Rage Frameworks

Corporate Social Responsibility

(CSR) Policy

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List of projects

Introduction and Background

Genpact (NYSE: G) is a global professional services firm that makes business transformation real. We drive digital-led innovation and digitally-enabled intelligent operations for our clients, guided by our experience running thousands of processes primarily for Global Fortune 500 companies. We think with design, dream in digital, and solve problems with data and analytics. Combining our expertise in end-to-end operations and our AI-based platform, Genpact Cora, we focus on the details – all 90,000+ of us. From New York to New Delhi and more than 30 countries in between, we connect every dot, reimagine every process, and reinvent companies' ways of working. We know that reimagining each step from start to finish creates better business outcomes. Whatever it is, we'll be there with you – accelerating digital transformation to create bold, lasting results – because transformation happens here. Get to know us at Genpact.com and on LinkedIn, Twitter, YouTube, and Facebook

The policy is valid till the next change

Our CSR Philosophy:

Corporate Citizenship has a critical role to play in shaping our company's success. As we grow, we will harness the energy and talent of our employees and leverage our distinctive strengths to contribute to the economic, social, and environmental betterment of our communities. Our special focus and pillars are on development through Education & Employability, Women's Empowerment and Sustainable Social Impact
At Genpact, giving is a way of life. We have institutionalized the culture, among our employees through a number of global platforms, programs, projects, and social initiatives. We believe that the core of a sustainable and socially viable company is a strong and motivated volunteer base. We are proud to have a network of over 47788 unique volunteers worldwide who support our various projects and initiatives. In India, Genpact has been a clear leader in the GiveIndia Payroll Giving Program. It is the first company in India to have over 10,000 people donating from payroll through this platform. However, volunteering time, cost and employee contribution does not form a part of the Genpact's CSR spend.

Objectives of the Policy

Genpact & all its entities are committed to giving back to the community through projects and initiatives under three pillars that align with our strengths, core expertise and "causes" that our employees are passionate about:

- Education and Employability
- Women's Empowerment
- Sustainable Social Impact

Under each pillar, we run projects in partnership with institutional/NGO organizations and where relevant - directly. The primary pillars of our CSR strategy enable us to create impact in the country and community.

CSR Strategy:

The three pillars of our CSR strategy are explained below. Annexure1 of this policy document includes the detailed list of current CSR projects.

Pillar 1 - Education and Employability:

Our priority is to help create employability in India. One of the ways we do this is by training and up-skilling unemployed and underemployed youth, enabling them to get jobs and sustain themselves for life. Not only does this help with their career progression but helps us fight the proverbial "war for talent" in a meaningful and constructive manner.

The Government of India is committed to build skilled capacity of 500 million people by 2022. To help achieve this goal, Genpact has partnered with leading Non-Profit organizations to launch the innovative skilling program.

Along with this, we also run projects at the grassroots level to support academic education of underprivileged children and women by providing enablers for eliminating educational inequity, vocational training & Mid-day meals at Schools.

We also Adopt Schools & Communities to create sustainable holistic impact. All children in these communities will have access to excellent education enabling them to realize their full potential. We believe that building world-class educational institutions in India is a critical social need within the education ecosystem. To address this, we partner with NGOs and support their vision of enhancing the standard of higher education.

Pillar 2 - Women's Empowerment:

We work towards enabling women to succeed in their chosen paths with an aim to accelerate gender equality across the country. Some of our projects that we have managed & supported under this pillar are mentioned below.

- Supporting the multi-year Udayan Shalini Fellowship Program to enable mentoring of meritorious girls from underprivileged backgrounds across India for higher secondary and college level education

- We are committed to gender equality and women empowerment. To that effect, we set up the Genpact Centre for Women's Leadership to develop women as leaders, create supportive ecosystems and impact policy and practice to expand women's roles in corporate and social India

- Promotion of Health of Underprivileged children, through Sports, Nutrition etc.

Pillar 3 - Sustainable Social Impact:

Under the broader Genpact umbrella, we leverage our people power and process excellence to generate sustainable social impact on our communities. We deeply care for the environment and help conserve it through well planned initiatives involving employee, client and community participation.

We abide by the global "Environment Health Safety and Sustainability Policy" (EHS&S). This is clearly displayed across all locations.

One of our key projects is the Genpact Social Impact Fellowship (GSIF) program GSIF is a unique, carefully curated full-time fellowship program. Our fellows work with leading non-profits and use lean six sigma skills to transform existing processes thereby bringing a systemic change in the social sector.

The Genpact Centre for Process Transformation (GCPT) will help improve critical to quality processes and enable transformation of public education systems, thereby improving access to education to all segments of society and improving the learning outcomes for the government school students in a sustainable and scalable manner. This would entail working with government institutions by facilitating the process of identifying, mapping and re-engineering key processes to ensure delivery of education services effectively and efficiently. The objective is to improve critical to quality processes and enable transformation of public education systems, thereby improving access to education to all segments of society and improving the learning outcomes for the government school students in a sustainable and scalable manner.

We also work for the development of underprivileged children and neglected communities. Some of the projects that we endeavor to undertake are listed below:

- Sponsoring promotion of Health care & Medical aid for the underprivileged at minimal cost and engaging our large volunteer base to participate in blood, organ, and stem cell donation drives.
- Supporting disaster relief through donation drives with partner nonprofit organizations.
- Restoring water bodies, planting trees and driving environment conservation
- The causes above which don't fall under schedule VII will not be included in the spend under the CSR 2% compliance

Our areas of focus are supported by the following key drivers

- Volunteerism– the cornerstone of our CSR program. Payroll giving and donation programs
- Partnership with NGOs and strong client engagement and support.
- Powerful communication engine that helps build a culture of giving.

Governance Structure – Implementation, Monitoring, and Reporting Framework

It is important to emphasize Genpact's unwavering commitment to integrity and ethical business practices. We aim to always conduct business the right way and integrity is a fundamental principle of our work ethos. Genpact will implement its CSR activities governance, monitoring, and reporting in accordance with Section 135 of the Companies Act 2013, and the rules notified thereafter. Accordingly, a CSR Committee has been formed with two directors who will report into the Board of Directors. Genpact will implement its CSR programs and projects either directly or through institutional partners permissible as per Companies Act requirements.

The CSR Implementation Team will comprise of personnel directly involved in execution and monitoring of the projects to ensure effective utilization of funds, expected outcomes, and timely report outs to the Committee and the Board.

The CSR Implementation Team will be responsible for the following:

- Identifying CSR projects in line with Schedule VII of the Companies Act and the company's CSR strategy

- Due diligence to identify implementation partners
- Recommending projects and spends to the committee and the Board for approval
- Monitoring and execution of the projects on the ground and regular interfacing and reviews with partners for effective implementation as per a prescribed governance structure.
- Regular feedback, review, and report to CSR Committee
- Any other activities to run the CSR programs of the company

There will be a yearly review and reporting of all projects and programs, by the CSR Committee and the Board. The CSR Committee will prepare the annual CSR report to be included in the report of the Board of Directors.

CSR Budget

The CSR Committee will propose the annual budgeted expenditure project wise to the Board for its consideration and approval. The company will report the reasons for under spending if any. Any surplus arising out of the CSR projects shall not form part of business profits of the company.

Contact

Please email sanjay.bhatia@genpact.com for any queries/further information.

Annexure 1: List of our CSR Projects