zensar

Zensar Technologies (UK) Ltd. Gender Pay Gap Report for Snapshot date of 05 April 2023.

Introduction

Zensar Technologies (UK) Ltd is committed to a diverse and inclusive workforce. Establishing a dedicated D&I function in recent years has allowed the Company to focus on key initiatives to include:

- Tracking, developing and reviewing women in leadership roles

- Specific programme for mentoring women in key leadership roles

- Gender balance check during the performance appraisal review process

- Introduction of a formal gender pay parity process during the annual salary review

The 2023 Results

The report is based on the snapshot date of 05 April 2023.

In the below section, we present our statistics on the gender pay gap and the steps we have taken/are undertaking to ensure we become a gender-neutral workplace with regards to compensation.

Explaining the Pay Gap Difference

Mean hourly pay gap	Median hourly pay gap
10.4%	8.3%

Quartile	% female	% male
Lower	25.7%	74.3%
Lower middle	16.2%	83.8%
Upper middle	16.2%	83.8%
Upper	16.0%	84.0%
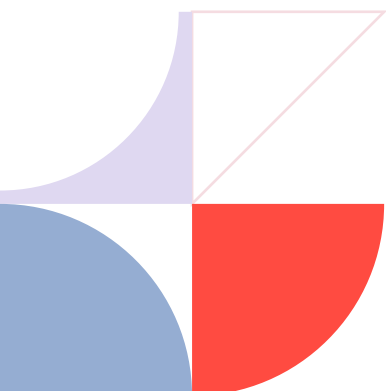
Narrative to explain the difference in salaries

- At an aggregate level, the Pay Gap between Mean Hourly salaries at Zensar is ~ 10.4% which narrows down to ~ 8.3% at Median levels

- In our organisation, we have employees working on multiple skillsets ranging from administrative work to complex artificial intelligence & machine learning domain. Each skill commands a certain market premium.

- Since the gender composition of each skill is not homogeneous, hence we see a pay gap at an aggregate level. However, if we review skill/role wise pay gap, we observe a pay parity between genders.

- At an aggregate level, while we may observe that a higher percentage of women employees fall in the lower quartile, however in continuation to the same point, it also appears that the composition of genders across skills are heterogeneous.

- We also observed that ~61% of our female employees earned at par with their male counterparts in a similar organization level

Bonuses Payments

Mean bonus pay gap	Median bonus pay gap
23.6%	1.4%

Gender	% of employees receiving bonus
Male	21.0%
Female	23.1%

Narrative to explain the difference in salaries

- At Zensar, our salary is structured in a way that for bulk of our talent, we offer a base salary only. Only for certain critical positions, we have a variable pay/performance bonus in place.

- This is reflected in our statistics on the percentage of employees eligible for a bonus, which across genders happens to be on the lower side.

- We attribute the variance in bonus eligibility and pay out percentage to heterogeneous distribution of employees among job roles

Steps to minimize the Pay Gap Difference

To bridge any pay gap difference, we follow the below steps:

- **Spreading awareness:** Highlighted unconscious bias, if any, to our Managers/Leaders and ensure that they become aware of their prejudices/hidden biases

- **Supported with Equal Pay Fitments:** Periodically, the Company reviews the gender pay gap between employees performing similar roles and possessing similar skills and takes appropriate corrective action to bridge the gap.

- **Enhanced Decision Making powered by Analytics:** Leaders and managers are able to review their recommendations across multiple cuts, of which Diversity is one of them. We have further strengthened the dashboard's capabilities to ensure a more holistic and unbiased perspective. This helps our leaders and managers further refine their recommendations, should they see an unconscious bias in rewarding during the earlier stages

Zensar is proud to have been recognised for its work in a number of D&I forums and the progress it has made with the pay gender gap. We will continue to evolve its practices and continue to promote a diverse and inclusive culture to enable employees to be the best version of themselves.
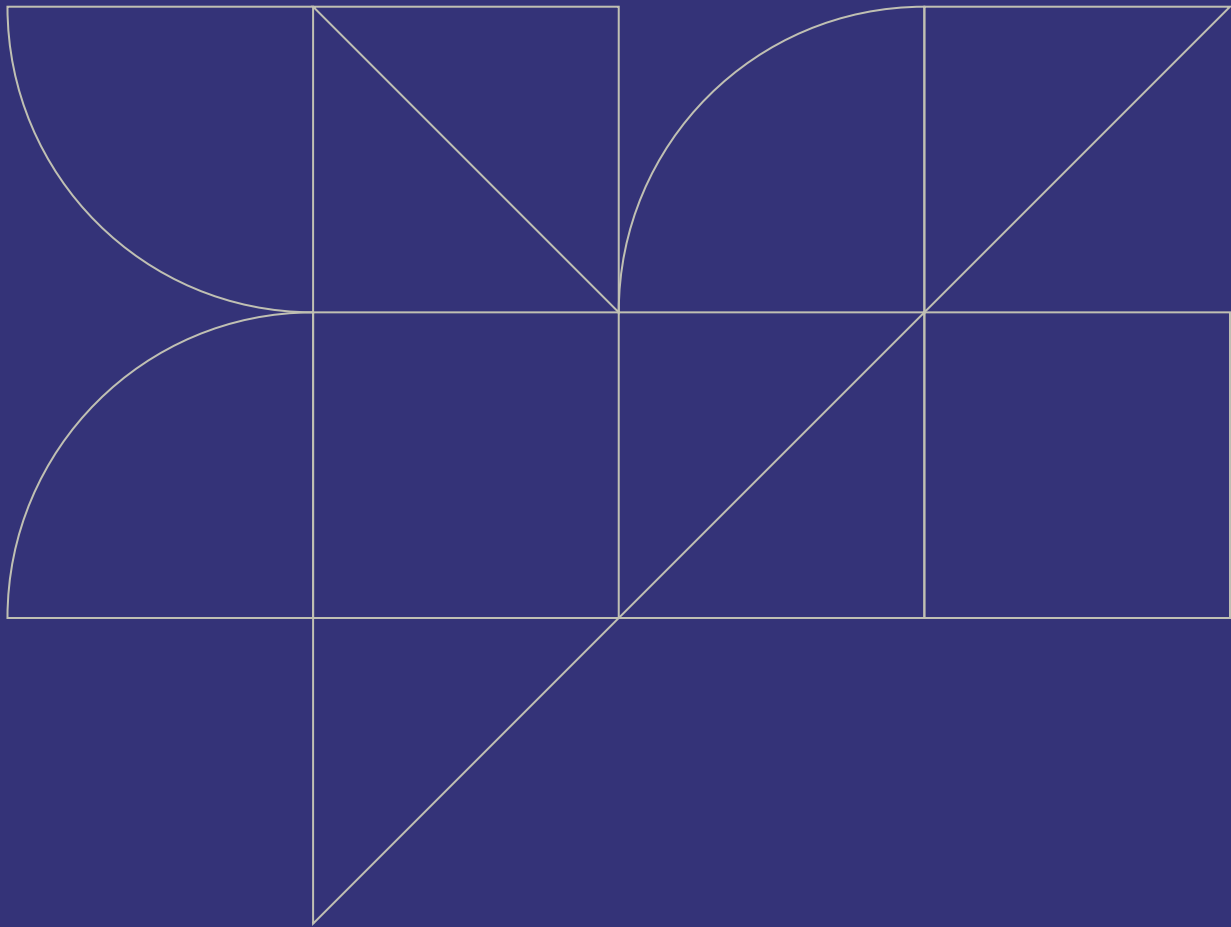
Declaration:
We confirm that the information is accurate and the data provided has been calculated according to the mandatory requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, confirm the information contained in this report is accurate and true.
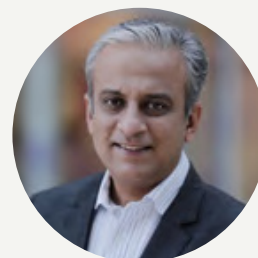
Chaitanya Rajebahadur
Executive Vice President
and Head, Europe

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