



## Gender Pay Gap Report- 2018 HCL Great Britain Limited

Gender pay gap in 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 average hourly earnings across an organization. It is expressed as a percentage of male earnings.

It should be noted that this exercise is separate 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 HCL is determined based on employee skill and ability to do the role. Our analysis indicates an average pay gap of 25.3% and median pay gap of 19.8% as on 5 April 2018.

Parameters	Mean	Median
Pay Gap	25.30%	19.80%
Bonus Pay Gap	76.6%	73.9%
% of Employees	Male	Female
Receiving Bonus	94.7%	88.1%
Lower Pay Quartile	80%	20%
Lower Middle	89%	11%
Upper Middle	92%	8%
Upper Pay Quartile	95%	5%

*\*All calculations based on Payroll data for April 2018*

We note our overall under representation of women, in particular in the higher pay quartiles within the organization as well as the fact that the majority of our workforce is male.



## **Next steps and recommendations**

Women empowerment is an important part of our holistic diversity agenda and we believe in initiating changes that will play a pivotal role in this direction. At HCL, we are committed to women empowerment and celebrating the contribution of women in the organization. The three key elements of HCL Technologies' gender diversity strategy involve:

1. Leadership commitment and extensive ongoing advocacy to address the unconscious bias in the workplace
2. On-boarding multiple stakeholders and driving the agenda based on diversity and inclusion goals of the respective unit, wherein the framework is global but the implementation is global to suit varied business and location needs, and
3. Two enabling programs for women leadership development which are based on formal mentoring.
  - a. ASCEND, which mandates increases in the representation of women in senior management via multiple ways, including support programs, peer mentoring and coaching at all levels, and providing platforms to enable women leaders to learn and exhibit transformational leadership.
  - b. STEPPING STONES, which is a focused career development program to enable mid-level female employees to realise their career aspirations and potential and help them in their developmental journey. It focuses on coaching women who are new mothers and require help to manage the new expectations at work and home.

HCL runs a number of other diversity-oriented programs which contribute towards our gender diversity agenda. Some of these are:

1. HCL Women Connect which aims to engage and advance women through development programs, and advocate a gender neutral work environment by suggesting appropriate policies as well as position HCL as an employer of choice by women across the globe. This group also coaches and counsels aspiring young women professionals, shares experiences on work/life priorities and includes life coach support, daycare in office premises, concierge services, and policies such as extended maternity leave, work from home, flexible careers and flexible work hours.
2. 'Feminspiration', which is a platform facilitated by the HCL Women Connect Affinity Network in which successful women leaders are invited to address employees and provide insights into successful leadership as well as understand perspectives on gender matters.
3. 'BlogHer', which is an internal platform where many aspects of gender-neutral policies are discussed. These discussions are constructive, non-hierarchical and help both HCL and employees to demystify workplace myths and stereotypes on gender, culture and other issues.
4. Opportunity to interact with HCL Board Members – Meetings are organised every quarter for women leaders to exchange thoughts, ideas and perspectives with HCL Board members. This provides an 'outside-in' view for the women leaders and also gain insights on diversity and inclusion at the workplace.

As a result of HCL's gender diversity strategy and initiatives, our overall gender ratio has been sustained while there has been an improvement in the middle level of the organisation, which



we believe would translate into improved representation of women at the leadership level in the years to come.

**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.

A handwritten signature in blue ink, reading "Jaya Kiran Sathish", with a horizontal line underneath.

**Jaya Kiran Sathish**

**Director - HR**