



Diversity and Inclusion

Our Way of Life Zensar's philosophy on Diversity is to Include and Impact. We believe different perspectives help us all to achieve more. By bringing together individuals from diverse backgrounds and giving each person the opportunity to develop their skills and experience, we will be able to deliver the best customer experience, stakeholder value and have highly engaged associates.

Our diversity concept embraces people of all genders, age, nationality, backgrounds, experiences, and physical ability and supports them to work collaboratively by creating a culture of Inclusivity. We are working towards making diversity, a workplace norm and is looked upon as an investment towards building a better business. As an organization where one of the core values is Commitment to People and Community we work together and bring the best out of each other.

Purpose

The aim of Diversity and inclusion function is to create a workplace environment and practices that encourage learning from each other, creating healthy competition within the workforce that reflects the communities we operate for and within. It's about representing the world around us through the people who work at our organization.

Objectives

Reinforce our Vision of being Leaders in business transformation by developing our Diverse talent pool.

Strive towards Mission of delivering innovative industry – focused solutions by Leveraging our associates' unique skills, values, backgrounds, and experiences, which will assist with understanding our customer needs

Align with our Value of Commitment to People and Community

Sync with Culture of Respecting every individual working with us Sustain and introduce new innovative Inclusion Practices as they define our 'Getting to Equal Practices'.

Scope

In developing our Workforce Diversity Program, ZENSAR TECHNOLOGIES affirms its commitment and pledges its full support to equal opportunity and access for all individuals regardless of race, color, religious creed, gender, age, national origin, sexual orientation, gender identity, ancestry, disability, veteran's status, or other protected status.



This policy is applicable to all associates across the Globe.

Strengthening the alignment of organization processes with tailored interventions will enable us to enhance the outlook of our associates towards the importance of Diversity and Inclusion; this way we continue to positively impact the environment around us.

Global Diversity & Inclusion Council:

The primary role of this council is to successfully integrate our D&I programs with the missions and objectives, operations and strategy along with providing platforms for assessing the effectiveness of the D&I function, introducing reform, and overseeing the D&I function. This council has representatives from Diverse age, gender, functions, and regions. Key focus areas of D&I Council include:

Hiring of diverse workforce:

Along with Gender Diversity, providing more opportunities for PwD – Persons with Disabilities and talent from LGBTQ+ community based on meritocracy, Cultural Acceptance and multigenerational diversity has become a priority. Through multiple forums and communications, we have let the Zensar associates know that we no longer consider gender as binary and everyone's sexual orientation and gender identity are important.

Our aim is to gain access to the global talent pool of more than 10.7 million people with disabilities, and unascertained pool of LGBTQ+ available for hire in the global market, through our initiatives.

Women Career advancement & Development:

Zensar has been focussing in developing women leaders and executives who are responsible for designing and implementing strategies for organizational growth in a company through leadership workshops, mentoring, networking etc organized by various external entities and internal forums, too.

Sensitization across various stakeholders:

Another major goal of D&I council is gender sensitization programs to enable our people to identify and address unconscious biases and prejudices that may exist in the workplace. We are working towards having frequent sensitization programs to be run by D&I council members and Leadership team. These programs aim to sensitize associates on beliefs and mindsets on themes like Gender, Cultural, Generational, Disability, LGBTQ+, and work styles. By challenging mindsets, we help employees understand their role in building an inclusive workplace.



Compliance

Associates are expected to report non-compliance or potential non-compliance to Global D&I Council current Chairperson Chaitanya Rajebahadur
chaitanya.rajebahadur@zensar.com and they will be addressed with utmost confidentiality.

Review

The scope and objectives of our Diversity and Inclusion Policy defined here is a stepping stone that outlines our intent. It will be a continuous initiative to design a more progressive framework that is suitably tailored for Zensar's growing business.

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