Genpact Enhances Maternity Leave in India to 26 Weeks

Policy amendment benefits birth, adopting, and commissioning mothers

NEW DELHI, January 24, 2017 – Genpact (NYSE: G), a global leader in digitally-powered business process management and services, today announced increasing fully paid maternity leave for its female employees in India from 12 weeks to 26 weeks.

Applicable to not only birth mothers but also adopting and commissioning mothers, the maternity leave is accessible to women employees for giving birth to or adopting up to two children.

“We are committed to finding ways to bring more women into the workforce, and once they are in, finding ways to enable continuity of employment as they balance family and work. Our aspiration is to be an industry leader in this area, and adopt market-leading practices. This is a big step in that direction,” **said Piyush Mehta, SVP and Chief Human Resources Officer, Genpact**.

Genpact has several women-friendly initiatives in place under the overarching umbrella of the Returning Moms program – this includes access to daycare facilities at or near its office locations, stork parking at all locations, work from home or flexible hours if the nature of work permits, and shift timings and location of their choice for up to a year upon return from maternity leave.

“Gender diversity is among our top organizational priorities and creating a supportive ecosystem for our women is the first step in that direction. By extending the maternity leave period, we hope that our women employees will be able to strike a better work-life balance,” **said Sasha Sanyal, SVP and Diversity and Inclusion Leader, Genpact**.

The changes to the maternity leave policy come into effect from this year for employees in India.

About Genpact

Genpact (NYSE: G) stands for “**generating business impact**.” We are a global leader in digitally-powered business process management and services. We architect the **Lean DigitalSM** enterprise through our patented Smart Enterprise Processes (SEPSM) framework that reimagines our clients’ operating models end-to-end, including the middle and back offices. This creates Intelligent OperationsSM that we help design, transform, and run. The impact on our clients is a high return on transformation investments through growth, efficiency, and business agility. For two decades, first as a General Electric division and later as an independent company, we have been passionately serving our clients. Today, we generate impact for a few hundred strategic clients, including approximately one-fifth of the Fortune Global 500, and have grown to over 75,000 people in 25 countries, with key offices in New York City. The resulting business process and industry domain expertise and experience running complex operations are a unique heritage and focus that help us drive the best choices across technology, analytics, and organizational design. For additional information, visit www.genpact.com. Follow Genpact on Twitter, Facebook, LinkedIn, and YouTube.

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