

## **HCL Insurance BPO Services Limited - Gender Pay Gap 2021**

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.

Our mean gender pay gap is at 33.5% and Median Pay gap is at 28.24% as on 5<sup>th</sup> April 2021.

2021		
Parameters	Mean	Median
Pay Gap	33.50%	28.24%
Bonus Pay Gap	64.82%	36.53%
% of Employees	Male	Female
Receiving Bonus	90.70%	82.80%
Lower Pay Quartile	32.84%	67.16%
Lower Middle	26.47%	73.53%
Upper Middle	30.88%	69.12%
Upper Pay Quartile	68.66%	31.34%

*\*All calculations based on Payroll data as on 5<sup>th</sup> April 2021*

\*The gender pay gap is calculated by taking an average of all male or female employees across the organisation and is not the same as equal pay.

### **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 HCL, we are committed to women empowerment and celebrating women contribution in the organisation. HCL is committed to provide employees with equal opportunities to unleash their potential and respect differences to create a sense of belonging.

HCL acknowledges realities and design policies to create a safe place to grow and thrive. Some of HCL'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 HCL Technologies as an employer of choice by women across the globe.
  - Pride@HCL: creates awareness on LGBTQ+ issues through education and sensitivity training; collaborates and provides strategic guidance to teams on policies that affect the LGBTQ+ community.
  - Single Parent Network: a voluntary, employee-led group of active single parent HCLites 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 HCL Technologies 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.
- “She Inspires” Video 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.
- 100 step Journey: an initiative launched by the CEO wherein female employees can share ideas to improve DEI efforts in the company.
- Board Luncheon: an initiative where Board Members interact with senior female leaders to gather their views and suggestions to enhance DE&I practices.

### **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.

*"I confirm HCL Insurance BPO Services Limited gender pay gap calculations to be accurate."*



**Vivek Pandey**

ASSOCIATE VICE PRESIDENT – HR

