

**HCL Australia Services
Pty Ltd -
Gender Pay Gap
Employer Statement**

Reporting Year : April 2022 - March 2023

INTRODUCTION

Everyone has a unique identity that influences how they work productively. No matter our differences, we all need a safe, positive and nurturing environment. HCLTech's Diversity, Equity & Inclusion (DEI) strategy is carefully crafted to ensure that every employee feels included, valued and respected, recognizing the importance of seeing our employees as individuals, fostering a climate free of bias, promoting equity and embracing the unique perspectives and backgrounds of everyone. To bring our DEI charter to life across the globe, we have established employee resource groups, multicultural groups and a diversity council. Our focus on diversity and inclusion extends to various dimensions, including people of color, women, LGBTQIA+ individuals, people with disabilities, neurodiverse people and those with mental disorders.

As a Company, we believe that gender diversity will increasingly be a driving force of competitive businesses, now and into the future. DEI is deeply ingrained in our business values, influencing our hiring strategy and talent statistics.

- Gender diversity improved to 29.2% during FY23
- Gender diversity at the senior leadership level (E6+) has grown by 24% in the past five years
- A diverse board, with more than 30% women directors
- 49% of female students in total campus hiring mix
- 27% of senior women employees in revenue-generating roles
- HCLTech offers a return ship program to women, military veterans and all eligible candidates who wish to return to corporate life after a long career break
- Momtastic Program resulted in 98.7% of women returning to work post maternity

In order to affirm, guide and support the commitment of the Company towards the Environmental, Social and Governance (ESG) agenda and to drive gender diversity, the Company has in place a Committee of the Board named the ESG & DEI Committee. The terms of reference of the Committee are as below, under Gender Diversity:

1. To support the progression of women into senior roles.
2. To ensure fair representation of women candidates in the hiring process.
3. To ensure fairness in promotion, compensation, rewards and leadership development process.
4. To build the leadership pipeline to achieve a balanced gender ratio at all levels of leadership.
5. To manage bias in talent review and succession planning.

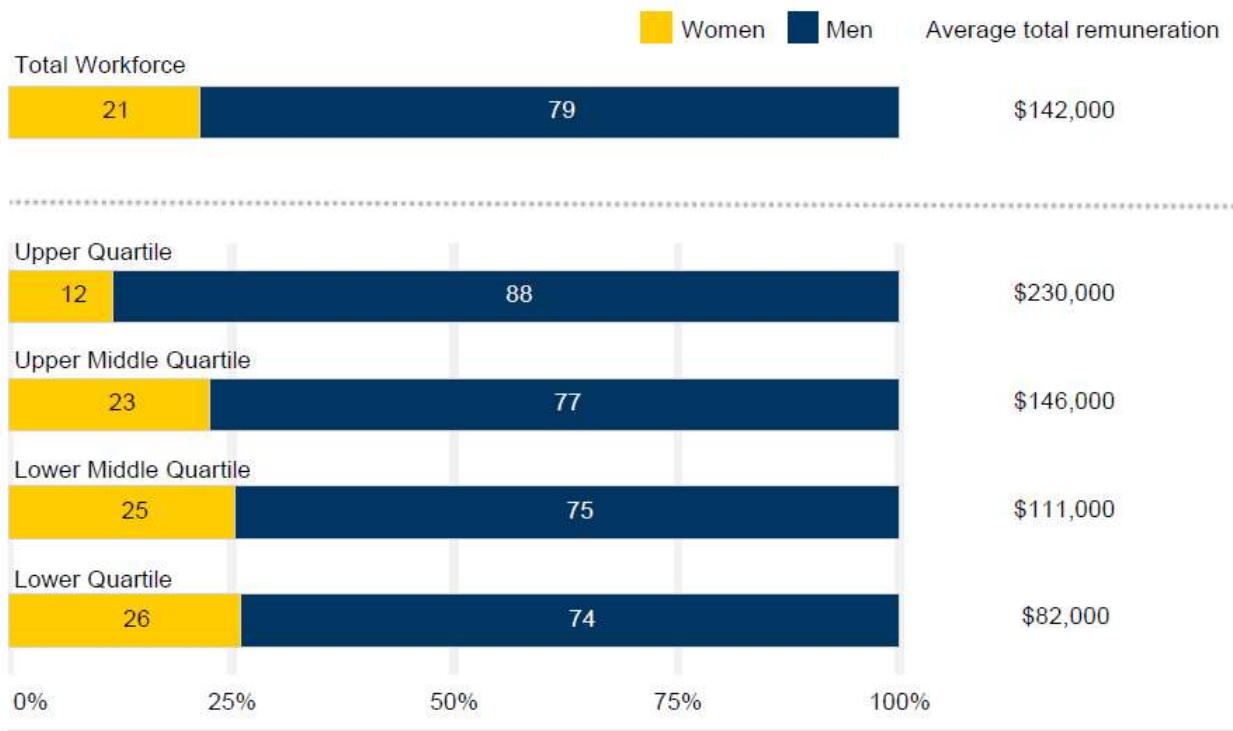
HCL Australia Services Pty Ltd - 2023 SCORES

This statement is published in accordance with the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 and is based on the Executive Summary which sets out the results of our submission to the annual Gender Equality Census. The gender pay gap, expressed as a percentage, shows the difference between women's and men's average earnings.

The gender pay gap is not the same as equal pay. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value.

Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organizations, industries, and the workforce as a whole.

- The Executive Summary indicates a median gender pay gap of **15.1%**.
- The chart below shows the proportion of women and men and the average total remuneration for each pay quartile.



HCLTech is committed to offer a total compensation package that provides equal opportunities to all with no discrimination on caste, gender, religion and nationality.

The Pay for performance philosophy drives the annual salary increases i.e. higher increase for higher performance. Employee's compensation positioning is based on employee's skills and ability to do the role.

All employees – regardless of function or location – have the opportunity to influence their compensation through individual performance.

NEXT STEPS AND RECOMMENDATIONS

Women's 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's empowerment and celebrating women's contributions to the organization. HCLTech is committed to providing employees with equal opportunities to unleash their potential and respect differences to create a sense of belonging.

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

- ❖ Improve gender diversity in the workforce, with 40% women employees by 2030
- ❖ Increase gender representation in senior leadership roles to 30% by 2030
- ❖ A mandate to ensure that each line of the business head has women direct reports at a senior leadership position.
- ❖ Learning and development programs for women –
 - **Feminspiration:** A platform where women leaders from the client company are invited to address HCLTechies. This forum has been launched to help HCLTechies gain insight into successful leadership and understand perspectives on gender matters.
 - **I Motivate:** It aims to motivate women HCLTechies by connecting them with the Company's women leader(s) via a formal session. It enables them to understand how to manage their priorities and develop the necessary leadership and networking capabilities to stay successful in their careers.
 - **Women Connect:** A network of women employees advocating a gender-neutral work environment. This group coaches and counsels aspiring young women professionals, shares experiences on work/life priorities and includes life coach support, day-care in office premises, concierge services, and policies such as extended maternity leave, work-from-home, flexible careers, flexible work hours and other women related issues.
 - **ASCEND:** An initiative focusing on the career progression of women leaders in functional roles to help them achieve their aspired roles. The key outline of the program includes mentoring and coaching by senior leaders in the Company to program participants.
 - **STEPPING STONES:** A global program that aims to pace up the growth of mid-level women managers in leadership positions. The program is designed for mid-level managers to fuel their leadership capabilities.
 - **Prelude:** A focused program for E4+ women leaders. The objective is to mentor them for their next roles to create a ready pool of women leaders for the existing open positions.

- **Momtastic:** An initiative launched to help young mothers and to-be mothers have a smooth transition and ease the dilemmas and decision-making process when they return to work after their maternity leave.
 - **HCLTech Second Career Return Program:** An opportunity provided through the return ship program.
 - **HCLTech Career Program for Women:** Through this program, women from diverse backgrounds are trained and hired for entry-level jobs.
- ❖ **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.
 - **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 and being the catalysts to improve inclusion in the workplace
 - **Ability Connect:** A community for those with a disability, support a colleague with a disability, and any employee who wants to help raise awareness and champion support for impacted individuals.
 - **Multi-cultural ERG (MERG):** The network provides an employee forum for the improvement and enhancement of the professional development of its membership and promotes cultural awareness both within and outside of the Company through education about indigenous cultures.
- ❖ **Red Ladder Initiative:** The initiative takes an ecosystem approach and endeavors to impact women leadership within HCLTech and 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 influential 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.

HCLTech | Supercharging
Progress™

hcltech.com