

Human Rights Policy

Feb 2023



Contents

Human Rights	3
Equal Opportunity Employer	3
Harassment-Free Workplace	4
Signatory To The Un Global Compact	4
Workplace Diversity	4
Freedom Of Expression And Association	5
Anti-Bribery And Anti-Corruption	5
Anti-Slavery And Human Trafficking	5
Health, Workplace Safety, And Environment	6
Environmental Sustainability	6
Data Privacy	6
Child Labor	6
Forced Labor	6
Living Wages	6
Governance	7



Human rights

At Zensar, we believe everyone deserves to be treated with fairness, respect, and dignity. We strive to conduct our business in a responsible way, respecting the human rights of our associates and everyone we come in contact with. Inspired by the same values as the United Nations, Zensar is highly engaged in societal commitments and humanitarian initiatives. We collaborate with various United Nations agencies, programs, and international organizations. As a result, we have achieved international recognition for many inclusive practices aligning with the UN's sustainable development goals (SDGs). Zensar, with 11,000-plus associates, has much to contribute to the political, economic, and social development of our societies on a global scale. As such, we promote human dignity and ethical behavior, advance learning and culture, and advocate the sustainable use of natural resources and the environment.

Zensar respects the significance to protect the human rights of its associates and commits to provide a workplace that is safe and healthy. We shall uphold all applicable rules and regulations on overtime compensation, employee remuneration and fair working hours. We would undertake periodic internal or external human rights assessments across our value chain as applicable. Zensar shall implement a due diligence process ensuring the identification, assessment and management of any human rights related risk and impact on its business. We include human rights clauses in all agreements and contracts with our value chain partners and take initiatives to spread awareness amongst our relevant stakeholders with respect to human rights.

Equal opportunity employer

Zensar is an equal opportunity employer. All qualified candidates will receive consideration for employment regardless of age, disability, veteran status, race, color, religious creed, national origin, citizenship, marital status, sexual orientation, or gender identity. Zensar's commitment to diversity and inclusive selection practices ensures that qualified long-term unemployed job seekers receive equal consideration for employment. Zensar is an inclusive employer that provides equal opportunities to persons from all sections of the society including Persons with Disabilities (PWD). It ensures that all provisions provided to its employees within the workplace is framed in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 ("Act").

Zensar shall commit to provide equal and fair employment opportunities for all qualified applicants without any biasness or discrimination. No person with disability shall be denied any employment opportunity on grounds of disability and all the vacancies will be filled based on individual's competence, ability, trainability and suitability with regards to the job requirements. Zensar shall provide proper infrastructure and reasonable accommodation, whenever and wherever necessary for qualified employees or applicants who have disabilities to enable them to effectively discharge their duties and subsequently harness a free and accessible workplace environment for all. We would provide a robust grievance mechanism to address any form of grievance on discrimination and other issues keeping the complainant's confidentiality intact and forbidding any form of retaliation.

We recognize our responsibility to create an environment of mutual respect and free of discrimination by encouraging our workforce to inculcate the same. We shall also



appoint a “Liaison Officer” who shall be responsible to oversee the recruitment of persons with disabilities and ensure to uphold transparency.

Harassment-free workplace

We believe everyone has the right to be treated with dignity and fairness. We do not tolerate harassment against anyone in any form. This includes unwelcome or unsolicited advances, threats of harm or violent behavior, and the use of discriminatory slurs or inappropriate remarks or jokes. We offer protection to our associates against such and other forms of harassment, whether on Zensar premises, at off-site business meetings, or through e-mails, text, instant messages, or any other type of communication.

We have mechanisms that ensure such concerns are investigated, and corrective action is taken as needed.

Signatory to the UN Global Compact



United Nations
Global Compact



Zensar is a signatory to the UN Global Compact and its principles. We have committed to its principles, making them integral to our decision-making, business strategy, day-to-day operations, and organizational culture.

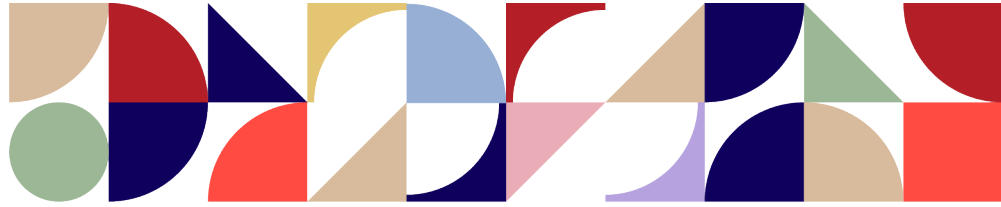
Our alignment with the UN’s sustainable development goals enables us to engage in partnerships that support broader UN goals.

Workplace diversity

Zensar has a defined progressive Diversity and Inclusion Policy with a focus on hiring a diverse workforce (LGBTQ+, persons with special abilities, gender, race, religion, ethnicity, etc.).

We embrace our multicultural workforce and tap every associate’s unique talents and potential to create superior products and services.

We also have the CEO Statement of Support for the UN Women’s Empowerment Principles. We welcomed the provisions of their principles where we expressed support for advancing equality between women and men and aligned all our initiatives to ensure we bring the broadest pool of talent to our endeavors, and meet our corporate responsibility and sustainability commitments. We also realize that all the seven steps suggested by UN Women to advance and empower women will help us in our work with the inclusion of other diversities.



The specially constituted Global D&I Council, along with the Diversity and Inclusion Center of Excellence, has multiple ongoing initiatives for women's development, career advancement, and gender equity.

Freedom of expression and association

We recognize our associates' right to assemble, communicate and join associations of their choice in matters related to their employment, interests, and hobbies within the purview of the policies and procedures of the organization. We respect the rights of our associates to associate or not associate through internal associate resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

Anti-bribery and anti-corruption

As a global and publicly listed company, Zensar is subject to relevant anti-corruption laws in the geographies that we serve and operate. We have zero tolerance for any form of corruption, bribery, illegal and abusive practices in connection with our business. We expect all associates to act ethically and consult our Anti-Bribery and Responsible Gifting Policy for the rules and restrictions on these standards. This policy aims to sensitize associates on what is not permitted and what could be construed as involvement in an activity relating to bribery, facilitation payments, or corruption, even where the involvement is unintentional.

Zensar prohibits giving money or anything of value directly or indirectly to a government official or associate of a client or prospect, or to the spouse, significant other, child, or other relatives of any such person, to influence or reward an action or decision of the associate or official or to gain any improper advantage for Zensar or otherwise. In case of any violation, Zensar shall take appropriate action against the individual in accordance to its internal procedures and code of conduct.

Anti-slavery and human trafficking

We are committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the UK Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, and other business partners.



Health, workplace safety, and environment

Zensar is certified with ISO 45001 occupational health and safety management systems, and there is a well-defined Health and Safety Policy and objectives which address the health and safety risks related to mental health and physical safety within the workplace. A healthy and safe working environment for all our associates is one of our top priorities. Multiple initiatives are taken to ensure our associates' health and safety, such as training and building competency to handle emergencies, encouraging associates to participate at their levels in hazard identification, and reporting unsafe act(s) and unsafe condition(s). Associates and support staff are involved in celebrating health and safety promotional activities. In-house apps are available to ensure women's safety during travel, and our office infrastructure is designed to meet the mobility requirement of people with special abilities. Multiple associate wellbeing programs exist, including health insurance, accident insurance, term life benefit, annual health checkup, pregnancy care program, a national pension scheme, and gratuity.

Environmental sustainability

Zensar is committed to safeguarding the environment in conformance with its business by controlling its environmental impact through the adoption of sustainable practices and conservation of energy. Our objective is to leverage our office designs in a way that allows us to enhance the sustainability of our office premises. All our office locations in India are ISO 14001:2015 Environmental Management System-certified. Our Environment and Energy Policy and objectives outline our commitment to nurturing natural capital.

Data privacy

At Zensar, we recognize that an individual's privacy is of utmost importance. We respect individual privacy and believe that Zensar should clearly and transparently disclose our privacy practices to individuals. Our Data Privacy Policy explains our practices on the collection, use, disclosure, and disposal of personal information that we receive from various sources while an individual uses Zensar-provided products and services

Child labor

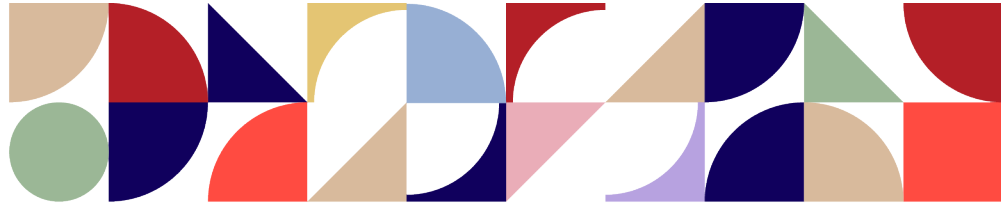
Zensar upholds the effective abolition of child labor and doesn't use child labor in any of its global operations.

Forced labor

Zensar upholds the elimination of all forms of forced labor and compulsory labor. It will not make use of any form of forced or compulsory labor.

Living wages

Zensar remains committed to providing appropriate pay and benefits for all associates, commensurate with the work performed and consistent with applicable laws and



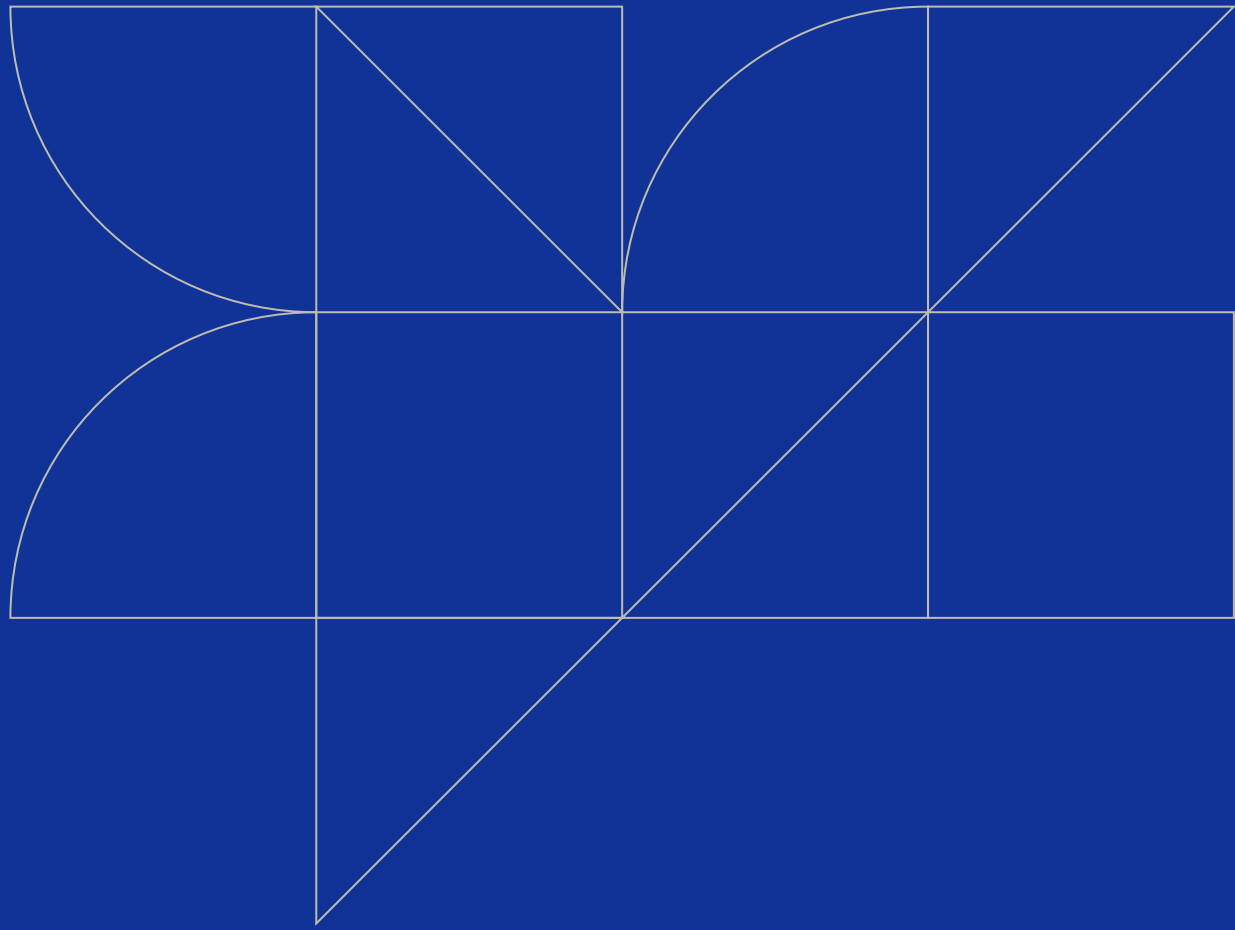
regulations. Gender pay equity is fundamental to our compensation philosophy and practices. We are committed to ensuring that all employees are, at a minimum, paid a fair and living wage and that no discriminatory pay practices are used.

Governance

This policy applies to every associate in Zensar, every wholly-owned Zensar entity, and our business partners that share our commitments to human rights, safety and ethics, and compliance. We seek to use our leverage, consistent with the UNGPs, to encourage them to act in a manner consistent with the principles underlying the commitments set out in this policy. The accompanying documents should be approved by the business/function/team owner and will be approved by Board of Directors or anyone authorized by Board of Directors.

VERSION HISTORY

Version	Approved by	Approval Date	Effective Date
1	CHRO	June 22, 2022	June 22, 2022
2	Board of Directors	March 14, 2023	March 14, 2023



zensar

An  RPG Company

We conceptualize, build, and manage digital products through experience design, data engineering, and advanced analytics for over 145 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 30+ locations, including Milpitas, Seattle, Princeton, Cape Town, London, Singapore, and Mexico City.

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