
Gender Pay Gap Report 2024/2025

Syntel Europe Limited



Trusted partner for your Digital Journey

Atos

Preface

Syntel Europe Limited (Company) is committed to equality and diversity in all forms. From our entrepreneurial beginnings to our role as a global leader in digital transformation, we have endeavored to hire the best and brightest minds and encourage each of them to reach their full potential — regardless of gender, culture, or background.

As part of the Atos Group, our efforts are part of an organization-wide Gender Diversity Strategy. This strategy defines our approach to maintaining a pipeline of female talent, creating a flexible and inclusive working environment, and enabling women to progress to senior technology and leadership positions.

In addition to issues of fairness and equality, many studies have shown that diverse workforces can be more productive, more profitable, and more adept at solving problems. I have witnessed this first-hand in my career, and I firmly believe that diversity within our ranks benefits all employees, creates a stronger work environment and delivers more value to the clients we serve.

As you will read on the following pages, we are making progress in our journey to gender equality but there is room for improvement. The tech industry has traditionally been a male-dominated arena, but we believe that our diversity initiatives are making a difference in improving gender representation and inclusion in our company and our industry.

Milind Garud
GM – Human Resources



What sets us apart? —

Improved agility and business performance:

Our automation-driven solutions and strong industry focus enable us to deliver unmatched end-to-end transformation capabilities to accelerate your digital journey.

Evolve to 'Digital Native' standards:

We employ next-generation digital technologies to modernize apps and infrastructure, get meaningful insights from your data, and improve security, reliability and efficiency across the enterprise.

Delivering excellence at scale:

We are focused on execution, with a digital-ready workforce that delivers global scale with a strong local focus that ensures we not only understand your needs but are ready to deliver — wherever and whenever your business requires.



Gender pay gap statistics

In line with regulations, here are the gender pay gap statistics. We have taken a meticulous and rigorous approach to data-gathering and compilation to ensure that the data is accurate, and we fully adhere to the reporting guidelines.

Mean and Median gender pay gap.

Mean pay gap	Median pay gap
18.2%	6.5%



Mean and Median bonus gap

Mean bonus gap	Median bonus gap
63.4%	48%

Proportion of men and women receiving a bonus payment

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34%



45%

Pay Quartile - Proportion of men and women in each quartile pay band

%		
Top quartile	74%	26%
Upper middle quartile	78%	22%
Lower middle quartile	81%	19%
Lower quartile	86%	14%

Understanding Our Gap

- This gap is largely driven by the gender distribution of employees, with more female staff in support roles and more males in senior consulting roles, including at Partner level.
- A deeper understanding of our gap reveals challenges and opportunities for our industry as a whole and for Atos Group as a business. Each of these insights is helping us focus our efforts to address the issues of gender diversity and inclusion.
- Also, we recognize that we need to attract and recruit more women into Atos at all levels.



Closing the Gap

We are committed to closing our gender pay gap and working actively to improve gender diversity within our industry. Moreover, there is a need to bridge gap in terms of variance in the pay gap for all the quartiles.

- We are committed to addressing the gender pay gap through our broader global commitment to diversity and inclusion. We will continue to invest in and foster an environment in which women can thrive.
- We will take steps to ensure that the female employees in Atos are provided with opportunities and support to pursue a successful career with us.
- We pride ourselves on our flexible and remote working policies, that nurture a culture of inclusion, work-life balance, and trust.



Diversity and Inclusion are in our DNA.

Syntel Europe Limited (Company) is an inclusive employer. We do not discriminate based on race, religion, color, gender, age, disability or sexual orientation.

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Milind Garud

GM – Human Resource

