



# Diversity and Inclusion Policy

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## 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.

## 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, 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 internal grievance redressal mechanism enables employees, contractors, vendors and service providers, trainees, interns to raise grievances for various categories as stated in the following policies such as the Whistleblower Policy, Anti-Harassment Policy, Anti-Human Trafficking Policy that provide a clear structure of confidentiality and safety for all. For any concerns, please contact [AHC@persistent.com](mailto:AHC@persistent.com).

### **Review of the Policy**

The policy will be reviewed at least on an Annual Basis by the owners of this policy viz, People & Org Development. For any additional questions related to this policy, please reach out to [policies@persistent.com](mailto:policies@persistent.com)

This policy and its stakeholders will be governed by the Stakeholders Relationship Committee and ESG Committee (SREC) of the Board. The People & Org Development will consult the above Committee for proposed changes if any in its periodical review.

## About Persistent

With over 23,000 employees located in 21 countries, Persistent Systems (BSE & NSE: PERSISTENT) is a global services and solutions company delivering Digital Engineering and Enterprise Modernization. As a participant of the United Nations Global Compact, Persistent 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 268% growth since 2020, Persistent is the fastest-growing Indian IT Services brand according to Brand Finance.

[www.persistent.com](http://www.persistent.com)

## Forward-looking and Cautionary Statements

For risks and uncertainties relating to forward-looking statements, please visit [persistent.com/FLCS](http://persistent.com/FLCS)

## Media Contacts

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