



Women at DXC

Embracing diversity
and an inclusive
corporate culture



Women at DXC Australia and New Zealand

At DXC Technology, diversity is reflected in our inclusive environment that embraces many cultures, backgrounds, values and ideas.

Diversity is at the core of our ability to serve our customers and shareholders, and it strengthens our reputation as the employer of choice in the IT industry and beyond.

We are proud of our inclusive and diverse culture. We harness the unique contributions of our people to give us our edge. We value every idea and the person behind it.

At DXC, our people come first. We believe in equality. We care about developing our people and provide opportunities for growth and support. Our inclusive culture powers our results, and the company grows only if our people grow.

Our leadership team continue to drive gender equality initiatives and outcomes. This ongoing advocacy is crucial in changing social attitudes on workplace equality and empowers others to follow by leading from the front.

Our commitment to gender equality will ensure DXC continues its journey to make us the employer of choice for women in ICT.





An employer of choice

We inspire and take care of our people. We work to create a culture of learning, diversity and inclusion for all our people to grow and reach their full potential.

Attract and recruit

At DXC, we recognise the importance of attracting and recruiting talented women across all levels and roles in the organisation. Women can bring valuable new perspectives that, in a male-dominated field like technology, can make a big difference.

Processes

DXC recognises the varied requirements of women in the workforce. As a virtual-first company, we support flexible work arrangements. Many of our teams work remotely, some at an office location, while others have adopted a hybrid approach to work. Our workplace policies are family friendly, enabling individuals to manage the ever-changing demands of our world. Our Talent Acquisition team understand gender nuances in recruitment and are partnering with organisations that are aligned with our virtual work environment to provide flexible options for women to return to the workforce.

Graduate Program

DXC actively seeks and fosters young talent through the Australia and New Zealand Graduate Program. We target 50% female graduates in each intake. To attain this target, our recruitment team ensures that there are two male and two female candidates for managers to select from, wherever possible, during the assessment process. In 2022, 42% females were onboarded from our graduate intake.

“At DXC, we nurture inclusivity by boosting women’s representation and embrace diversity across the region. Inspiring inclusion not only drives growth and fuels innovation, we protect our people asset at DXC and make positive social change in the communities we live in. Harnessing the unique contributions of our people and valuing every idea, we create ample mentorship and networking opportunities at all career stages through our robust platforms, and foster rigorous dialogue on growth, gender diversity, bias mitigation, and equality.”

– **Nira Binderer**

Asia Pacific, Japan, Middle East and Africa Diversity and Inclusion Lead



Victorian Digital Jobs Program

Through the Victorian Digital Jobs program, we are providing women with up-to-date digital skills and paid 12-week job placements in a digital role with our Victorian business. The program gives candidates an opportunity to test their interest in a career change, with ongoing employment opportunities.

DXC's Social Impact Practice

DXC's Social Impact Practice is a collaborative approach to harnessing diverse talent, changing lives and helping workplaces thrive. Our vision is to improve societal outcomes and increase diversity and inclusion through technology and innovation.

We focus on developing and implementing initiatives that make a sustainable impact to our people, customers, partners and the wider community. The Social Impact Practice includes a unique suite of focused programs:

- **DXC Dandelion Program** - an award-winning program that embraces, supports and expands the skills of neurodiverse people – who often struggle to navigate through traditional recruitment processes – to help them secure long-term, fulfilling IT careers. Consequently, our customers and workplaces are given access to highly skilled team members with strong technical capability, to meet their IT needs.
- **DXC First Nations Program** – this program develops and delivers initiatives collaboratively with Indigenous communities, our partners and customers, to improve societal outcomes for First Nations people and bridge education, technology and employment gaps.
- **DXC Māori and Pacific Peoples Program** - embraces and supports Māori and Pacific culture through education and employment opportunities in the technology industry; drives business and supply chain partnerships; and engages with Māori and Pacific peoples in the communities in which we operate.
- **DXC Veterans Program** - a co-designed program that attracts, upskills and supports veterans who are leaving the Australian Defence Force and want to secure purposeful and rewarding long-term careers in IT. As a result, our customers and partners have access to highly skilled, outcomes-driven, security-cleared team members.

We recently launched a pilot program to hire veterans' spouses and hired four female interns. The pilot program is integrated into a degree, with streamlined training and non-traditional assessments based on real-world DXC project work. The program offers several job-creation and realignment initiatives for veterans and their spouses, recognising skills that the community and workforce require.



People are at the heart of our business

We live in more than 70 countries, speak multiple languages and work with customers on almost every continent.

Partner ecosystem

We also work closely with our partner ecosystem to promote gender diversity. In 2022, DXC Australia and New Zealand participated in Microsoft's Codess Initiative, a community for female coders established to explore ways to promote gender diversity in the engineering field. During the regional event, DXC employees networked with passionate female-identifying and non-binary students to showcase DXC's Graduate Program and shared their respective career journeys in the technology industry.

Onboard and retain

Providing a supportive environment is an important factor in attracting and retaining employees. Increasing the representation of women in the workforce, together with the retention of existing employees, remains a goal for DXC.

DXC is leading the way in reimagining the way we work and continues to explore ways of working that are best for our people. We support flexible work arrangements to ensure our employees have the means to balance their work and personal life to be productive, safe and healthy.

Leave and benefits

Our Parental and Adoption Leave Policy in Australia and New Zealand offers a range of benefits including up to 18 weeks of paid parental leave. At DXC, we encourage parents to take time out to spend with their new addition. Our gender-neutral parental leave program offers a combination of leave options designed to support you, along with a welcome back bonus for primary carers on your return to work.

For time away when you need it most, **DXC's combined Sick Leave and Carer's Leave** entitlements provide up to 10 days paid personal leave each year to recover from illness or injury, or to care for an immediate family or household member. DXC also offers volunteer, study, compassionate leave and a wellness day for when you just need to recharge.

Through our **Family and Domestic Violence Leave Policy** we provide 10 days of paid family and domestic violence leave in accordance with the National Employment Standards. Our managers are given the discretion to provide additional leave on an "as-needed basis", including for women experiencing, or supporting others experiencing, family and domestic violence.



Our **preventative health** initiative offers free flu shots each year and variety of health awareness campaigns such as skin cancer awareness initiatives, health screening and education on a range of health-related topics.

Got a special trip planned and need more annual leave? With **DXC's purchased leave** benefit, eligible employees in Australia and New Zealand can purchase up to two weeks additional leave.

Life happens! Whether it's family changes, work-related concerns, relationship issues, or just working through your next step, these challenges are an inevitable part of everyone's life. As part of our commitment to your wellbeing, DXC also provides professional and confidential **counselling and coaching** when you need it most.

Employee Resource Groups

DXC supports a number of Employee Resource Groups (ERGs) in Australia and New Zealand including First Nations, Veterans, PRIDE and Women @ DXC.

Women @ DXC was established to provide a platform to empower women of all ages and career levels across DXC. This inclusive group nurtures and guides women and the champions of change who support them. Open to all DXC employees, the group meets monthly and provides coaching, networking and mentoring opportunities. Fostering a sense of belonging, the group inspires conversations and shares ideas on topics such as development, gender diversity, overcoming unconscious bias and gender parity.

DXC PRIDE builds a supportive and affirming atmosphere for lesbian, gay, bisexual, transgender, queer, questioning, and asexual (LGBTQIA) employees and allies.

International Women's Day (IWD) is celebrated each year with an array of activities across the region. For IWD 2023, DXC hosted a 'Managing Inclusivity' session, in partnership with Magellan Healthcare, that explored the importance of inclusive leadership to the success of organisational goals. The session helped participants emerge with a better understanding of how to foster inclusivity in functional work teams.

Build your future

DXC is where brilliant people embrace change and seize opportunities to advance their careers and amplify customer success.

Diversity and inclusion associations

DXC is a member of the **Diversity Council of Australia**. Our DCA membership offers many great assets to leverage when it comes to strategy, planning, educating and amplifying diversity and inclusion in the workplace.

We also leverage the tools provided by the **Workplace Gender Equality Agency (WGEA)** to review and guide our plans from year to year. In the past year, we focused on Talent Acquisition. Our global engagement survey results reflect overall positive feedback on feeling safe and supported in the workplace.

Wellbeing initiatives

The **DXC Wellbeing Hub** is a one stop shop centralising everything you need for your wellbeing journey. It combines information and resources on a whole range of topics relating to physical, social, emotional, financial and career wellbeing. Articles, podcasts and videos cover issues such as heart health, working parents, behaviour change, goal setting and exercise. There are even on-demand workouts, meditations and recipes curated by experts. You can access the platform 24x7 via a web browser or the Springday app on your mobile phone.

DXC's LIFT fitness app provides a suite of fitness offerings that make working out exciting, easy and efficient. It's like working out at your preferred gym or studio without ever stepping foot outside your house.



At DXC, we inspire and take care of our people. We work to create a culture of learning, diversity and inclusion, and are dedicated to strong ethics and corporate citizenship.



Grow and support

To support and increase the proportion of women in leadership and senior technical leaders, we recognise that it is important to offer training that targets their development needs, with appropriate compensation.

On International Women's Day 2022, 50 of DXC's talented women were nominated to take part in our inaugural **Women Rising Program**, a virtual, six-month learning journey. The program is designed for women at all stages of their careers, whether they are individual contributors or leaders. Offered in partnership with Microsoft, the program takes advantage of decades of combined corporate and academic experience and an understanding of the critical success factors for females in their career. Later in 2022, DXC extended the training program to a further 103 employees.

DXC is a founding technology partner of **HerTechPath (HTP)**, a grass-roots community of IT professionals in South Australia who celebrate and inspire women and girls to consider rewarding and diverse careers in the technology sector. DXC manages HerTechPath's digital presence, bringing together female technology leaders with schools to promote science, technology, engineering and mathematics (STEM)-related career options for high school students. The HTP community run free briefings for high schools in metropolitan Adelaide, along with networking events and other opportunities for members. DXC's Digital Transformation Centre (DTC) in Adelaide worked along with the board of HTP to design and launch the HTP website. As a not-for-profit organisation, DXC contributes to the development, ongoing maintenance and support of HTP's website.

Career success equals business success so continuous development is valued and expected. All DXC employees are encouraged to seek out experiential and educational opportunities that enable them to learn and grow. **DXC University** supports your learning by providing strategic programs and resources that support your career progression and personal development, including a variety of certifications.

DXC Learning is an integrated learning system that provides learning and career development opportunities. It contains over two million learning assets: 33,000+ courses, 350,000+ videos, curated by 5,000+ experts, available in over 30+ languages. This array of on-demand resources is available to support your skill-building in various areas, such as industry, technical, business, leadership and even language learning.



Our values are the fabric of DXC

Our values bind us together regardless of where or how we work and position us to succeed on our transformation journey.

DXC's **Learning Academies** offer a suite of curated learning resources to support your self-development in technical and professional areas. Round out your business knowledge and leadership skills by exploring the Leadership Academy, the Business Skills Academy and the Industry Academy.

DXC's **Career Navigator** provides individuals with a place to plan and track their career trajectory. This tool, which is aligned with industry-recognised technical standards and certifications, enables individuals to plan training, obtain mentors, and track their growth over time.

DXC is an annual sponsor of the **Women in IT Western Australia (WITWA) Awards and Conference**. WITWA is the leading advocate for diversity, inclusion, and equity for women in technology in Western Australia.

In line with our people-first strategy, **DXC's Mentor Platform** is designed to drive our culture of continuous learning through an online community of mentors and mentees.

Supporting our community

We value our society, our colleagues and the communities in which we live and work. Across the region, DXC is engaged in a number of corporate social responsibility (CSR) initiatives dedicated to creating a positive corporate culture. These include:

- **DXC Vietnam Culture of Care** - brings employees together to make a meaningful impact on local and rural communities such as offering care to disadvantaged children.
- **DXC INSPIRE Philippines** - actively assists vulnerable local communities via programs such as food donations, education advocacy and emergency relief.
- **DXC India #DXCcares** - focuses on practical measures like health insurance benefits to support the wellbeing and safety of our people and their families during COVID-19.
- **DXC Malaysia MyKasih Food Bank program** - supports households that are facing extreme difficulties by providing dinner packs and donating groceries.
- **DXC India Foundation** - aims to improve the social mobility of underrepresented/underprivileged groups by collaborating with non-profit partners to foster digital literacy and the learning of new skills, particularly in STEM.



We are honoured to be recognised for making an impact that matters for our customers, communities and people.

Awards and recognition

DXC is proud to be recognised for its contribution as a diverse and inclusive organisation. Some of our awards in the region include:

- 2022 Channel Asia's Women in ICT Awards: Innovation category
- 2022 Disability Equality Index: Top-Scoring Companies
- 2021 Australian Business Awards: Community Contribution (DXC Dandelion Program)
- 2021 Disability Equality Index: Top-Scoring Companies
- 2020 ARN Women in ICT Awards: Innovation category
- 2020 iTnews Benchmark Awards: Diversity Project of the Year (DXC Dandelion Program)
- 2019 ACS Digital Disruptors Awards: Young Professional of the Year Gold Disruptor (Dandelion Program)
- 2019 ACS Digital Disruptors Awards: Skills Transformation of Work Teams (DXC Dandelion Program)



Individual differences create a dynamic workplace. At DXC, our strength lies in valuing differences, encouraging input from all perspectives and uniting teams around common goals.



Learn more at
dxc.com/au

Get the insights that matter.
dxc.com/optin



About DXC Technology

DXC Technology (NYSE: DXC) helps global companies run their mission critical systems and operations while modernizing IT, optimizing data architectures, and ensuring security and scalability across public, private and hybrid clouds. The world's largest companies and public sector organizations trust DXC to deploy services to drive new levels of performance, competitiveness, and customer experience across their IT estates. Learn more about how we deliver excellence for our customers and colleagues at DXC.com.