



Diversity, Equity, Inclusion and Belongingness



2025-26



Diversity, equity, inclusion & belongingness

At Coforge, diversity, equity, inclusion and belongingness (DEIB) are integral to how we build a resilient, innovative, and values driven organisation. We strive to create a workplace where every individual feels respected, heard, and empowered to realise their full potential, regardless of background, identity, or personal circumstances.

As an equal opportunity employer, Coforge is committed to fair and merit based people practices, supported by inclusive policies, structured learning opportunities, and leadership accountability. We embed DEIB principles across the employee lifecycle from hiring and onboarding to development, progression, and recognition to ensure equitable access to opportunities for all colleagues.

Our people agenda focuses on building future ready talent while strengthening inclusion and belonging. This includes investments in continuous upskilling on domain, digital, cloud, and AI capabilities, gender balanced hiring goals, leadership development for under represented groups and initiatives that promote psychological safety and allyship. We also remain focused on enhancing gender diversity and broader representation at senior levels, including the Board, in line with our values and applicable regulatory expectations.



29%
Gender
diversity

73
Nationalities

25%
Women in
leadership

17%
Women on
Board

Inclusion initiatives and infrastructure

At Coforge, DEIB form a critical part of our people strategy and organisational culture. We believe that an inclusive workplace, where employees feel respected, valued, and empowered to contribute, is essential for organisational excellence, innovation, and sustainable growth. Our approach focuses on creating enabling infrastructure, inclusive policies, and targeted initiatives that promote equity and a sense of belonging across the employee lifecycle. To put things in perspective, more than ~65% employees actively participated in our inclusion training sessions.

Our DEIB Ecosystem is anchored on four key pillars:

- **Leadership advocacy (championing DEIB):** Engaging senior leaders through curated dialogues, awareness campaigns, and leadership camps delivered by Skillssoft faculty.
- **Facilities:** As an equal opportunity employer, Coforge is committed to creating an inclusive and accessible workplace through robust infrastructure, equitable people practices, and supportive policies. This includes workplace facilities and provisions that support diverse employee needs, such as expecting mothers and persons with disabilities, ensuring they can thrive in a safe and enabling environment.
- **Awareness and development:** Equipping employees with the knowledge and skills required to build an equitable, respectful, and inclusive workplace. Offering a centralised learning platform with structured DEI resources, including habit calendars on unconscious bias, allyship learning journeys, development channels, skill benchmarks, and AI-enabled simulations.
- **Wellness and wellbeing:** Integrating wellbeing into the inclusion agenda through initiatives such as Employee Assistance Program, Wellbeing Sessions, Workplace Wellness Wednesdays, yoga sessions, and related programmes.

Inclusive policies and workplace practices

Coforge maintains a robust set of policies to ensure safe, inclusive and equitable workplaces. This includes policies on prevention of sexual harassment, fair employment practices, non discrimination and equal opportunity. Clear reporting mechanisms and redressal processes are in place to ensure employee concerns are addressed in a timely, fair and confidential manner.

We also continue to strengthen accessibility and infrastructure to support employees with diverse needs, ensuring workspaces and systems are inclusive and supportive.

Inclusive culture and leadership commitment

Inclusion at Coforge is driven through leadership commitment and embedded governance mechanisms. Our DEIB agenda is supported by structured policies and practices that promote fairness, equal opportunity, and mutual respect. Leaders play an active role in fostering inclusive behaviours, reinforcing the importance of belonging through communication, role modelling, and engagement across teams.

While Coforge has long celebrated its diverse cultural heritage through observances such as Diwali, Eid, Thanksgiving, and Lunar New Year, the organisation recognised the need for a more structured and intentional approach to advancing DEIB.

Gender inclusion and advancement

To build a more diverse and inclusive workplace, Coforge has implemented several initiatives aimed at attracting, developing, and retaining women talent. **EmpowHER**, our flagship initiative for women employees, supports their holistic development through learning opportunities, leadership development, wellness programmes, mentoring, networking, and career advancement initiatives, enabling them to thrive both personally and professionally.

We have made significant progress in balancing gender representation across the organisation. The number of female employees has increased, from 9,553 in FY2024-25 to 10,389 in FY2025-26 (globally).

Additionally, women represented 17% of our Board of Directors and 25% of our Key Managerial Personnel, reinforcing our commitment to diverse leadership.

To support women during different life stages, Coforge offers flexible work arrangements, maternity-related benefits, and return-to-work support, enabling continuity of careers while balancing personal responsibilities.

ReStart – Career 2.0 for women

EmpowHER is Coforge's flagship inclusion initiative focused on creating opportunities for women to connect, learn, and grow through leadership conversations, mentoring, networking, and development experiences. The program provides a platform for women professionals to build meaningful connections, gain insights from leaders, and participate in focused learning interventions that enhance their professional effectiveness. By fostering collaboration, visibility, and a strong sense of belonging, EmpowHER reinforces Coforge's commitment to an inclusive workplace where women are empowered to contribute, lead, and drive innovation across the organisation.

The ReStart Career 2.0 for Women programme, launched under the EmpowHER initiative, enables women to re-enter the workforce through structured hiring, onboarding, targeted learning pathways, and holistic support to rebuild confidence and adapt to evolving workplace expectations, while strengthening diversity, advancing gender equity, and contributing to a more inclusive and future-ready workforce.

DEI Academy – “Coforge for All”

As part of its commitment to fostering an inclusive and equitable workplace, **Coforge launched Coforge for All – DEI Academy**, a global initiative designed to build the mindset, capabilities and tools required to embed inclusion across the organisation.

The DEI Academy was established to provide consistent and scalable access to DEI learning across geographies. Complementing ongoing awareness initiatives and virtual as well as in-person learning sessions, the Academy is also hosted on the **Skillsoft Percipio platform**, enabling employees to access timely, relevant, and personalised learning resources irrespective of location or time zone. This blended learning approach ensures continuous engagement and development through both facilitated learning experiences and self-paced digital content.

The initiative is actively sponsored by the Company's leadership, with the CEO serving as the Executive Sponsor, underscoring Coforge's commitment to driving meaningful awareness and sustained behavioural change across the organisation.

Since its launch, the DEI Academy has reached **over 25,000 employees across multiple time zones**, contributing to a shift from DEI being perceived solely as an HR led initiative to becoming a business driven cultural priority. The initiative has been recognised externally with the **Special Impact Learning Award by Skillsoft for two consecutive years**.

The Academy has also strengthened Coforge's overall people practices, supporting continued recognition through awards such as **Great Place to Work India certification (five consecutive years), Most Preferred Workplaces, Most Preferred Workplaces for Women, One of the Best Organisations for Women 2026 by ET Now**, and inclusion among the **Top 50 IT & ITeS Companies – GPTW India**.





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