



Policy on Human Rights

August 2025



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About this policy

Persistent Systems Limited (the 'Company' or 'Persistent') believes that human rights are a fundamental value for the Company. As a business, we realize the importance of our participation in the long-term protection and practice of human rights in society. Persistent is aware of the need to ensure that human rights are upheld across the Company and its entire value chain.

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.

Purpose

Persistent is committed to upholding internationally recognized human rights relevant to its business operations. Its Human Rights Policy aligns with the United Nations Global Compact (UNGC), Sustainable Development Goals (SDGs), United Nations Guiding Principles on Business and Human Rights (UNGPs), OECD Guidelines for Multinational Enterprises Universal Declaration of Human Rights (UDHR) and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights to work and provides protection as per the law of the land.

Scope

Persistent shall ensure that the constituents of this policy are upheld across all business operations, contractors and partners. This policy applies to the Company, subsidiary companies (including step-down subsidiaries), associate companies, and facilities that Persistent manages. Persistent also expects suppliers and vendors, partners, and customers to adhere to these principles and adopt similar or equivalent policies in their businesses. Human rights are extremely essential for employees, workers, shareholders, investors, customers, suppliers, communities where Persistent operates, and civil society associations.

Constituents of the policy

1. Freedom of Association and Collective Bargaining

Persistent shall maintain our employees' right to enter, join, form, or not enter, join, or form any labor union, free of any intimidation, fear, or harassment as per the law of the land in the countries where we operate. Persistent shall remain committed to maintaining transparent

communication with freely chosen representatives of any employees who represent a legally recognized union. Persistent shall be committed to bargaining limited to good faith with these representatives.

2. Workplace safety and security

Persistent is committed to maintaining a safe workplace, free from but not limited to mental harassment, sexual harassment, intimidation of any form, and other unsafe or threatening conditions arising from internal or external conditions, at all its locations.

Persistent maintains compliance with the highest applicable health and safety regulations and standards based on our internal requirements. Persistent maintains a record of identified risks, accidents, injuries, and other health impacts at the workplace through employee consultation and input. [Environment, Health and Safety Policy](#), [Anti-Harassment Policy](#)

3. Data Privacy and Protection

The Persistent Privacy Policy delineates the company's objectives concerning privacy management and underscores management's unwavering commitment to privacy protection. The application of this policy is mandatory for all group companies, business lines, subsidiaries, and affiliates, including all operations performed on personal data. All employees (past, present and future) and third-party entities (Suppliers, Vendors, etc.) associated with Persistent are obligated to adhere to the [Privacy Policy](#). Persistent's Privacy Information Management System (PIMS) is certified for ISO 27701. We provide internal training to employees and contractors, which outlines and raises awareness regarding the main standards and principles that should be followed regarding personal data and how it is handled.

The role of Privacy Officer is designated to the Data Protection Officer (DPO), who reports to the Chief Information Security Officer (CISO) and with a dedicated Privacy team serves as both architect and overseer of Data Privacy compliance in driving requirements of regulations such as the General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), Digital Personal Data Protection Act (DPDPA) and other applicable privacy regulations. Periodic independent audits are conducted to verify the efficacy of our data privacy measures. Ongoing Senior Management reviews, ensure thorough oversight of our privacy practices.

4. Human Trafficking, Child labor, and Forced labor

Persistent is strictly against all forms of forced labor, comprising prison labor, indentured labor, bonded labor, military labor, and modern forms of slavery. Persistent strictly does not follow or adapt to any form of human trafficking and are against any such activities with zero-tolerance against any such identified activities.

Persistent is strictly against the hiring of individuals below 18 years of age for any positions across our business operations and supply chain.

5. Employee Practices Commitments and Programs

At Persistent Systems, we are committed to upholding fair and ethical practices across all our own operations covering employees, contractors, partners and supply chain.

- Inclusion – Persistent is committed to promote diverse views and perspectives and does not discriminate based on age, race, national origin, ethnicity, cultural and geographical background, gender, sexual orientation, religion, marital status, political origin, social origin, any medical conditions, or any other personal or physical aspect. Persistent believes in being an Equal Opportunity Employer.
- Equal Remuneration - Persistent is committed to fostering a work culture that upholds the principles of fairness and equality. We follow the philosophy of “equal pay for work of equal value,” while ensuring that compensation decisions are made based on a structured framework that considers role requirements, relevant experience, demonstrated proficiency, performance, and potential. This framework is applied consistently and without any gender-based discrimination. Additionally, all compensation structures comply with collective bargaining agreements when applicable.
- Working Hours –
 - Persistent sets maximum working hours to avoid or reduce overtime and excessive working hours as per legally defined or agreed-upon limit for working hours per day or week.
 - Compensation for Atypical Hours - Persistent Systems ensures equivalent time off to employees who work outside regular hours, such as weekends and public holidays, to meet project needs.
- Benefits - Persistent is committed to ensuring that its employees are provided with applicable compensation, relevant industry work hours, overtime benefits, and other benefits applicable according to the company policy and regulatory requirements, which include but are not limited to hybrid work, paid parental leave, paid annual leave, sabbatical, time off for corporate social responsibility and paid time off.
- Notice period regarding operational changes and employment - The minimum notice period for employees is determined by their employment contract and outlined in the country-specific employee manual. We ensure a minimum notice period before any unforeseen termination or layoffs.
- Career and Personal Development – Persistent University offers a range of training programs to support and empower our workforce with skills that are at par with the industry. All our employees, including part-time and contractors, have access to competency development programs that are relevant for their role in the organization

6. Community Engagement

We actively engage with the communities where we operate, seeking to positively contribute to their well-being and development. We respect the rights and cultures of local communities, collaborating with them in a manner that promotes inclusivity, respect, and mutual benefits.

7. Supply Chain

Our commitment to Human Rights extends all the way through our entire supply chain. Our policies mandate that our suppliers adhere to fair labor practices, provide safe working conditions, and respect the rights of their employees across their supply chain.

Conducting Human Rights Due Diligence Assessment

Persistent is committed to upholding human rights in all our operations, including those of our employees, contractors, and suppliers. We have a comprehensive risk management process in place to identify and mitigate potential risks in our operations and value chain or other activities related to our business, including new business relations such as mergers, acquisitions, and joint ventures etc., and regularly review our performance. We have a systematic periodic review of the risk mapping of potential issues. We have the relevant preventive, detective, and corrective controls in place to enable us to take timely actions to address, prevent, and manage human rights violations within our own operations and value chain. We also expect our suppliers to respect human rights when providing goods and services to our company.

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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