



Equal Employment Opportunity Policy

October 2024

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Equal Employment Opportunity as a concept, philosophy, principle, and practice is an integral aspect of the organisation. Persistent is committed to equal employment opportunity for all persons regardless of their age, race, national origin, ethnicity, cultural and geographical background, gender, sexual orientation, religion, marital status, disability, any medical conditions, or any other personal or physical aspect.

Persistent believes diversity and inclusion are essential for innovation, creativity, and business success. Persistent is committed to providing equal employment opportunity to all persons who seek to join, work, and grow with the organisation. Persistent does not discriminate against any person on the basis of any protected characteristic in any employment practice or employee policy.

Persistent has developed and implemented programs and policies that support equal employment opportunity, diversity, and inclusion throughout all aspects of the workforce. These include:

- \ Recruiting, hiring, and retaining a diverse and talented pool of candidates and employees.
- \ Providing equal pay and benefits for equal work and performance.
- \ Offering learning and development opportunities for career advancement and skill enhancement.
- \ Creating a culture of respect, collaboration, and belonging that values different perspectives and ideas.
- \ Ensuring a safe and healthy work environment that prevents and addresses any form of harassment, discrimination, or retaliation.
- \ Monitoring and evaluating the effectiveness and impact of the equal employment opportunity, diversity, and inclusion programs and policies.
- \ Maintaining an environment that promotes freedom of speech where people can share their opinions regardless of their level in the organization, with the confidence that they will be heard and that someone will listen to what they have to say.

Equal Employment Opportunity Policy as per Rights of Persons with Disabilities (RPwD) Act, 2016, India

Equal Employment Opportunity Policy as per Transgender Persons Act (TPA), 2016, India

About Persistent

We are a trusted Digital Engineering and Enterprise Modernization partner, combining deep technical expertise and industry experience to help our clients anticipate what's next. Our offerings and proven solutions create a unique competitive advantage for our clients by giving them the power to see beyond and rise above. We work with many industry-leading organizations world-wide including 14 of the 30 most innovative US companies, 80% of the largest banks in the US and India, and numerous innovators across the healthcare ecosystem. Our company fosters a values-driven and people-centric work environment. Our strength of over 22,500+ employees is spread over 18 different countries across the globe.

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