A MORE GENDER DIVERSE WORKFORCE IMPROVES FINANCIAL AND TALENT PERFORMANCE*

Companies with the most women board directors and senior management teams outperformed those with the least on the following metrics:

- **Financial Performance**
  - 26% Return on invested capital
  - 35% Higher returns
  - 16% Higher on sales

- **Women outperformed men on 12 of 16 measures of leadership competencies and increased innovation and group effectiveness in solving problems.**

**Why Women Matter**

and the reasons why they should figure in your corporate strategy!

- BUSINESS WITH A HIGHER % OF WOMEN
  - **Lower Attrition**
  - **Higher Returns**
  - **50% Higher Returns on Sales**

**Diversity Practices at Genpact**

- Genpact Center for Women’s Leadership
  - A multi-disciplinary approach to advance gender inclusive growth in the larger ecosystem

- Sponsorship Program
  - Accelerating the career growth of high potential mid-management women

- Career 2.0
  - A program to bring back senior women on sabbatical to boost diversity at the top

- Family-friendly policies
  - Flexi-options, child care facilities, security measures, and stork parking

- Women’s Networking Forum
  - A platform for women professionals at Genpact to interact with senior leaders

- Unconscious Bias Training
  - Training modules to address biases people may have despite best intentions

- A Culture of Commitment
  - Our business leaders have gender diversity goals in their scorecards showing measurable commitment

**Our Diversity Levels**

- Across Ranks: 38%
- Leadership (VP+): 20%

**Why Women Matter**

- WE WANT TO GET BETTER!
- 50% OF THE WORLD’S HUMAN BEINGS (AKA CONSUMERS) ARE WOMEN!

**But Did You Know?**

- Similar Trends at Genpact

**Join Us on Our Journey Towards Becoming a Truly Diverse & Inclusive Organization**

*Source: The Catalyst (2013)*
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Companies with the most women board directors and senior management teams outperformed those with the least on the following metrics:

- Women outperformed men on 12 of 16 measures of leadership competencies and increased innovation and group effectiveness in solving problems.
- Did a better job of retaining other women.

FINANCIAL PERFORMANCE

Women outperformed men on:
- 26% faster on revenue growth
- 35% higher return
- 16% higher return on Sales

TALENT PERFORMANCE

Women outperformed men on:
- 12 of 16 measures of leadership competencies
- Increased innovation and group effectiveness in solving problems
- Did a better job of retaining other women

Business with a higher % of women

- 38% diversity level across the board, best in class
- 50% of women in leadership
- 20% of women in senior management
- 30% of women in entry-level positions

Why Women Matter

and the reasons why they should figure in your corporate strategy!

But Did You Know?

Similar Trends at Genpact

Recruitment
Making it a level-playing field by ensuring 50% of short-listed applicants are women.

Leadership
Hiring senior women and growing internal talent to build the right mix at the top.

Family-friendly policies
We offer flexi-options, child care facility, security measures and stork parking.

Training programs
Ensuring at least 40% of employees who go through our leadership programs are women.

Culture
Building an inclusive culture that fosters the development of women.

Growth
Last year, we promoted twice the number of high-performing women vs men as a percentage of their population (based on merit, of course).

Our Diversity Levels

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- 50% of women in leadership
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Why Women Matter

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Diversity Practices at Genpact

Sponsorship Program
Mentoring high potential mid-management women to take on bigger jobs.

Culture
Building an inclusive culture that fosters the development of women.

Growth
Last year, we promoted twice the number of high-performing women vs men as a percentage of their population (based on merit, of course).

We want to get better!