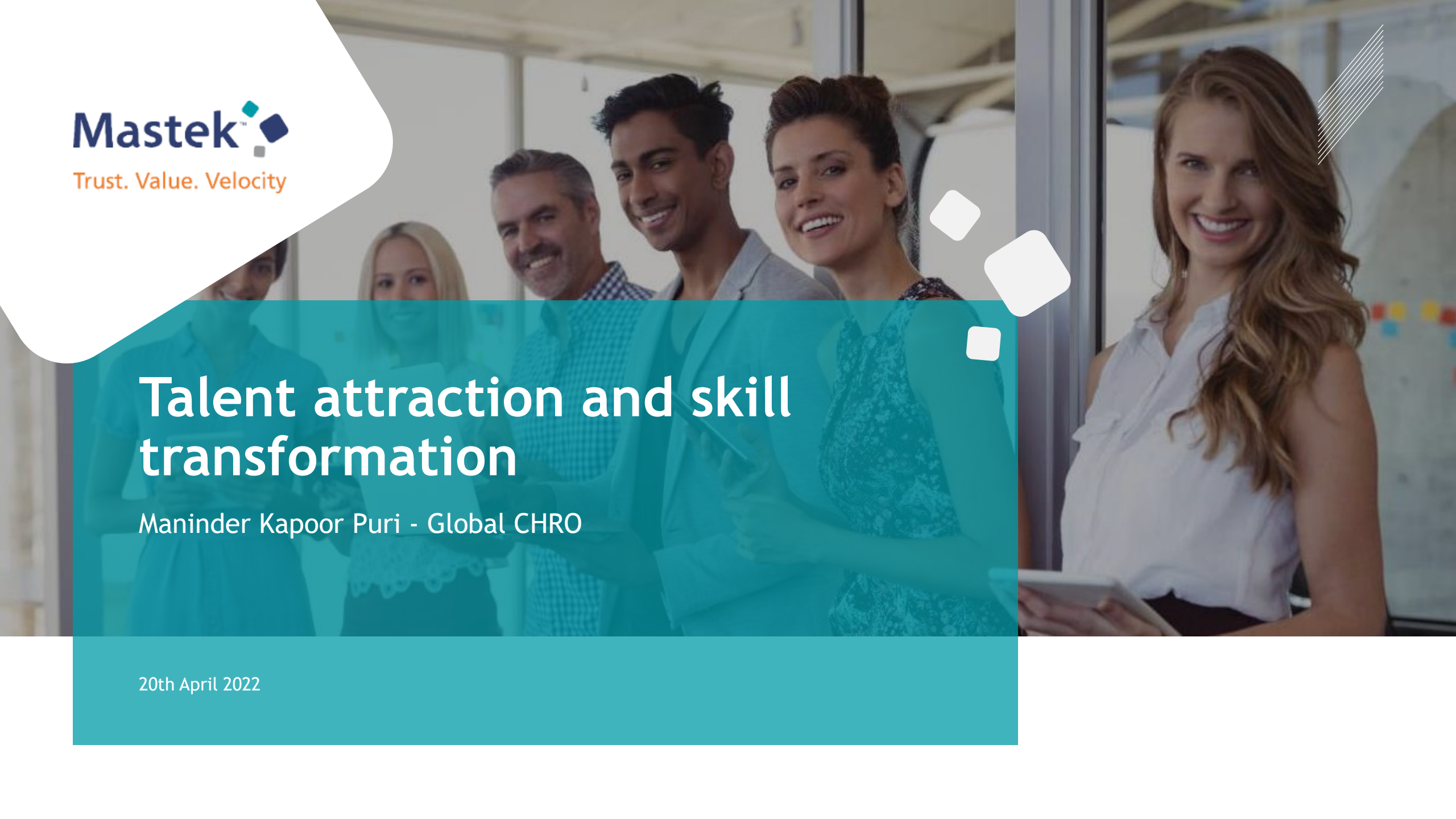




# Talent attraction and skill transformation

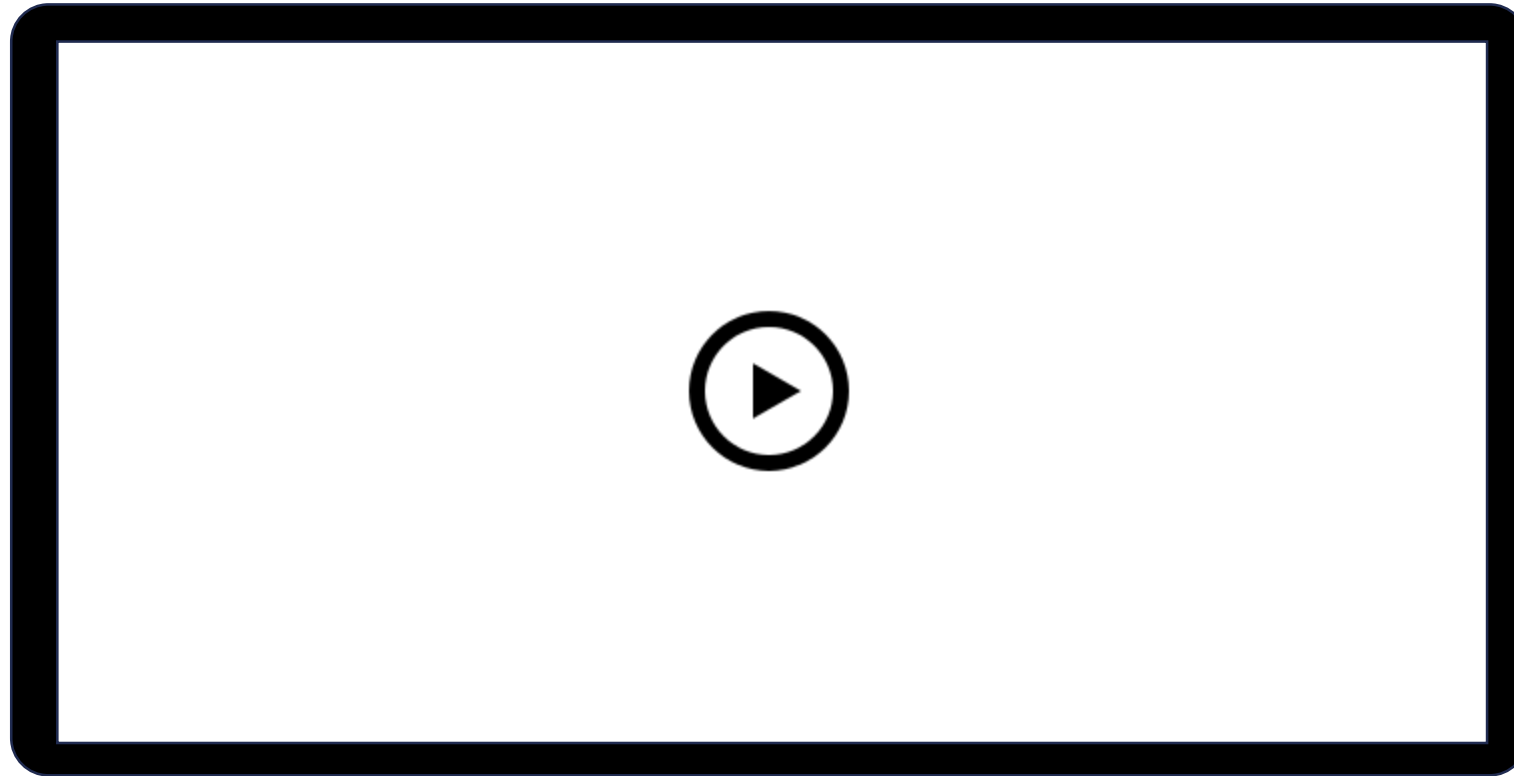
Maninder Kapoor Puri - Global CHRO

20th April 2022



# Reimagining HR

Click to view



# Mastek 4.0 Culture



**Being the Best  
Version**



**High  
Accountability**



**Agility &  
Velocity**



**Self Organizing  
Teams**



**No Command &  
Control**



**Empowered  
Mastekers**

# Win & Build Talent

Focused on upskilling and learning for future ready Mastekeepers  
**93% increase in learning**

**Work Life Balance** and Mastekeepers Wellness

**Diversity, Equity, Inclusion & Belongingness**  
Reshine, Graduates, Generation & Gender Mix

Moments of Recognition Everyday (MORE) - **R&R Reimagined**

**Future of Workplace**  
Gigs Workforce, Hybrid

**Project Deep Blue Hackathon**  
Bridge between Academia and Mastek

Inculcating growth mindset and high-performance teams through **Mastek 4.0**

**Digital Enablement**  
HRMS, Mastek BFF usage increased to 86%, Digital Cards, Falcon App, Tranquil App for EAP

**Industry Differentiator**  
Auto-Approvals, Growth Path: Self-nominations in the Promotion process

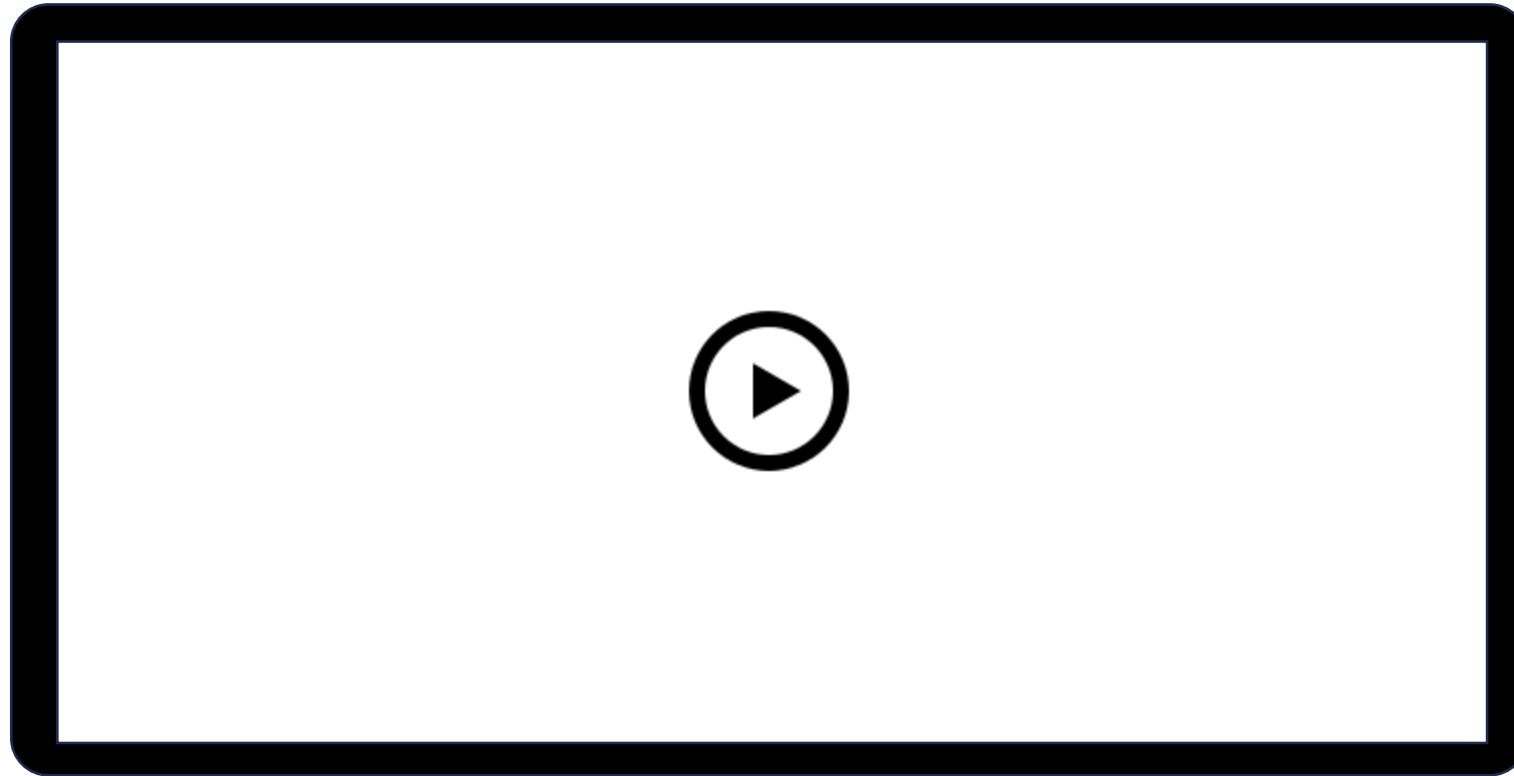
# ESG @Mastek

- ESG live at [www.mastek.com/esg](http://www.mastek.com/esg).
- Mastek's commitment:
  - Achieve Net-Zero Emissions in UK by FY 2045
  - Achieve Gender Diversity at 40% by FY 2026
  - Touch a million lives through CSR program by FY 2028
  - Achieve 25% SROI (Social Return On Investment) in UK in next 5 years (by FY 2027)



## Video: US Mastekeer Testimonial

Click to view





# Thank You!

<https://www.mastek.com/>