

Diversity, Equity, and Inclusion

Diversity is our Strength; Equity is what we Value & Business Inclusion is our Commitment.



Purpose

Create an Inclusive culture that empowers each of us to trust, connect, belong & grow – as Team Coforge!

At Coforge, diversity, equity, and inclusion practices are core to the way we work. Coforge is an equal-opportunity workplace and is an affirmative action employer. We continue to stay committed to being an inclusive workplace and leverage the power of diversity for sustainable competitive advantage, economic growth, and societal progress; where employees from different backgrounds may function without any barriers and with all opportunities to participate, develop and contribute freely and equitably. Coforge strives to create and foster a supportive and understanding environment in which all individuals realize their potential regardless of their differences; and where everyone can feel a sense of belonging.

Scope

This policy covers Coforge Limited, all Coforge’s group companies, and their affiliates worldwide. Where the requirements of local laws are different, compliance with these laws shall be additional. This Policy will continue to apply to Coforge Limited entities and affiliates in such jurisdictions except and to the extent that there are any contradictions.

The objective of this policy is to:

- Ensure Coforge continues to be an equal employment opportunity regardless of caste, creed, color, religion, ethnicity, marital status, age, disability, national origin, citizenship, sexual orientation, gender identity, language, and any other aspects as applicable;
- Create and foster an open culture of inclusion for all its stakeholders; and
- Create an environment that has zero tolerance for discrimination.

Diversity, Equity & Inclusion (DEI) Strategy

Our DEI strategy is based on three strategic pillars designed to accelerate how we provide competitive and innovative IT solutions to an increasingly diverse world.



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DEI strategy starts with our people, encouraging them to “Bring Your True Self to Work” and fostering an open culture of inclusion. It starts with helping them discover ways of working that foster a sense of inclusion and a sense of belonging—for themselves, for their teams, and for the firm.

In parallel, we focus on building a diverse workforce by attracting, developing, and retaining employees. A diverse workforce allows for more ideas and processes. This diversity of talent means a broader range of skills among employees, as well as a diversity of experiences and perspectives which increases the potential for increased productivity & innovation.

As an organization, we focus on equity by tailoring tools and resources and otherwise mitigating societal systemic barriers experienced by underrepresented groups, so everyone has the opportunity to be successful. By striving to identify and eliminate obstacles, we can enable everyone to reach their full potential. It is also critical to embed DEI into our business strategies to better serve the needs of our diverse employees, stakeholders, and customers. We believe this positions our business to deliver what our brand stands for - working together to create lasting value.

Policy Guidelines

The Diversity, Equity, and Inclusion policy, along with our global strategy, sets out the principles and requirements by which we will enhance DEI throughout the organization. The Policy is applicable but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; and the ongoing development of a work environment built on the premise of gender and diversity equity.

DEI Council’s Charter

“Create an environment with structures, practices, and systems that respect people for who they are and the uniqueness they bring, allow people to contribute their perspectives and perform at their best.” We have a structured DEI council with representations of functions like HR, Finance, Legal and Business across geographies chaired by the Chief People Officer of the firm.

DEI Council Responsibilities:

Key roles and responsibilities of DEI Council are to create a broader business-driven, results-oriented strategy, which includes:

- Cultivating and promoting diversity, equity, and inclusion through firm’s mission, values, and objectives
- Outlining key diversity, equity, and inclusion goals and actionable steps to achieve them.
- Helping institutionalize policies & practices that support equity for all employees.
- Evaluating the effectiveness of ongoing efforts; evolving & adapt them, as needed.

Employee Responsibilities:

DEI is everyone’s responsibility at Coforge. It requires purposeful action every day. Every employee is responsible for:

- Respecting the dignity and diversity of all
- Enhancing employee awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Creating an inclusive environment that is free from discrimination, harassment, and/or bullying

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- Consciously focusing on inclusion to be more intentional with employee actions to drive diversity, equity, and belonging consistently

People Leader Responsibilities:

Additionally, people leaders are expected to role-model DEI behaviors as part of their job responsibilities. These responsibilities include but are not limited to:

- Ensuring that employment-related decisions are free from any discrimination.
- Engaging in conscious inclusion and other behaviours that promote equity.
- Fostering diverse representation and an inclusive environment within their teams
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring)
- Consistently displaying inclusive leadership behaviours valuing all perspectives and listening to diverse points of view.
- Cultivating a culture that inspires respect for all employees, customers, vendors, contractors, and others in the work environment
- Appropriately addressing any other behaviour not consistent with this or other policies and applicable laws relating to equal opportunity, diversity, equity, and/or inclusion

Zero tolerance towards Discrimination, Harassment, and Bullying:

- Coforge is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification, and expression, political opinion, medical condition, language as protected by applicable laws.
- Coforge respects the privacy of every individual and ensures the utmost secrecy and confidentiality of Information/concerns in relation to disability/ sexuality/ gender identity, or any other personal information shared with it by its employees (or potential candidates). However, if any disclosure is mandated by law, then any such disclosure will be handled with the utmost confidentiality and in accordance with applicable laws.
- Coforge also ensures equal opportunity in employment for qualified persons with known disabilities.
- The basis for recruitment, development, training, compensation, and advancement of employees at Coforge shall solely be on the basis of qualifications, performance, skills, experience, expertise, potential, and discipline. There shall be no other extraneous criteria of differentiation. Similarly, selection/ appointment/ engagement with any other stakeholders including vendors and outsourced staff shall be carried out in an objective, fair, and ethical manner, and in accordance with Coforge's philosophy set-out herein.
- Coforge follows the principle of equal pay and terms of employment (including benefits, training, promotions, performance reviews, transfers, exits, etc.) without any bias.
- All employees and stakeholders of Coforge shall be always treated with dignity and respect.
- Coforge has zero tolerance for disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment (physical, verbal, mental, or sexual harassment) is not tolerated in the workplace and in any work-related circumstances outside of work.

Reporting Inappropriate Conduct/ Consequences:

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly.

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Appropriate disciplinary/ legal action will be taken against any employee/personnel who violates this policy. Based on the seriousness of the offense, disciplinary action against an employee may include a verbal or written reprimand, warning, suspension, or termination of employment.

No reprisal or retaliatory action will be taken against any individual for raising concerns as regards this policy. However, any such reporting by an employee if found to be in bad faith or in a false or frivolous manner will be considered a violation of the code of conduct, and such employee may be subject to disciplinary action.
