# HCLTech | Supercharging Progress™

# HCL Technologies UK LTD – gender pay report 2023

# 1   About HCLTech

HCLTech is a global technology company, home to more than 224,000 people across 60 countries, delivering industry-leading capabilities centered around digital, engineering, cloud and AI, powered by a broad portfolio of technology services and products. We work with clients across all major verticals, providing industry solutions for Financial Services, Manufacturing, Life Sciences and Healthcare, Technology and Services, Telecom and Media, Retail and CPG, and Public Services. Consolidated revenues as of 12 months ending December 2023 totaled $13.1 billion. To learn how we can supercharge progress for you, visit hcltech.com.

# 2   About this report

This report is published in accordance with the UK regulations on Gender Pay Gap Reporting guidelines which came into force in 2017. The Gender Pay Gap is a measure of the difference between men's and women's hourly earnings in an organisation. It is expressed as a percentage of male earnings.

It should be noted that this exercise is separated to the definition of equal pay and equal pay audits. Equal pay relates to men and women in the same employment performing the same work or work of equal value must receive equal pay.

Employee compensation at HCLTech is determined based on employee skill and ability to do the role. Our analysis indicates an average pay gap of 14.98% and median pay gap of 13.07% as on April 5, 2023.

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| Parameters | Mean | Median |
|---|---|---|
| **Pay gap** | 14.98% | 13.07% |
| **Bonus pay gap** | 26.37% | 9.18% |
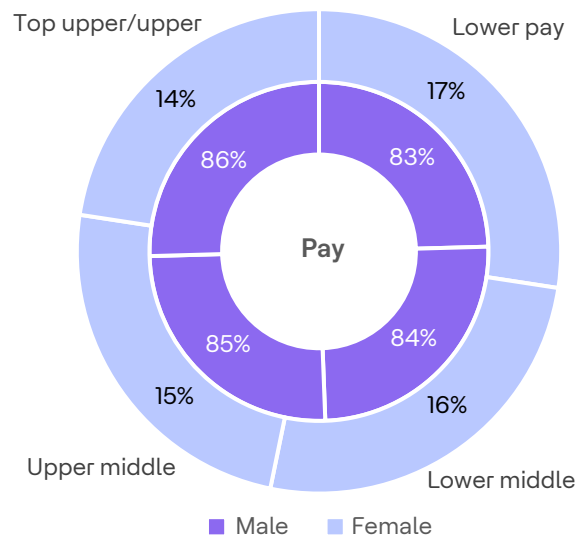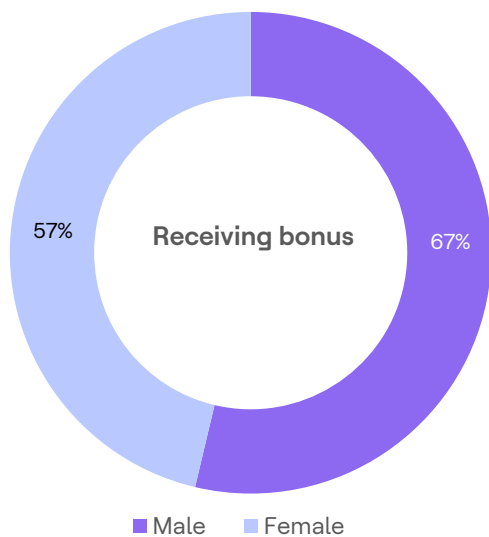
# 3    Next steps and recommendations

Women empowerment is an important part of the holistic diversity agenda, and we believe in initiating the changes that will play a pivotal role in this decision making.  At HCLTech, we are committed to women empowerment and celebrating women contribution in the organisation.  HCLTech is committed to provide employees with equal opportunities to unleash their potential and respect differences to create a sense of belonging.

HCLTech acknowledges realities and design policies to create a safe place to grow and thrive. Some of HCLTech's key organization-wide initiatives are:

- L1 mandate to ensure that each line of business head has women direct reports at a senior leadership position
- Women Career Development Programs:
    - **ASCEND** is a leadership development program aimed at building a robust women leadership pipeline

    - Stepping-Stones is a development program for entry and mid-level women managers to help them reach their desired role

- Employee Resource Groups:
    - **Women Connect Network** - advocates a gender-neutral work environment, recommends appropriate policies and positions HCLTech as an employer of choice by women across the globe

    - **iMotivate/Virtual iMotivate** – aims to motivate women HCLTechies by connecting them with HCLTech women leader/s via a formal session and enable them to understand how to manage their priorities and develop necessary leadership and networking capabilities to stay successful in their careers

    - **Feminspiration** - is a platform to help HCLTechies gain insight into successful leadership as well as understand perspectives on gender matters. The women leaders talk about the opportunities and challenges in IT sector, how diversity can become a differentiator for the business and their personal experiences while climbing the corporate ladder

    - **Single Parent Network:** A voluntary, employee-led group of active single parent HCLTechies who contribute both by improving social and emotional wellbeing for other single parents and their families

    - **Ability Connect:** Facilitates an environment that promotes awareness, policies, and programs to support people with disability and enables an accessible workplace

    - **Multi-cultural ERG (MERG):** A network of employees that uphold the cause of diversity and inclusion by lending a voice and support to people of colour, race and ethnicity

- **Red Ladder Initiative:** The initiative takes an ecosystem approach and endeavours to impact not only women leadership within HCLTech but also encompasses women leaders in client organizations. Through a range of initiatives and awards, this gender inclusion program identifies high-performing women and supports them in taking the next steps towards effective leadership roles
- **"#ShePowersProgress" series:** The series captures the life stories of women who have blazed a trail in the science, technology, engineering, and mathematics (STEM) fields to inspire the next generation of women leaders to choose an education/career in these fields
- **Momtastics:** Enables young mothers and expectant mothers to transition smoothly when they come back to work post-parental leave

**Declaration**

We confirm our Gender Pay Gap data has been calculated according to the requirement of The Equality Act 2010 (Gender Pay Gap Information) regulation 2017.

**Vivek Pandey**
ASSOCIATE VICE PRESIDENT - HR

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