

Rewards and Incentive Policy

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Document Revision History

Ver. Revision	Date	Author(s)	Reviewer(s)	Approver(s)	Description
1.0	5-Oct-2021	Moulshree Sarpotdar	Umar SD	Tanuja Pereira	Initial Policy
2.0	15-Sep-2023	Valenka Lobo	Laja Panicker	Tanuja Pereira	Revised policy



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1. Objective

The main objective of the policy is to clarify the rules and regulations based on which a consultant can earn rewards/incentives for various initiatives run by Hexavarsity.

2. Policy

- This policy applies to all consultants of Hexaware Technologies Ltd.
- Hexavarsity has the authority to approve or reject rewards/incentives in case of violation of rules/unethical practices.
- Rewards/Incentives will not be paid to consultants if they have resigned on or before the date of distribution.

3. Rewards

- In AwE^H points/rewards will vary and be specific to every program /drive and will be well communicated to all consultants from time to time.
- If rewards have Goody bags associated it will be delivered to the consultant's residence address or office as confirmed to Hexavarsity. Only two delivery attempts will be made.

4. Process

- To earn the rewards/incentives the consultants need to comply to all rules and regulations of the program/contest.
- It takes up to 40-50 days to process and distribute the incentives.
- In case of any query or delay in receiving incentives, a consultant can raise a Genie ticket in the appropriate category.

5. Helpdesk

For any issues, please raise a ticket on Ask Genie

Webapps > Genie+ > Create a Request >> Home >> Service Catalog >> Hexaware Non-IT >> Hexavarsity >> Internal & Process assessments >> Business Service (select Assessments) >> Request Type (Queries) >> Fill in Request title & Request Description.

6. Effective Dates

Consultants are responsible for consulting the most recent version of this policy which is posted on the HexaVarsity Portal.

Current Policy - September 15th, 2023



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Hexaware is a leading global provider of IT, BPS and consulting services. The Company focuses on key domains such as Banking, Financial Services, Capital Markets, Healthcare, Insurance, Travel, Transportation, Logistics, Hospitality, Manufacturing and Consumer. Our business philosophy, "Your Success is Our Focus", is demonstrated through the success we ensure for our clients. Hexaware focuses on delivering business results and leveraging technology solutions by specializing in Application Transformation Management (ATM), Enterprise Solutions, Human Capital Management, Business Intelligence & Analytics, Digital Assurance, Infrastructure Management Services, Digital and Business Process Services. Founded in 1990, Hexaware has a well-established global delivery model armed with proven proprietary tools and methodologies, skilled human capital and SEI CMMI-Level 5 certification.