

# GENDER PAY GAP REPORT 2017



# FOREWORD



Over the last 30 years, I have been a keen observer, participant and student of the IT industry. I've had the rare opportunity of witnessing first-hand the evolution of the technology industry. And today, we stand at the cusp of a transformation unlike any we have seen before.

The sheer pace, magnitude and omnipresence of digital transformation has heralded a new dynamic, where the one to adapt constantly and innovate with speed will lead.

In this new dynamic, as a technology and industry leader, it is our duty at ITC Infotech to nurture the next generation of technocrats – technologists who demonstrate a cross disciplinary knowledge of both technology and domain, complemented with the ability to learn quickly.

A diverse workforce is the foundation on which we are building a future-ready solutions led ITC Infotech of scale. We stay committed to creating a truly diverse global workforce, and will continue investing in comprehensive programs to fact-track our diversity mandate.



**Sushma Rajagopalan**  
MD & CEO – ITC Infotech

# EXECUTIVE SUMMARY



As part of ITC Ltd, one of India's most respected companies, we at ITC Infotech embody the core principles of inclusive growth across our company's global operations. This includes gender parity, and we have instituted multiple programs to create a gender-friendly workplace.

The green shoots of our efforts are evident in the growing number of women employees across grades and functions at ITC Infotech. We will further amplify our initiatives to support the career aspirations of all our employees, and provide a level playing field where meritocracy is the only criteria for growth.

While doing so, we remain sensitive to issues which could impact the career growth of women during critical life junctures. Our programs and policies continue to evolve in our bid to nurture talent.

The IT Industry, and infact STEM as an area, has historically been male dominated. Significant collective action is required to tip the scales towards a truly diverse workforce. We will persist in our journey towards an empowered, diverse workforce.

## **Anand Talwar**

Chief Human Resources Officer  
ITC Infotech



# INTRODUCTION – ITC INFOTECH LIMITED, UK



ITC Infotech Limited, UK is a fully owned subsidiary of ITC Infotech, and oversees the company's operations across Europe. ITC Infotech's European business contributes significantly to the overall business of the company. Europe has historically been a strong focus for ITC Infotech, and overtime, the company has expanded its presence in the region, consolidating its position in the market.

ITC Infotech is a specialized global full service technology solutions provider, led by Business and Technology Consulting. ITC Infotech's Digitaligence@work infuses technology with domain, data, design, and differentiated delivery to significantly enhance experience and efficiency, enabling our clients to differentiate and disrupt their business.

ITC Infotech is a fully-owned subsidiary of ITC Ltd, one of India's foremost private sector companies and a diversified conglomerate. With a market capitalization of over US\$ 50 billion and turnover of US\$ 8 billion, ITC Limited is acknowledged as one of India's most valuable business corporations. It has been ranked as India's most admired company by a survey conducted by Fortune India, in association with Hay Group.



# GENDER PAY GAP – REPORT

## Introduction

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap under the following reports:

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of male/female in hourly rate of pay quartiles (four bands)
- Mean bonus pay
- Median bonus pay
- Proportion of male/female in receipt of bonuses, in the 12 months before the snapshot date

# GENDER PAY GAP – REPORT

ITC Infotech Limited, UK's 2017 pay gap is 9.3%, which is substantially lower than the 2016 UK pay gap of 18.1%.\*

Males make up a significant majority of the workforce with just 17.6% of our workforce being females.

Our analysis shows that the proportion of females to males decreases in the upper pay quartiles as there are lesser female employees in the senior sales roles and the proportion is comparatively higher in functional support or technical roles. The majority of senior management roles are held by males, in turn these are higher paying roles attracting higher levels of participation in bonus and incentive plans.

This under-representation of women in sales roles is a key to the bonus pay gap of 73%.

Commissions paid to sales employees are paid out in two components – one linked as a percentage of the salary and the other based on the financial performance of the client account. This commission has a higher pay-out when compared to the annual performance linked bonus. The performance bonus pay-out, which is applicable to employees on non-sales roles, is a fixed amount linked to the individual, team and company performance, which is relatively lower than sales/client performance.

As with pay, the application of bonuses and commissions are free from gender bias and we are committed to continue paying employees in line with equal pay requirements.

Mean	Median
Gender pay gap	
9.3%	6.3%
Gender bonus gap	
73%	48.8%

## Proportion of employees who received bonus



Male

54.4%

Female

31%



# GENDER PAY GAP – REPORT

## Upper Quartile



Male  
**88.9%**

Female  
**11.1%**

## Upper Middle Quartile



Male  
**86.6%**

Female  
**13.4%**

## Lower Middle Quartile



Male  
**82.7%**

Female  
**17.3%**

## Lower Quartile



Male  
**74.4%**

Female  
**25.6%**

# NARROWING THE GAP

ITC Infotech is committed to building an innovation-friendly people culture, and empowering each employee to be its brand ambassador.

ITC Infotech offers global careers, global exposure and a diversity of opportunities to create business and technology leaders of tomorrow. The company is committed to building an innovation-friendly people culture, and aims to provide each employee a wholesome and challenging job that effectively aligns individual aspirations to organizational needs. ITC Infotech continues to be guided by its values of

## CREATE:

**C:** Customer focus

**R:** Respect for people

**E:** Excellence

**A:** Abounding Innovation

**T:** Trusteeship

**E:** Ethical Corporate Citizenship

As a specialized global full service technology solutions provider, ITC Infotech values the diversity of the markets in which we operate. Diversity, hence, is an integral part of our talent management strategies.

ITC Infotech is an equal opportunity employer. Accordingly, we do not unlawfully discriminate on the basis of race, color, religion, sex, (including pregnancy, childbirth or related medical conditions), national origin, ancestry, age, medical condition, physical disability, mental disability, family care status, veteran status, marital status, sexual orientation, gender identity, genetic information, or any other basis prohibited by law.

We support gender diversity and provide a work environment which nurtures talent. Our initiatives to promote diversity at the workplace is reflected in the growing number of women employees at ITC Infotech, which is now over 20% of our workforce. Another manifestation of our commitment to diversity at the workplace is our practice of 'recruit locally, deploy globally'. We regularly recruit people from different nationalities, and ITC Infotech's Graduate Business Program South Africa is one such example. This program has been





# NARROWING THE GAP



running successfully for over 6 years, where we recruit and train locals before deploying them on our global engagements.

At ITC Infotech, we have created a robust infrastructure to facilitate smooth functioning for our differently-abled employees and reasonable effort is invested in accommodating any special needs. We endeavor to create facilities which complement our ethos of empowering our employees to help them realize their potential.

The company aims to provide each employee a wholesome and challenging job profile that effectively aligns individual aspirations to organizational needs. ITC Infotech offers global careers, global exposure and a diversity of opportunities to create business and technology leaders of tomorrow. The company helps its employees actualize their true potential through numerous training and development programs.

Creating a culture of innovation has been a key focus area for ITC Infotech. And, being true to this spirit of innovation, the organization has devised multiple opportunities for

employees to think laterally while also providing multiple avenues for employees to pursue their passions.

ITC Infotech is a professionally managed company, which empowers employees to take decisions and implement new ideas at the workplace. We believe in facilitating a work-life balance by encouraging our employees to excel in all fields, be it work or otherwise. We recognize employee potential and award full ownership of responsibility, thereby providing employee with the opportunity to learn, allowing for growth and personal development.

ITC Infotech's philosophy of wellness is epitomized by the program HEAL (Healthy Employee and Lifestyle). As part of this program, we look at employee health from a 360 degree perspective. All initiatives have their origins in this philosophy of holistic wellness – Healthy Mind, Healthy Body for Healthy Living. This philosophy of our wellness initiatives is supported by the company's conviction that allowing employees to find their own comfort zone in wellness activities evokes their passion.

# NARROWING THE GAP

HEAL is an employee-centric program that has been contextualized for the workplace, keeping the employee's long term wellness in mind. HEAL is a comprehensive approach towards the overall well-being of individuals. The underlying principle behind the strategy is that for any wellness program to work at a scale of over thousands of employees, it must engage employees in ways that are meaningful to them at a personal level. The key objectives of ITC Infotech's HEAL program are:

- To create a culture of Wellness
- To promote Health & Wellbeing
- To enhance employee connectedness, by creating communities of interest
- To reduce individual health-related issues
- To enable physical and emotional wellbeing
- To increasing workplace productivity
- To promoting healthy life habits
- To focusing on health, nutrition, safety, awareness and regular health checks

ITC Infotech champions the cause of employee wellness through preventative measures and awareness building wellness sessions. The organization has initiated various campaigns centered around life aspects such as drinking adequate water, eating fruits and leafy green vegetables and reducing dependence on fast foods.

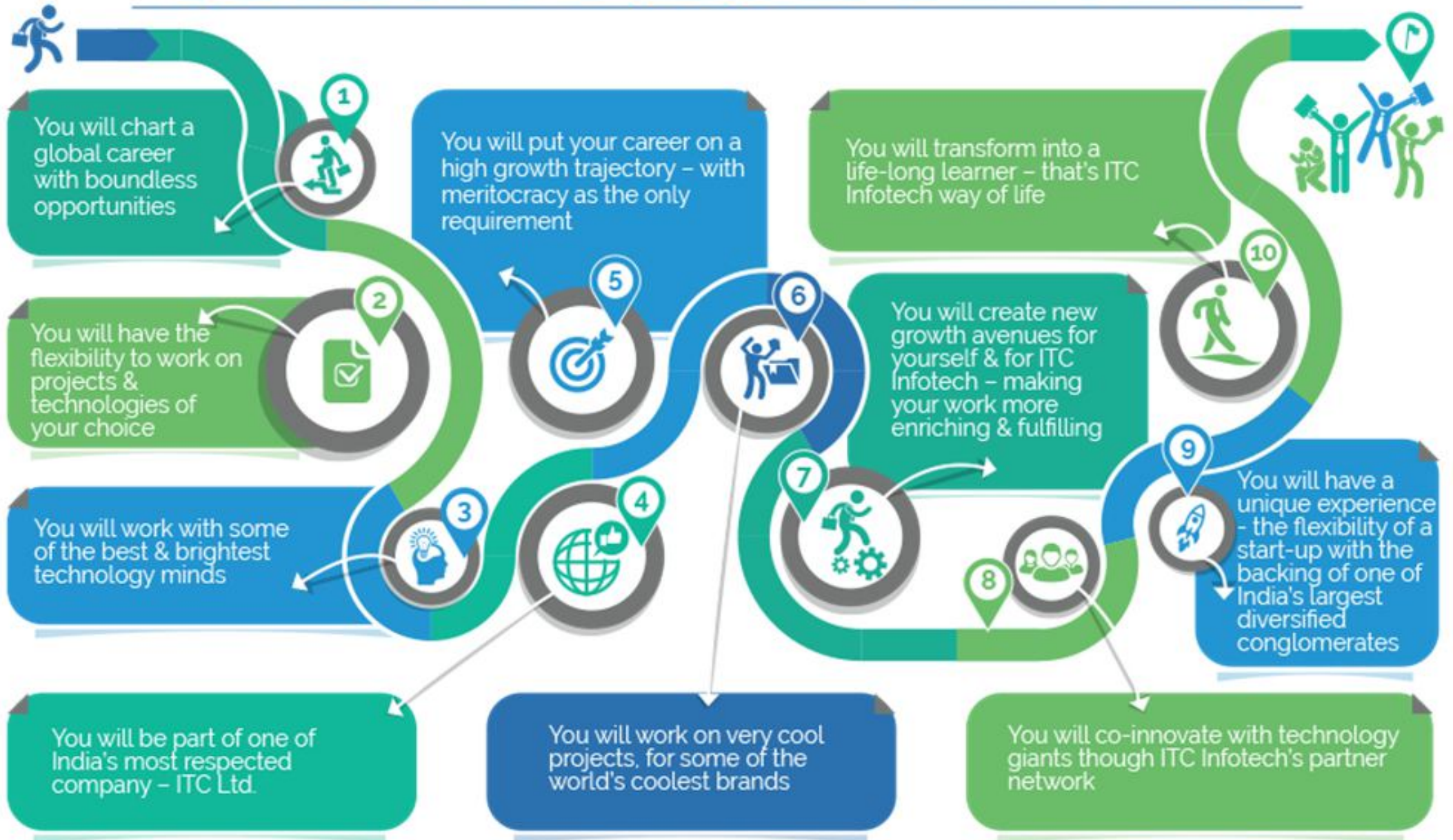
**Mental Health & Wellbeing:** ITC Infotech values its human capital, and substantial efforts are put on an ongoing basis to ensure a happy, healthy and energized workforce. The company focusses on mental and emotional health and wellness of employees and has organized specific initiatives towards this.

Alarming statistics point towards increasing stress levels in the industry. ITC Infotech has taken up the mandate to:

- Ensure employees are provided with a stress free work environment
- Empowered with knowledge to manage stress
- Enable employees recognize the onset of stress related symptoms

- Involve families and encourage participation from family members to ensure an overall harmonious environment where individuals can thrive & flourish.

# Top 10 reasons for a #Digitaligent career with ITC Infotech





# WOMEN LEADERS AT ITC INFOTECH

We are happy to share a series of 7 short videos in which women leaders at ITC Infotech share their story and talk about their unique journey. At ITC Infotech, we have a strong corporate culture which encourages meritocracy, and these inspiring women are shining examples of how people can excel in their chosen fields.



Don't compromise, and when you do, compromise on your own terms.

**Sushma Rajagopalan,**  
*MD & CEO*

[View video here>>](#)

# WOMEN LEADERS AT ITC INFOTECH



Learn to not be content with 'what is'. Ask 'what more', actively explore 'what else'. And, most importantly, enjoy the process of discovering new things, new activities, new pursuits.

**Shivani Kapoor,**  
*Vice President & Global Marketing Head*

[View video here>>](#)



Consider challenges as opportunities, as occasions you can rise to, as a chance to excel.

**Bhavana Yerrumreddy,**  
*Vice President - Travel & Hospitality*

[View video here>>](#)



If you really believe in an idea - see it through till its logical end. And keep on learning.

**Piya Ray,**  
*Vice President - Infra Service Delivery*

[View video here>>](#)

# WOMEN LEADERS AT ITC INFOTECH



Just don't give up trying to do what you really want to do. There is infinite power in all of us.

**Prabha Jayaraman,**  
*Vice President & Head – Next Gen ADM*

[View video here>>](#)



Retain your originality, be honest and you will see the results.

**Rakhee Biswas,**  
*Vice President & Head – Legal*

[View video here>>](#)



Value your own value.  
“If not now, when; If not you – who”?

**Reshama Hemant Joshi,**  
*General Manager – Business HR*

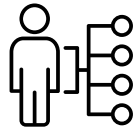
[View video here>>](#)



# EMPLOYEE BENEFITS



Medical Insurance of self and family



Employee referral program



Healthcare Centre



Retirement Benefits



Group life and accident insurance



Business referral program



Creche & Day Care center



Free health Checks



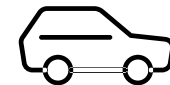
Certification reimbursement



Sabbatical



Higher education sponsorship



Transportation facilities



Work from home

# STATUTORY DECLARATION

“ I confirm that the data and information on gender pay gap presented in this report is accurate and meets the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. ”



**Hardeep Singh Garewal**  
President – Europe, ITC Infotech Limited

Giving the best and brightest tech minds the opportunity to work on some of the industry's most pertinent problems, is

#Digitaligence at work!