

## 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:

### Key Metrics

**26%**

Organizational Gender Diversity

**96%**

Resumed Work after Maternity Leave

**77.5% Millennials**

**12% Gen Z**

**10% Gen X**

**0.4% Boomers II**

**0.1% Boomers I**

Generational Diversity

**40%**

Campus Gender Diversity Ratio

**161**

Availed Paternity Leave

**10 Nationalities**

Cultural Diversity

**4**

Persons with Different Abilities



## Highlights

Title of Initiative	Description
<b>Inclusive Policies</b>	To make our policies more inclusive, we use gender neutral language
<b>Inclusive JD</b>	To make our job descriptions more inclusive, we use gender neutral language so that we can attract diverse talents
<b>Vaccination Drive</b>	To support the differently abled community, we have collaborated with Samarthanam for COVID Vaccination drives for people with different abilities
<b>Wellness of Women</b>	Collaboration with HappiZest - the wellness team, for a month-long campaign on specific wellness needs of women
<b>Career Fair for Women Hiring</b>	Special Hiring Drive, to increase our Gender Diversity ratio
<b>Aura Learning Circles</b>	A learning platform for the Aura community through webinars, book clubs & interesting articles
<b>Women in Excellence Program</b>	Exclusive Women Leadership Development for Mid Managers covering various elements of Holistic development for leadership roles
<b>Women In Tech</b>	Inspiring Series of Panel Discussions to motivate our Aura members with stories of women leaders: <ul style="list-style-type: none"><li>Choose to Challenge with Nidhi Gupta (Product Manager, Google)</li><li>Panel Discussion with Ram Mohan C, Member of Executive Board, President &amp; CEO - IMSS</li><li>Panel Discussion with Happiest Minds Client Women Leaders across geographies</li></ul>
<b>Workshops &amp; Sensitization Sessions on Diversity &amp; Inclusion</b>	<ul style="list-style-type: none"><li>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.</li><li>I for Inclusion is a theater-based Fun learning workshop</li></ul>
<b>Let's Celebrate Diversity</b>	We celebrate diverse cultures through multiple celebrations: <ul style="list-style-type: none"><li>Independence Day with D&amp;I Team (Diversity Show by Jr. Happiest Minds)</li><li>Save the Girl Child Day</li><li>International Mother Language Day</li><li>Cultural Celebration - Christmas, Eid &amp; Sankranti</li><li>International Men's Day, International Women's Day</li></ul>
<b>Aura Engagements</b>	Welcome mail to all women members with list of women benefits

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<b>Supply-side Branding</b>	<ul style="list-style-type: none"> <li>■ Glassdoor® Page on Diversity</li> <li>■ Happiest Minds Career Page</li> </ul>
<b>Thought Leadership by Leaders</b>	<p>Women leaders bagged multiple recognitions</p> <ul style="list-style-type: none"> <li>■ Priya Kanduri, VP &amp; CTO - IMSS, Women in Tech Award from Asia Pacific HRM Congress</li> <li>■ Preeti Menon, SVP &amp; Global Delivery Head - PES, Top 20 Female Cloud Leader in 2021 on Sociable</li> </ul>
<b>Recognition in Diversity &amp; Inclusion</b>	<p>Top 50 Best Workplaces for Women (3 consecutive years)</p> <p>Women Leadership Forum of Asia - Best D&amp;I Company of the year</p> <p>Jobs for Her - Top 20 Innovative Diversity Practices for Women Initiatives</p>
<b>Diversity &amp; Inclusion Communication Series</b>	<p>We did a series of communication on:</p> <p>#Diversity &amp; Inclusion as a Business accelerator</p> <p>#Share Load #Share Love</p> <p>#Correct Unequal Homes</p> <p>#Support to Empower</p> <p>#Cultural Diversity #Being different is being powerful!!</p> <p>#More Culture #More Power</p> <p>#Valentine – Appreciate your family</p>
<b>Diversity &amp; Inclusion Summit</b>	<ul style="list-style-type: none"> <li>■ 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</li> <li>■ 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</li> <li>■ Day 3 - Fun &amp; Engaging Sign language workshop</li> <li>■ Day 4 - Mr. Jayasankar Oorjja, specialist in hiring differently-abled persons shared his perspective and inspiring stories around employment</li> <li>■ Day 5 - Session on LGBTQ awareness - Pride@Work: Rainbow Ally by Mr. Rajiv Sharma, Senior Director - People &amp; Culture, Aristocrat India moderated by Sharon Rajkumar, Happiness Evangelist</li> </ul>

## Women Hiring Drive



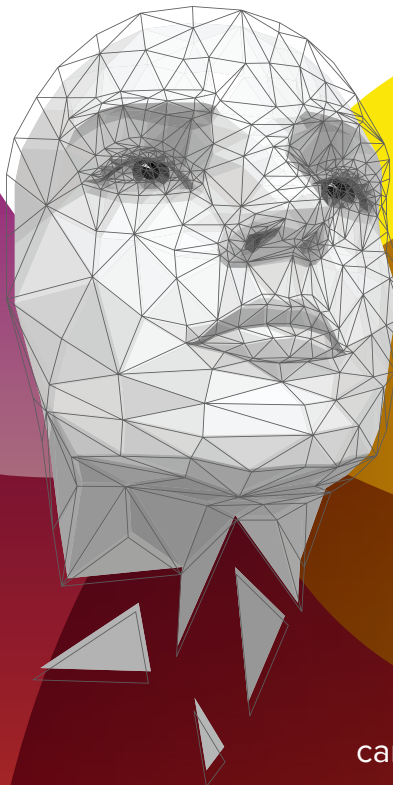
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# ARE YOU A PASSIONATE TECHNO DIVA?



## THEN JOIN US!!


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

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**WOMEN IN TECHNOLOGY SERIES**


**EPISODE 1**




# CHOOSE TO CHALLENGE

 **29<sup>th</sup> June, 2021, (Tuesday)**

 **3pm- 4pm IST**



**#choosetochallenge**



GUEST SPEAKER

**NIDHI GUPTA**  
Sr Product Manager, Google

**PRIYA KANDURI**  
CTO & Vice president – IMSS  
Happiest Minds Technologies

in conversation with

### Thought Leadership by Women Leaders

PIMCORE INSPIRE' 21

FREE SESSION

## Simplified product data management for UK biotech supplier

DATE

Nov 18

TIME/CET

12:20 pm



Archana Agarwal









## PIMCORE INSPIRE' 21

FREE SESSION

# Pimcore Accelerators for Enterprises and Custom Pre-Sales

DATE

**Nov 18**

TIME/CET

**12:40 pm**



Vandana  
Singal

**PIMCORE**  
GLOBAL SERVICES  
A Happiest Minds Company



## Formulating the right Testing Approach for Intent Based Networking Systems

Read Now

**Chandralekha Ponraj**

Technical Lead,  
Product Engineering Services



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## Diversity & Inclusion Training





**I for INCLUSION**  
BE INCLUSIVE... BE MINDFUL



Have you ever felt Unincluded?	Have you ever been called Biased?	Have you ever felt Sidelined on not being asked for your opinion?
<b>Do you want to know more about how to manage the above situations?</b>		
Join us for a theatre-based fun-learning workshop where we understand Inclusion & Diversity and learn tools to Manage Unconscious Bias to Build a more inclusive workplace at Happiest Minds.		
<b>Themes covered</b>		
<b>1</b> Diversity, Equity, Inclusion, Bias	<b>2</b> Unconscious Bias	<b>3</b> Managing Unconscious Bias
<b>4</b> Enabling an Inclusive and Respectful Workplace		
This workshop is for Happiest Minds in competencies C5 to C8		

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#IforInclusion #DandI

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## INTERNATIONAL MEN'S DAY 2021

NOVEMBER 19

We asked Happiest Minds what is the one thing that they want their sons to learn this Men's Day

**Rohit Mathur & his son**

Let your behavior with spouse shape the values for your kids!!

**Amruta Kauthekar & her son Nishad**

\* Share the chores, gender is not an excuse.  
\* Boys do cry, embrace every emotion.

**Sachin Khurana & his son**

The first step towards inclusiveness is to accept the world is not equitable, awareness & conscious efforts are needed from everyone to progress in this direction.

**Balamurugan Veeraiyah & his son**

\* Help others

**Sharon Andrew, her son & grandson**

Unconditional love... across generations... learning continues... the legacy endures...

**Sripad Raj & his son**

One day, every son will follow his father's deeds & not his advice. With this in mind, as a parent I try to demonstrate and inculcate the following in my son.  
Value of true relationships:

**Ajay & his sons**

Together we learn and enjoy, be it sun or rain

**Meenakshi KC & her son**

Learn to treat all fellow living beings equally, despite obvious differences. Respect variety and learn from each other.

**Vandana Jha & her son**

Treat everyone with respect and share with everyone