

**Zensar Technologies (UK) Ltd.
Gender Pay Gap Report
for Snapshot date of
05 April 2025.**



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
- Introduction of DEI e-learning modules to include unconscious bias

The 2025 Results

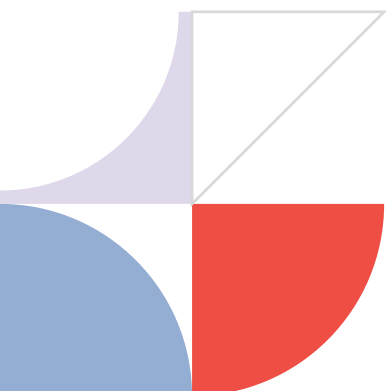
The report is based on the snapshot date of 05 April 2025

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
19.5%	13.7%

Quartile	% female	% male
Lower	43.3%	56.7%
Lower middle	25.8%	74.2%
Upper middle	18.0%	82.0%
Upper	19.1%	80.9%



Narrative to explain the difference in salaries

- At an aggregate level, the Pay Gap between Mean Hourly salaries at Zensar is ~ 19.5% which is close to ~ 13.7% at Median levels.
- This difference is attributable to two factors: 26.6% of the overall workforce is female and 73.4% is male. Due to the female representation in the workforce, female employees’ mean, and median salaries appear to be less than that of their male counterparts. Another reason is the pay gap has been calculated at an overall organisational level rather than an analysis across various skillsets/grades, resulting in comparison of pay of a largely heterogeneous group.
- 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/role is not homogeneous, hence we see a pay gap at an aggregate level. However, at a skill/role wise level, there is no gap.
- The higher percentage of females in lower quartile is also attributable to the overall spread of female workforce across grades. Among females, we have a higher percentage at entry level and management roles. ~79% of the female employees are at manager and below levels as compared to ~70% of the male employees at these levels. This split contributes to a higher percentage of female employees in the lower quartile.
- In continuation of the point above, it is important to note that there is less representation of female employees at higher levels leading to a higher mean and median hourly pay of males as compared to females.

Bonuses Payments

Mean bonus pay gap	Median bonus pay gap
11.4%	2.6%

Gender	% of employees receiving bonus
Male	38.9%
Female	52.2%

Narrative to explain the difference in bonus

- At Zensar, our salary is structured in a way that for the majority of our talent, we offer a base salary 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.
- **Talent Acquisition:** We aim to increase the representation of females in leadership positions and in the overall workforce without compromising the current quality of hire.

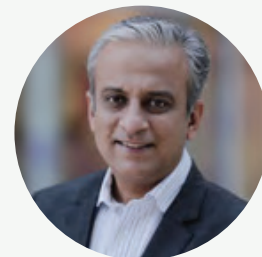
Zensar is proud to have been recognised for its work in a number of DEI forums and the progress it has made with the pay gender gap. We will continue to evolve its practices and continue to promote a diverse and inclusive culture to enable employees to be the best version of themselves.

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.

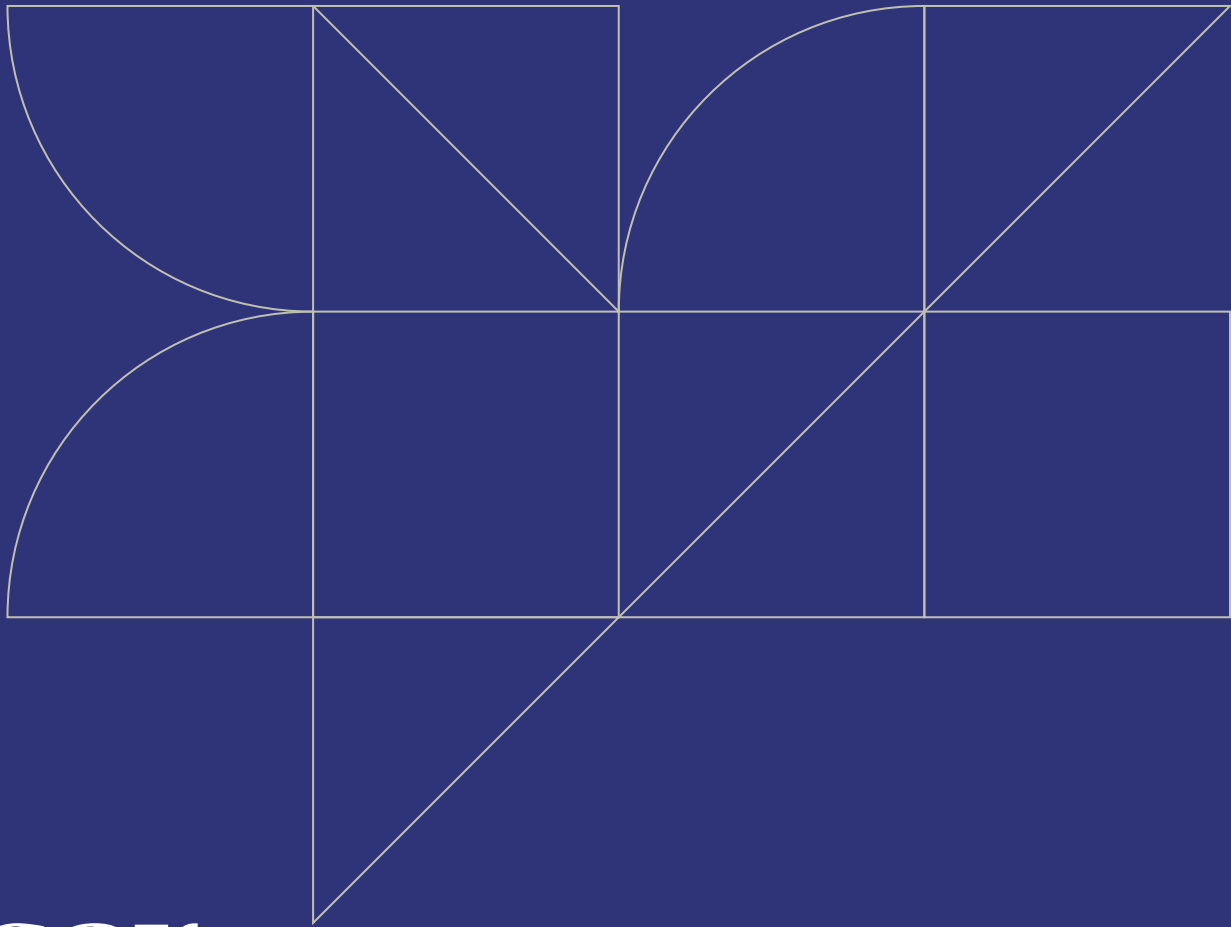


I, confirm the information contained in this report is accurate and true.



Chaitanya Rajebahadur

EVP and Global Leader -
Digital Engineering, Consulting,
Martech, AI, and Creative Studios



zensar
An  **RPG** Company

At Zensar, we're 'experience-led everything.' We are committed to conceptualizing, designing, engineering, marketing, and managing digital solutions and experiences for over 145 leading enterprises. Using our 3Es of experience, engineering, and engagement, we harness the power of technology, creativity, and insight to deliver impact.

Part of the \$4.8 billion RPG Group, we are headquartered in Pune, India. Our 10,000+ employees work across 30+ locations worldwide, including Milpitas, Seattle, Princeton, Cape Town, London, Zurich, Singapore, and Mexico City.

For more information, please contact: info@zensar.com | www.zensar.com