Diversity & Inclusion

We believe Diversity & Inclusion is a journey and not a destination. At Happiest Minds, we strive to ensure that everyone can retain their identity that reflects their cultural experiences and feelings. We believe that no one should be discriminated against because of their differences, such as age, ability, ethnicity, gender, expression, or religion. We remain committed to an inclusive and diverse workplace, where people can be who they are and be their best, professionally, and personally. The ‘Happiest Minds Diversity Council’ focuses on building and sustaining a strong, diverse, equitable & inclusive culture by implementing new programs and policies, guided by the feedback we receive from members.

Some of the key highlights of the work done so far:

<table>
<thead>
<tr>
<th>Key Metrics</th>
<th>26% Organizational Gender Diversity</th>
<th>96% Resumed Work after Maternity Leave</th>
<th>77.5% Millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Gender Diversity Ratio</td>
<td>40%</td>
<td>161</td>
<td>12% Gen Z</td>
</tr>
<tr>
<td>10 Nationalities</td>
<td>Cultural Diversity</td>
<td>4 Persons with Different Abilities</td>
<td>10% Gen X</td>
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<tr>
<td>Generational Diversity</td>
<td></td>
<td></td>
<td>0.4% Boomers II</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>0.1% Boomers I</td>
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</tbody>
</table>
## Highlights

<table>
<thead>
<tr>
<th>Title of Initiative</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Inclusive Policies</strong></td>
<td>To make our policies more inclusive, we use gender neutral language</td>
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<tr>
<td><strong>Inclusive JD</strong></td>
<td>To make our job descriptions more inclusive, we use gender neutral language so that we can attract diverse talents</td>
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<tr>
<td><strong>Vaccination Drive</strong></td>
<td>To support the differently abled community, we have collaborated with Samarthanam for COVID Vaccination drives for people with different abilities</td>
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<td><strong>Wellness of Women</strong></td>
<td>Collaboration with HappiZest - the wellness team, for a month-long campaign on specific wellness needs of women</td>
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<td><strong>Career Fair for Women Hiring</strong></td>
<td>Special Hiring Drive, to increase our Gender Diversity ratio</td>
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<td><strong>Aura Learning Circles</strong></td>
<td>A learning platform for the Aura community through webinars, book clubs &amp; interesting articles</td>
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<tr>
<td><strong>Women in Excellence Program</strong></td>
<td>Exclusive Women Leadership Development for Mid Managers covering various elements of Holistic development for leadership roles</td>
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</table>
| **Women In Tech** | Inspiring Series of Panel Discussions to motivate our Aura members with stories of women leaders:  
- Choose to Challenge with Nidhi Gupta (Product Manager, Google)  
- Panel Discussion with Ram Mohan C, Member of Executive Board, President & CEO - IMSS  
- Panel Discussion with Happiest Minds Client Women Leaders across geographies |
| **Workshops & Sensitization Sessions on Diversity & Inclusion** | We conduct sensitization programs on Diversity and Inclusion which focuses on building skills to enable Happiest Minds leverage the strengths of diverse teams and customers.  
- I for Inclusion is a theater-based Fun learning workshop |
| **Let’s Celebrate Diversity** | We celebrate diverse cultures through multiple celebrations:  
- Independence Day with D&I Team (Diversity Show by Jr. Happiest Minds)  
- Save the Girl Child Day  
- International Mother Language Day  
- Cultural Celebration - Christmas, Eid & Sankranthi  
- International Men’s Day, International Women’s Day |
<p>| <strong>Aura Engagements</strong> | Welcome mail to all women members with list of women benefits |</p>
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| Supply-side Branding | - Glassdoor® Page on Diversity  
- Happiest Minds Career Page |
| Thought Leadership by Leaders | - Women leaders bagged multiple recognitions  
- Priya Kanduri, VP & CTO - IMSS, Women in Tech Award from Asia Pacific HRM Congress  
- Preeti Menon, SVP & Global Delivery Head - PES, Top 20 Female Cloud Leader in 2021 on Sociable |
| Recognition in Diversity & Inclusion | Top 50 Best Workplaces for Women (3 consecutive years)  
Women Leadership Forum of Asia - Best D&I Company of the year  
Jobs for Her - Top 20 Innovative Diversity Practices for Women Initiatives |
| Diversity & Inclusion Communication Series | We did a series of communication on:  
#Diversity & Inclusion as a Business accelerator  
#Share Load #Share Love  
#Correct Unequal Homes  
#Support to Empower  
#Cultural Diversity #Being different is being powerful!!  
#More Culture #More Power  
#Valentine – Appreciate your family |
| Diversity & Inclusion Summit | - Day 1 - Inauguration by Sachin Khurana, Chief People Officer, focusing on our goals and vision for the long-term and sharing the glimpse of work done so far  
- Day 2 - Panel Talk by Executive Board (Rajiv Shah, Venkatraman Narayanan, Ram Mohan C, Joseph Anantharaju) on the theme #breakthebias in which they shared some inspiring stories of women leaders in their lives  
- Day 3 - Fun & Engaging Sign language workshop  
- Day 4 - Mr. Jayasankar Oorjja, specialist in hiring differently-abled persons shared his perspective and inspiring stories around employment  
- Day 5 - Session on LGBTQ awareness - Pride@Work: Rainbow Ally by Mr. Rajiv Sharma, Senior Director - People & Culture, Aristocrat India moderated by Sharon Rajkumar, Happiness Evangelist |
Women Hiring Drive

ARE YOU A PASSIONATE TECHNO DIVA?

THEN JOIN US!!

Respect to flexibility, career development and an enriched personal life.

www.happiestminds.com
Thought Leadership by Women Leaders

WOMEN IN TECHNOLOGY SERIES
EPISODE 1

CHOOSE TO CHALLENGE

29th June, 2021, (Tuesday)
3pm- 4pm IST

GUEST SPEAKER

NIDHI GUPTA
Sr Product Manager, Gogo

PRIYA KANDURI
CTO & Vice president – IMSS
Happiest Minds Technologies

in conversation with

#choosetochallenge

PIMCORE INSPIRE’ 21

FREE SESSION

Simplified product
data management for UK biotech
supplier

Archna Agarwal

PIMCORE GLOBAL SERVICES
A Happiest Minds Company

DATE
Nov 18
TIME/CET
12:20 pm
FREE SESSION

Pimcore
Accelerators for Enterprises and Custom Pre-Sales

DATE
Nov 18

TIME/CET
12:40 pm

Formulating the right Testing Approach for Intent Based Networking Systems

Chandralekha Ponraj
Technical Lead, Product Engineering Services
Diversity & Inclusion Training

DIVERSITY & INCLUSION WORKSHOP

We welcome you to join fun learning workshop & understand more about:

- Diversity & Inclusion
- Biases which hinder D&I
- Create an inclusive workplace for all
- How can you become D&I Champ?

Themes covered

1. Diversity, Equity, Inclusion, Bias
2. Unconscious Bias
3. Managing Unconscious Bias
4. Enabling an Inclusive and Respectful Workplace

This workshop is for Happiest Minds in competencies C5 to C8

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