Persons with  
Disabilities**

Today, the world population is over 7 billion people, and more than one billion people, or approximately 15% of the world's population, live with some form of disability; 80% live in developing countries.

Becoming aware of our perceptions, stereotypes, and discomforts around disabilities is the first step towards addressing subtle biases that could possibly be projected onto individuals with disabilities. At Zensar, as we become more sensitive to the needs of persons with disabilities, it's time for us to adopt the universally respected term - Persons with Special Abilities-Disabilities.

Zensar has 34 associates with (declared) disabilities working with us globally. We plan to hire more in specific units like DFS and BFSI by the end of FY'22 as we explored 21 types of disabilities that are employable.

### PwD Inclusion

- Our recruiters have been trained and sensitized to maximize engagement opportunities with and accommodations for candidates of all abilities and with unique needs.
- Infrastructure Changes focused on Inclusion & reasonable accommodations are in place.
- Zensar's compliance team ensures all special benefits provided by respective Governments reach the associates who have declared disability in the system.
- Ramps, dedicated parking, Gender neutral washrooms, Sign Language trainings, sign language embedded videos, Microsoft accessibility features made available to all are few recent additions to these measures.
- Every year, in South Africa we ran an **exclusive internship program for students with disabilities** for a period of 1 year.
- We run **exclusive communication campaigns** to declare our intent to employ more people with disabilities and **encourage more** to come forward; through experience sharing from our associates.
- We also had a dedicated team undergo a **Sign Language Training** and thereby acquiring an invaluable life skill and be ready to buddy up with our future hires with such needs.

Zensar's journey of alignment towards SDG 5 started almost 2 decades ago by promoting gender equality and empowering women by challenging the cultural norms and traditions. As part of this journey we have undertaken the numerous measures over the years and continue to do so

Inclusive and sustainable economic growth, employment and decent work for everyone forms one of the cornerstones of sustainable development. Our Diversity focus is expanded to inclusion of LGBTQ+ and PwD and in this regard we have a defined and progressive Inclusion Policy with special focus on hiring diverse work force (LGBTQ+ benefits policy introduced, Persons with disabilities along with women and men).



- LGBTQ+ Internship and Hiring Program - **Our ally group PRISM's** goal is to make LGBTQ+ employees feel safe and an integral part of a company. Zensar collaborates with various LGBTQ+ organizations to encourage and participate in events and sponsor few of them along with exclusive hiring agreements. By aligning our values, we show our commitment not only to LGBTQ+ employees but also to supporting equality in the community as well.
- LGBTQ+ & Partners Benefits Policy – In this step of inclusion cutting across all categories of employees, beyond sexual orientation and marital status, as a group we have expanded current benefits of coverage to **Partners** of our employees (both same sex and heterosexual), by recognizing them as equivalent to 'Spouse' or 'spousal equivalent' and their legally adopted children as 'Dependents'. This Policy extends **all benefits of Insurance coverage**, leaves and Social Security and/or retirement benefits as per statutory law.
- Gender Neutral washrooms
- Gender Neutral dress code
- All inclusive lingo for all policies and documents - WIP



The collage consists of eight photographs arranged in a grid-like fashion, showing different perspectives of the All Gender Restroom at the University of California, Berkeley. The top-left photo shows the interior of a parking garage with a red car and a silver car parked. The top-middle photo shows a white wall with a small blue sign. The top-right photo shows a sign for the 'ALL GENDER RESTROOM' with icons for men, women, and a person with a wheelchair. The middle-left photo shows two black motorcycles parked in a hallway. The middle-right photo shows a white door with a small blue sign. The bottom-left photo shows a white toilet and a sink in a restroom. The bottom-right photo shows an outdoor area with a paved walkway and a metal railing.

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## Walking the Talk

#WomenWithVelocity  
#BreakTheBias



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“Last October, I went on a solo six-day trek in Northern India, and it was one of the most beautiful experiences I have ever had. I stayed at my first-ever campsite for two days due to heavy rains, along with some other travelers.”



Komal Joshi  
Associate Manager

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A second #BreakTheBias moment happened when I returned from my maternity leave and was reabsorbed into the same onsite project. The leadership, my current manager, and the client are all extremely supportive of my choice to be a working mother. Zensar's returning mothers' policy has been a blessing as I have flexible working hours and can work from home as and when needed.



Sushma Iyer  
Product Designer

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44% of freshers hired were women




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85.2% of women employees were retained



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“Every day, I #BreakTheBias by not indulging in negative thoughts such as, 'I can't do this' or 'someone told me I couldn't do that.' These remarks only fuel my desire to prove myself and others wrong.”



Lydia Palino  
Director - Sales

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Because of our effort to bridge gender pay parity, 51% of our women employees in India, 74% in the US, 86% in Europe, and 69% in South Africa are at par or above their counterparts.




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25.8% of our top talent are women



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“Zensar has a strong engineering background that provides the opportunity for me to blend in design thinking with a massive scope for personal and professional growth.”



Swapna Yelluru  
Associate Manager