



Diversity and Inclusion Policy

August 2025



Diversity and Inclusion Policy

Purpose

Persistent Systems Limited is committed to fostering, cultivating, and preserving a culture of diversity and inclusion within the organization and in larger communities which Persistent partners with. Persistent believes in being an Equal Opportunity Employer.

Applicability

The policy applies to Persistent Systems Limited, including all its subsidiaries, affiliates, and associated companies (collectively referred to as 'Persistent'). It encompasses all employees, including part-time and contractors. Furthermore, Persistent expects its suppliers, vendors, partners, and customers to adhere to these principles and adopt similar or equivalent policies in their businesses.

Objective

The Diversity & Inclusion policy ('D and I Policy') applies to all permanent and temporary employees, contractors and representatives acting on behalf of Persistent.

The Objectives of Persistent's Diversity and Inclusion policy are to:

- Employ best practices related to Diversity and Inclusion initiatives benchmarked with global standards.
- Promote diverse views and perspectives and not discriminate based on age, race, national origin, ethnicity, cultural and geographical background, gender, sexual orientation, religion, marital status, social origin, political opinion, any medical conditions, or any other personal or physical aspect.
- Provide an environment of equity and respect for all employees, contractors, customers, vendors, suppliers, and visitors.
- Ensure non-discrimination in matters including remuneration, employment terms and conditions, promotions, training, and development opportunities.
- Promote and educate employees to follow equitable and unbiased practices across the organization.
- Provide prompt, fair, and transparent process in dealing with complaints of harassment, bullying or any kind of unlawful discrimination by employees, suppliers, vendors, and any other stakeholders.
- Attract the best talent from diverse backgrounds.
- Increase diverse representation across all levels of the organization including the Board and senior leadership positions.
- Comply with all laws related to non-discrimination and equal opportunity.

Scope

At Persistent, we recognize the immense value of diversity and inclusion in driving innovation and creating a thriving workplace culture. We are committed to fostering an environment where every individual feels empowered, respected, and valued, regardless of their background. Our D & I policy is guided by our values and embedded in the culture of Persistent. We are committed to fostering a culture of Diversity, Equity, Inclusion & Belonging and our focus on diversity and inclusivity covers the following 4 Es of Enable, Empower, Engage and Employ.

- Enable:
 - Organizational policies – Periodic review and improvements of people policies to address the specific needs and challenges faced by our people, promoting inclusivity and fairness, and ensuring non-discrimination at every level.
 - Enable a barrier-free environment, including our infrastructure, including physical, digital, and assistive technologies, where everyone can excel.
- Empower:
 - Awareness and communication on Diversity and Inclusion are key to reinforcing inclusivity.
 - Every employee, manager and leader is expected to play an active part in creating and fostering a diverse and inclusive workplace.
 - Our learning platform offers a range of training programs to support diversity initiatives and empower our diverse workforce.
- Engage:
 - Engage our people to celebrate Diversity through Employee Resource Groups (ERGs). We provide mentorship, leadership training, and workshops to promote the growth and development of our people, fostering a strong support network.
- Employ:
 - We are an equal opportunity employer; our recruitment practices ensure fairness and non-discrimination, providing equal opportunities to individuals from diverse backgrounds.

Grievance Redressal

We are committed to being respectful towards all our employees, with zero tolerance towards acts of human rights violations or abuse (as stated in our [Ethics Policy](#)). Our grievance redressal mechanism allows employees, contractors, vendors, service providers, trainees, and interns to raise grievances in various categories as stated in the [Whistleblower Policy](#), [Anti-Harassment Policy](#), and [Anti-Human Trafficking Policy](#). These policies ensure confidentiality and safety for all parties involved. For any concerns, please contact whistleblower@persistent.com. This mechanism provides a confidential and secure channel for affiliated parties to raise concerns without fear of retaliation. Persistent Systems handles all grievances with seriousness and integrity, adhering to high standards of transparency and accountability.

Review of the Policy

The policy has been approved by the Board of Directors and will be reviewed at least annually by the owners of this policy viz, People & Org Development. This policy and its stakeholders will be governed by the Stakeholders Relationship Committee(SRC) and ESG Committee of the Board. The People & Org Development will consult the above Committee for proposed changes if any, in its periodical review.

About Persistent

Persistent Systems (BSE: 533179 and NSE: PERSISTENT) is a global services and solutions company delivering AI-led, platform-driven Digital Engineering and Enterprise Modernization to businesses across industries. With over 25,000 employees located in 18 countries, the Company is committed to innovation and client success. Persistent offers a comprehensive suite of services, including software engineering, product development, data and analytics, CX transformation, cloud computing, and intelligent automation. The Company is part of the MSCI India Index and is included in key indices of the National Stock Exchange of India, including the Nifty Midcap 50, Nifty IT, and Nifty MidCap Liquid 15, as well as several on the BSE such as the S&P BSE 100 and S&P BSE SENSEX Next 50. Persistent is also a constituent of the Dow Jones Sustainability World Index. The Company has achieved carbon neutrality, reinforcing its commitment to sustainability and responsible business practices. Persistent has also been named one of America's Greatest Workplaces for Inclusion & Diversity 2025 by Newsweek and Plant A Insights Group. As a participant of the United Nations Global Compact, the Company is committed to aligning strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, as well as take actions that advance societal goals. With 468% growth in brand value since 2020, Persistent is the fastest-growing IT services brand in 'Brand Finance India 100' 2025 Report.

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