

GENDER DIVERSITY

WHY WOMEN MATTER

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

WELL-KNOWN REASONS FOR INCLUSION IN PRIORITIES



Pre-requisite for being an Equal Opportunity Employer

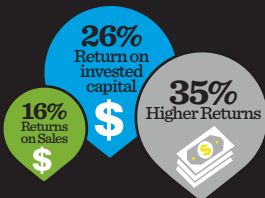


Half the world's human beings (aka consumers) are women!

But Did You Know?

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



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

TALENT PERFORMANCE

*Source: The Catalyst (2013)

Similar Trends at Genpact

BUSINESS WITH A HIGHER % OF WOMEN



Grew faster as compared to those with less number of women



Did a better job of retaining other women

Our Diversity Levels

GENPACT

BEST-IN-CLASS

38%

50%

Across levels

Leadership (VP+)

20%

30%

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

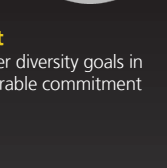
Unconscious Bias Training

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



50%

WE WANT TO GET BETTER!

JOIN US ON OUR JOURNEY TOWARDS BECOMING A TRULY DIVERSE & INCLUSIVE ORGANIZATION

GENDER DIVERSITY

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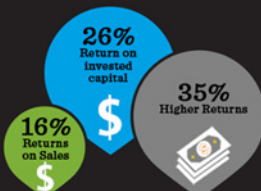
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Diversity Practices at Genpact



Recruitment

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



Sponsorship Program

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



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

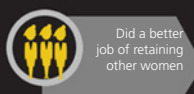


Growth

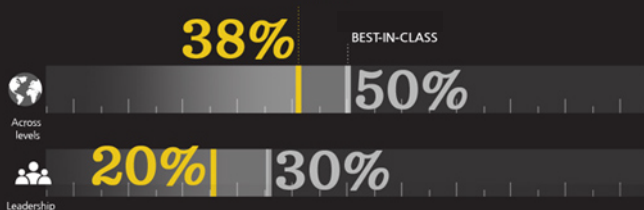
Last year, we promoted twice the number of high-performing women vs men as a percentage of their population (based on merit, of course)

Similar Trends at Genpact

BUSINESS WITH A HIGHER % OF WOMEN



Our Diversity Levels



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