



Best Organisation for Women A Coffee Table Book

Glimpses of attributes that make BUSINESSNEXT a DE&I champion



August, 2023

[ET Best Organisations for Women](#)

Diversity & Inclusion are fundamental elements for a healthy and constructive workplace, and women's leadership can play a substantial role in promoting and realizing them. This Coffee Table Book, a compilation of organisations that have been recognised as '**Best Organisation for Women**' by ET Edge, highlights BUSINESSNEXT's DE&I vision and the way it syncs up with business values and goals.

3rd edition of The Economic Times Best Organizations for Women

DE&I vision

BUSINESSNEXT is committed to building a diverse, equitable, and inclusive workplace across all the countries and regions in which we operate. The DEI framework coincides with our core value of 'We care'. We believe that policies around DEI can only be successful if it is sustainable and implemented with a 360-degree approach, across all stakeholders. For this, a cultural shift is required where people feel safe and willing to voice their perspectives and hold open debates, conversations, and discussions around DEI.

We believe that with a strong ethos supporting DEI, BUSINESSNEXT is on the journey of becoming an organisation where each employee feels valued, respected, and empowered. It is an organisation where equity and equality complement each other for organisational success.





ALIGNING WITH DE&I vision

BUSINESSNEXT is an IT software company on the mission to ensure banks of the world are geared up to meet the challenges of the dynamic and ever-evolving 'tomorrow'. The company's vision extends to all the stakeholders, enabling them to gear #UpForTomorrow. It is not only a business mantra but percolates through organisational policies. The core idea and values of innovation, growth, happy employees, and happy customers are possible only when the organisational ethos upholds diversity, equity, and inclusivity at its core.

Our DEI vision is strategic, extending beyond our employees to our partners and customers. As a business strategy, we consistently consider our local partner mix mapping it with a diverse clientele set. This runs parallel to our effort of strengthening a diverse local workforce. We believe in long-term investments in building and sustaining local capacities in line with our value of 'We Care'.

A supportive, and inclusive workplace culture, boosts innovation and organisational growth, ultimately enabling the organization to achieve its vision.

Policies Driving DE&I Agenda

Diversity Focused Recruitment: It focuses on ensuring diverse representation at all levels of the workforce, via strong guidelines ensuring recruitment from a broader range of untapped markets with strong and diverse talent, delivering transparent and inclusive candidate experiences through the recruitment process, consciously eliminating ingrained biases amongst hiring managers via training and masking the resumes to highlight only skills, etc.

Inclusive Workplace Policies: These include gender-neutral policies, flexible work arrangements, accommodation for religious practices or disabilities, and cultural celebrations. Our code of conduct clearly spells out the DEI perspective and prohibits discrimination and harassment based on characteristics such as race, gender, sexual orientation, religion, and age.

Values enrichment program: To build intercultural competence and promoting DEI values amongst leadership and the teams via value enrichment sessions, leadership-focused training, and succession planning process.

Employee Resource Groups: To encourage affinity amongst communities and supports employees from diverse backgrounds.



NISHANT SINGH
Founder and CEO BUSINESSNEXT

Leader's Desk

I believe DEI is a journey in progress, a systemic change that must seep through every aspect of the workplace culture, practices, and operations. Not only does it improve workplace affinity but also cascades over to the customers, investors, and society in general.

At BUSINESSNEXT, we are mindful of the sustainable and deep investment a robust DEI strategy requires. Therefore, right from calibrating leadership basis their intercultural competence, aligning business goal-setting process with DEI tenets, integrating DEI metrics into annual appraisals, succession

planning, learning & development programs, employee self-help groups for mentoring and supporting, and diverse representation of employees at all the levels, we have several initiatives that work together to drive the DEI values. However, this is just a start.

I think the most important of all and an enabler in the DEI direction are leaders making available a 'safe space' at work. A safe channel for voicing out concerns, perspectives, and experiences that challenge the stereotypes, systems of dominance, and power. This is a humungous task and will only work when employees have faith in the 'safe space'.

www.businessnext.com

TESTIMONIAL



Six years with BUSINESSNEXT and I have never felt as valued and respected as I feel here. Personally, it has been challenging, as a single mother going through the divorce, but this workplace has become my comfort zone in more ways than one. With full work-hour flexibility and the support of the employee affinity group, work-life balance has been easy.

MADHULIKA SHARMA
Associate Sales Support, BUSINESSNEXT

Flexibility & equal growth opportunities at critical life junctures like marriage or starting a family can be any company's policy. But BUSINESSNEXT goes beyond it. Active support in maintaining work-life balance, guiding me to leverage my potential all through my life milestones in the past 15+ years and providing growth opportunities, has only nurtured a sense of loyalty and belief that there is no limit to what we as women can accomplish.



SHILPI SWAROOP
Vice President Delivery Services, BUSINESSNEXT



The first Job and working as the only girl in a male dominant department – were enough to give me chills back in 2018. I joined BUSINESSNEXT with a lot of apprehension. However, the supportive and friendly culture not only put me at ease but brought out the performer in me! Even post-marriage when maintaining work-life balance seemed a herculean task, I am glad to have the flexibility and the support of the team BUSINESSNEXT.

RACHEL DCRUZ
Associate – Finance & Accounts, BUSINESSNEXT

BUSINESSNEXT fosters a supportive environment for women, enabling them to flourish and succeed in their careers. The leadership programs have been instrumental in my professional growth with valuable insights. The focus on work-life balance has helped me prioritize my family, health, and personal well-being overall. I am proud to be associated with this organization for over a decade and have experienced the net positive impact of its inclusive culture on my professional journey.



JENITA MEHTA
Principal Consultant, DSG

women-to-men ratio @ Workplace

Our DEI policies have helped us evolve our gender spread and we have seen a prominent shift in the women-to-men ratio. From women representing 31% of the workforce in 2019, the numbers have gone up to 36%. That said, our focus is crossing over from the set gender segregation of men and women and reaching out to other underrepresented communities with desired skill sets and talent.

In this journey, we have seen a lot of support from our existing and alumni employees set in terms of amping up our diversity numbers and their ideas about how we can improve the DEI quotient further. We are experiencing increased creativity and innovation, better problem-solving, and improved customer service. It has also impacted our employee retention, engagement, and workplace affinity.

For us, a diverse workforce comprises underrepresented communities, encompassing racial and ethnic groups, LGBT and women, across each level of the workforce, more so in leadership roles. We are banking on our DEI-focused recruitment practices to achieve this across the geos we operate in. The journey is a slow one as it requires a perception shift and better absorption of the idea projected in behavior and actions. However, each step will surely take us toward our goal of a diverse and happy workforce. Though a jump of 5% in 5 years of women-to-men ratio is remarkable, given the pandemic and the recruitment pressures, we are committed to taking this ratio to touch 40% in the next 2 years. More so, we are committed to elevating the number of women in the leadership role. More women at the senior level mean building an organisation that is empathetic, where employee equity is paramount, and underlines our march towards a truly diverse organisation.

