

**Zensar Technologies (UK) Ltd.
Gender Pay Gap Report for the
Snapshot Date of April 05, 2022**



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 program 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

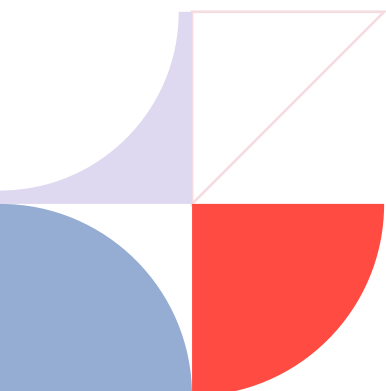
2022 results

The report is based on the snapshot date of April 05, 2022.

In the section below, 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.

Gender pay gap

Mean hourly pay gap	Median hourly pay gap	Quartile	% female	% male
8.80%	-0.40%	Lower	20.30%	79.70%
		Lower middle	14.50%	85.50%
		Upper middle	20.30%	79.70%
		Upper	16.20%	83.80%



Narrative to explain the difference in salaries

- At an aggregate level, the pay gap between mean hourly salaries at Zensar is ~ 8.8% which narrows down to ~ -0.4% at median levels.
- In our organization, we have employees working on multiple skillsets ranging from administrative work to complex artificial intelligence and machine learning. Each skill commands a certain market premium.
- Since the gender composition of each skill is not homogeneous, we see a pay gap at an aggregate level. However, if we review the 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, it also appears the composition of genders across skills are heterogeneous.
- At an aggregate level, we also observe that a higher percentage of women employees fall in the upper middle quartile.
- We observed that ~ 89.5% of our women employees earn at par with their men counterparts holding similar skillsets and performing similar roles.

Bonus payments

Mean bonus pay gap	Median bonus pay gap
67.10%	7.30%

Gender	% of employees receiving bonus
Male	23.00%
Female	16.70%

Narrative to explain the difference in salaries

- At Zensar, our salary is structured in a way that for the 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 a 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:** Highlight unconscious bias to our managers/leaders and ensure they become aware of their prejudices/hidden biases.
- **Support 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.
- **Enhance decision making powered by analytics:** Leaders and managers can 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.

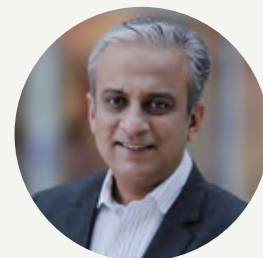
Zensar is proud to have been recognized for its work in a number of D&I forums and the progress it has made with the pay gender gap. Zensar will continue to evolve its practices and promote a diverse and inclusive culture to help employees become the best version of themselves.

Declaration:

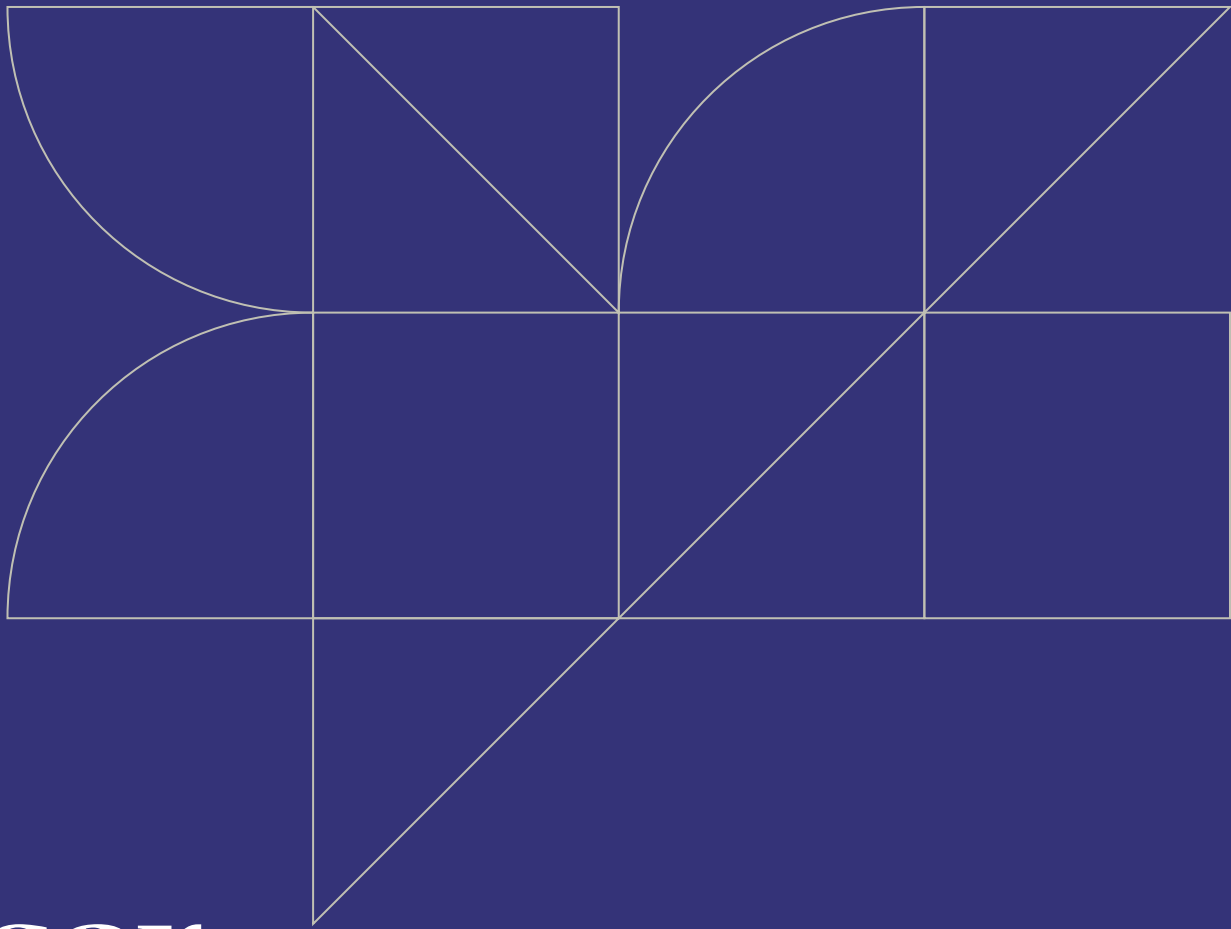
We confirm that the information is accurate and the data provided has been calculated according to the mandatory requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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



Chaitanya Rajebahadur
Executive Vice President
and Head, Europe



zensar

An  RPG Company

We conceptualize, build, and manage digital products through experience design, data engineering, and advanced analytics for over 130 leading companies. Our solutions leverage industry-leading platforms to help our clients be competitive, agile, and disruptive while moving with velocity through change and opportunity.

With headquarters in Pune, India, our 11,500+ associates work across 33 locations, including Johannesburg, Cape Town, San Jose, Seattle, Princeton, London, Singapore, and Mexico City.

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