![darwinbox]

HR Technology for the **Evolving World of Work**

"

It is not the strongest of the species that survives, nor the most intelligent; it is the one most adaptable to
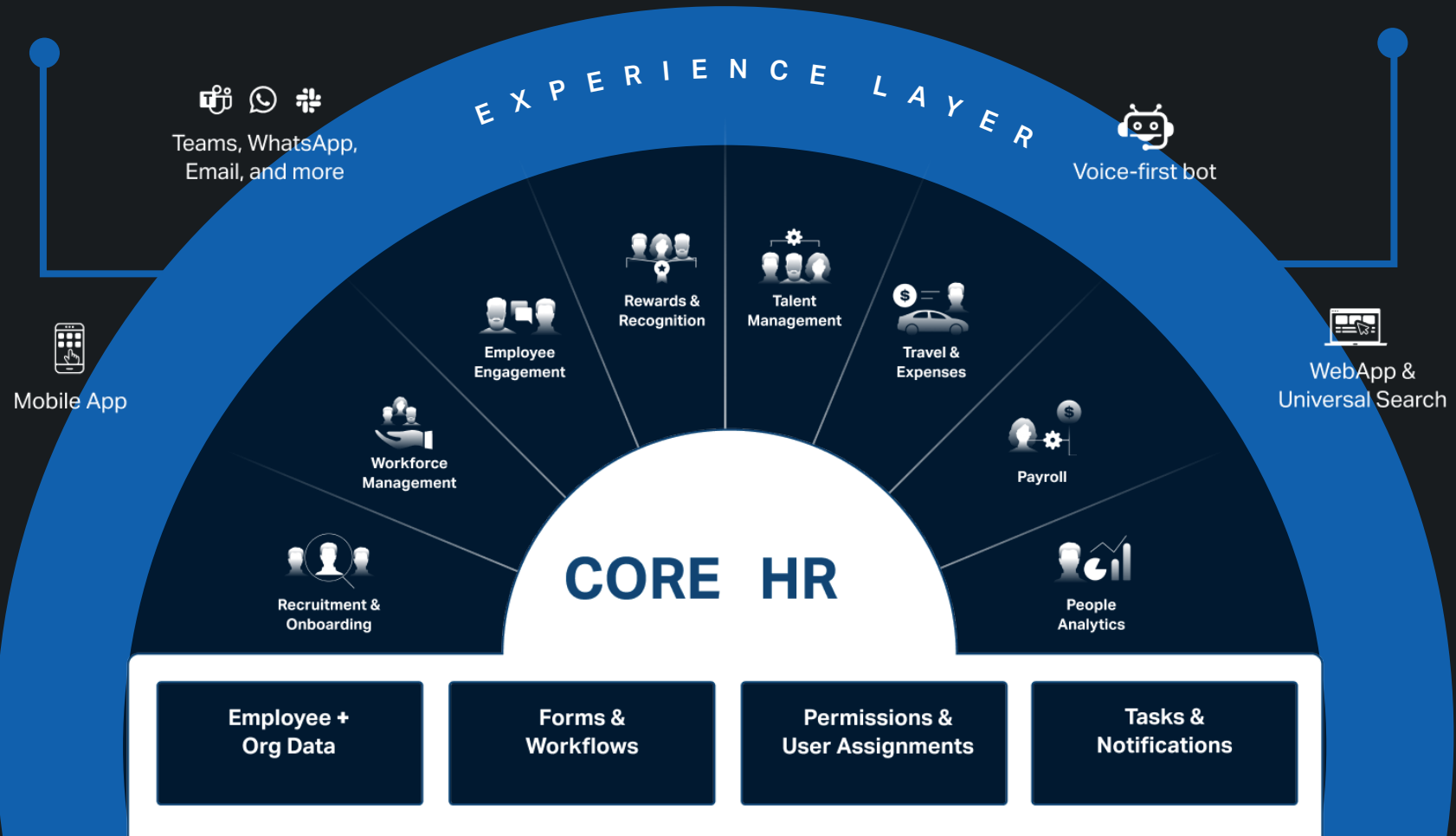
CHANGE

- Charles Darwin

The Darwinbox
Human Capital Management (HCM) Suite

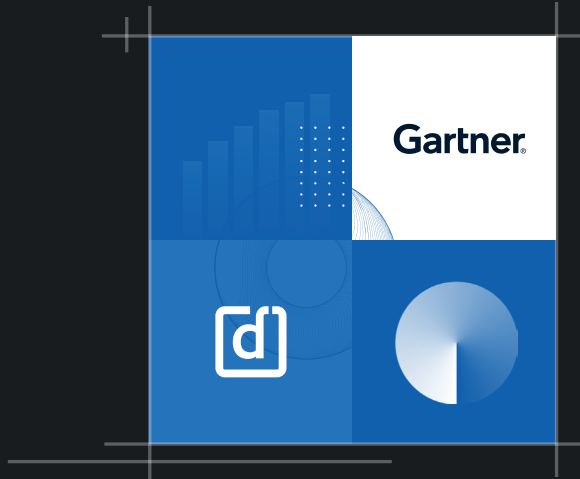A mobile-first, end-to-end HCM suite for enterprises.

Experience the power of an extensible, adoption-focused HR technology ecosystem that gets you ready for the next – now!

Open APIs for
3P Integrations

Smart Business
Insights

E X P E R I E N C E   L A Y E R

Teams, WhatsApp,
Email, and more

Voice-first bot

Mobile App

WebApp &
Universal Search

Rewards &
Recognition

Talent
Management

Employee
Engagement

Travel &
Expenses

Workforce
Management

Payroll

Recruitment &
Onboarding

People
Analytics

CORE HR

| Employee +
Org Data | Forms &
Workflows | Permissions &
User Assignments | Tasks &
Notifications |

Recognized by **Trusted Experts**

Youngest & Fastest

Growing player on MQ

Only Asian-origin

Player on MQ

> ## Darwinbox is a next generation HCM that warrants attention
>
> I first saw Darwinbox in India back in 2017 and I was astounded with the depth and breadth of features. Since then I've done a number of deep dives, and I think it's really quite unique.

josh bersin

#1 Rated HCM Globally

Gartner peer insights customers' choice 2022 ™

Gartner.

Gartner Peer Insights **"Voice of the Customer"**
Cloud HCM Suites for 1000+ Employee Enterprises

Vendor	Rating	Reviews
ADP	4.4	83 Reviews
bambooHR	4.2	44 Reviews
darwinbox	4.8	197 Reviews
ORACLE	4.5	84 Reviews
peoplestrong	4.5	89 Reviews
SAP	4.3	247 Reviews
UKG	4.2	126 Reviews
workday.	4.4	148 Reviews

96%
of customers recommend the Darwinbox experience to their peers

4.8/5
The highest rating on the Gartner Peer Insights Platform

#1
One and only customers' choice platform for large enterprises

Powering
the Powerful

700+
Enterprises

2M+
Employees

90+
Countries

The Choice of
Leading Asian Conglomerates

TATA · Mahindra · TVS · JSW · vedanta transforming for good

adani · kotak life · ARVIND FASHIONING POSSIBILITIES · L&T · JG SUMMIT HOLDINGS, INC.

Kirloskar · SBI

Trusted by Market Leaders
Across Sectors

BFSI

HDFC BANK · YES BANK · UJJIVAN SMALL FINANCE BANK · NSE · IDFC FIRST Bank

SBI general SURAKSHA AUR BHAROSA DONO · kotak life · Singlife with AVIVA · Piramal Finance

Manufacturing

ASHOK LEYLAND · TVS · SKF · CK BIRLA GROUP · TATA METALIKS

Shree Cement · Kirloskar · THERMAX

Internet/Startup

SWIGGY · OYO · make my trip · bigbasket India's largest online supermarket · Vedantu

upGrad · udaan · PharmEasy · CARS24

IT/ ITeS

Straive · happiest minds · Quick Heal Security Simplified · SONATA SONATA SOFTWARE · EVALUESERVE POWERED BY MIND+MACHINE

T Systems

Pharma & Healthcare

GLENMARK A new way for a new world · Zydus · Emcure · Strides · SUBURBAN DIAGNOSTICS

adani wilmar · CLOUD9 · YASHODA HOSPITALS

Retail & FMCG

more · ARVIND FASHIONING POSSIBILITIES · NIVEA · mamaearth · CavinKare

LuLu · MAP Mitra Adiperkasa

Others

DTDC · VIACOM 18 · HT MEDIA GROUP · DLF · allcargo

TIMES INTERNET

A TRULY MODULAR AND EXTENSIBLE SOLUTION

In a Connected Universe, **Anything Is Possible**

Darwinbox is a full-suite HCM that offers tightly connected modules across the entire employee lifecycle. Darwinbox extends seamlessly to ancillary platforms like ERPs, CRMs, etc. Using Darwinbox Studio, an integration management platform, HR administrators can build, configure, deploy, and manage integrations in a DIY fashion.
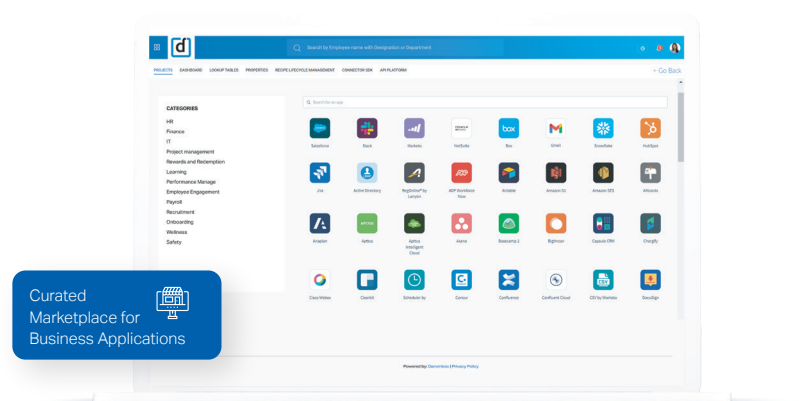
150+
Real-time API Integrations

1000+
Connectors and Adapters

- ✓ Open API framework
- ✓ DIY custom integration builder
- ✓ Curated Partner Marketplace enabling integrations
- ✓ One-view dashboard to track real-time data, health, and consumption

Curated Marketplace for Business Applications

30% reduction
in integration management costs

Asia's Leading Insurance Company
1500+ employees

BFSI giant in Singapore **integrated Darwinbox with 9+ systems** through the DIY integration platform, reducing manual effort and costs for integrations management by ~30%.

COMPREHENSIVE CONFIGURABILITY

Discover
The Freedom To Be

Built to solve for some of the most complex organizational structures and approval flows – the Darwinbox platform is highly configurable, which ensures a tailormade fit for your organization. The high degree of configurability with added self-service gives you the power of agility. You can adapt policies, processes, and frameworks with zero dependence on IT expertise.
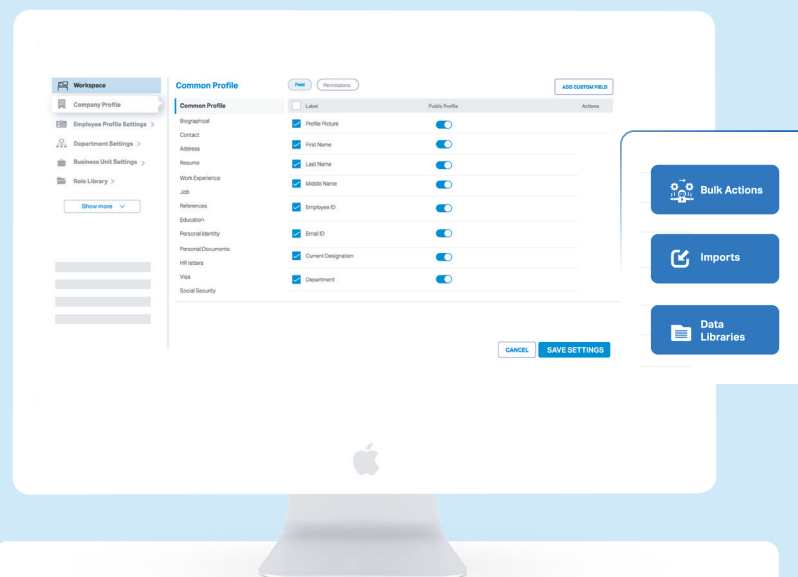
- ✓ Self-service configurability
- ✓ Comprehensive organizational and functional structures
- ✓ Configurable policies, structures and assignments
- ✓ Custom fields, forms and workflow engines

AGILE AND AI-POWERED INNOVATIONS

Intelligent Agility That Gets You Future-ready

Driven by evolution-first principles, Darwinbox's easily scalable, exhaustive, and modular architecture keeps you prepared for tomorrow. Easy scaling, fast innovation, and quick turnaround times enable you to embrace change effortlessly.

Outpace Disruption With AI-powered HR Technology

Skills Ontology
at the core of all talent operations

Stack Ranking
Job match scoring

Frictionless Experiences

Facial Recognition   Voicebot   OCR

Integrations With Work Hubs

Microsoft Teams   slack   WhatsApp

EMPOWER YOUR PEOPLE ACROSS THE GLOBE

Global Workforce Management Made Smooth

Effortlessly navigate complexities in labor laws, variance in HR processes, and dynamic changes to regulations. Darwinbox empowers HR leaders to make an impact, no matter where employees are.

- ✓ Multi-language framework
- ✓ Multi-country compliance and audit readiness
- ✓ Data localization with top-notch security
- ✓ Multi-currency and time zone configurability
- ✓ Agile policy deployments and configurations
- ✓ Global payroll management for 140+ geos

" We were looking for an HRMS that was complaint out-of-the-box for our multi-geography requirements. Darwinbox addresses GDPR, SOC compliance, ISO compliance, and data localization requirements. It is helping us provide a consistent employee experience on both web and mobile, across 8 countries.

– Anand Kapoor
Global Head of Technology, Straive

HYPER-PERSONALIZED EMPLOYEE EXPERIENCE (EX)

Deliver the Right Experience, **at the Right Time and Place**

Darwinbox helps organizations design and deliver exceptionally personalized experiences across the employee lifecycle. From enabling strong listening with voice of employee (VOE) surveys, to charting a unique journey for every employee's experience across critical milestones through crafted trails – the suite places the power to delight right in your hands.
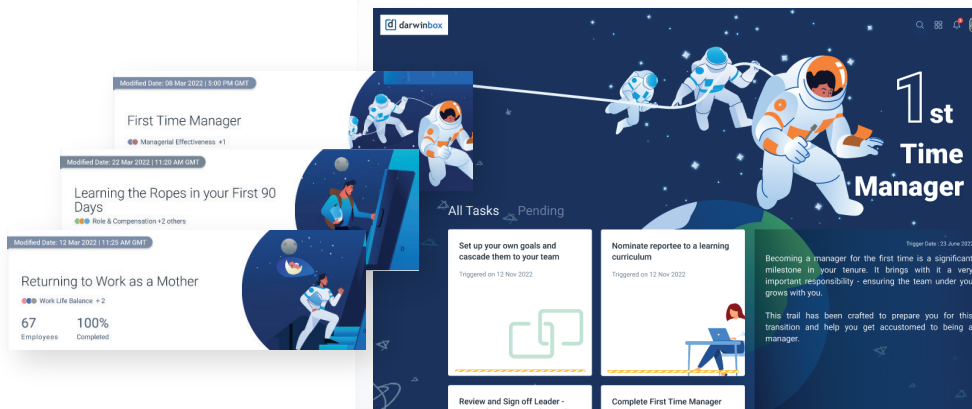
Milestones Made Memorable – Employee Trails

Life and work-related milestones can be made memorable by configuring triggers for different trails on the platform and delivering the Trail Path through an experience layer. These trails are built on an iterative design approach and help you:

- ✓ Listen to and analyze engagement
- ✓ Modify Trail Paths to deliver unique experiences
- ✓ Provide smart personalized nudges
- ✓ Perform driver analysis

14

A FERVENT FOCUS ON ADOPTION

Experience the **Power of Mobility**

Darwinbox's comprehensive, powerful, and agile mobile solution is designed to empower enterprises to drive adoption and ROI. With speed, efficiency and convenient access, employees can stay connected to the organization anywhere and anytime. Explore the endless possibilities of a mobile-first HCM!

9+ Employee Satisfaction Score

90%+ Adoption in the first few weeks

Lightest HCM Application

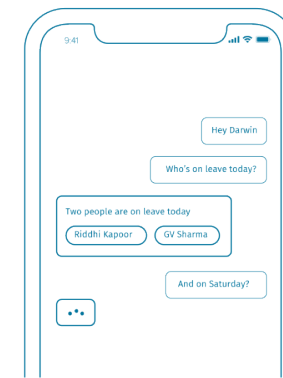### 100% Mobile-first Employee Self-service (ESS) And Manager Self-service (MSS)

Frictionless Experience

- Facial Recognition
- Voicebot
- OCR
- OTP-based Login

Real Time Engagement

- Instant Feedback
- Social Sharing
- Rewards

**Conversational Interface With First-ever HR Voicebot**

"Hey Darwin, who's on leave today?"

15

One Core: **Limitless Possibilities**

Darwinbox's global HR Core enables organizations to adapt to newer realities faster and better. It is a highly configurable system that provides you the flexibility to design complex functional structures, plan for your workforce, and configure business processes with workflows and a fine-grained permission framework, with everything localized to the country you're in.

- ✓ Seamlessly connected with the entire employee lifecycle
- ✓ Highly configurable system
- ✓ Zero IT dependency with self-service
- ✓ Flexible and efficient custom workflow engine
- ✓ Globally compliant and secure
- ✓ Comprehensive employee profiles with embedded skills
- ✓ Easy benefits management
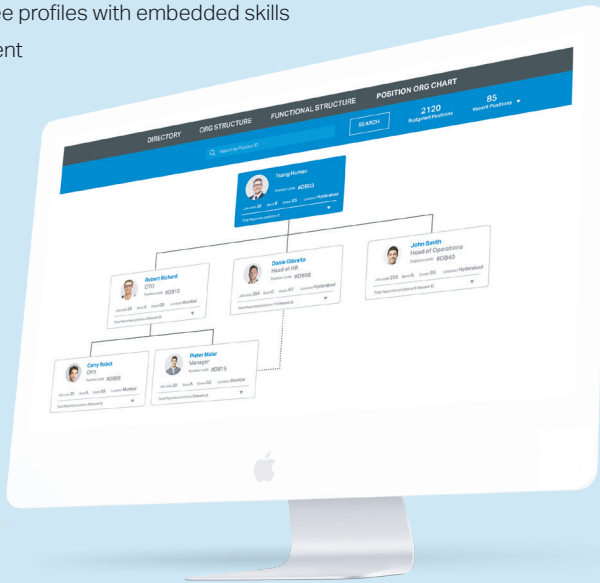
Pharma

Emcure®
SUCCESS THROUGH INNOVATION

▶ **10,000+** Employees

**Self-serviced organizational restructuring in 45 days**

Restructured the organization from **13 to 5 layers:** streamlined roles, grades, and bands in a span of **45 days** with the help of self-service Core HR.

Make Time for Greatness

Discover the power of a system that delivers engaging mobile-first experiences while driving workforce productivity, streamlining time-entry and approval processes, and enhancing workforce efficiency.

- ✓ Geo-tagged and geofenced attendance capture
- ✓ Facial recognition for authentication
- ✓ Efficient task management and delegation
- ✓ Configurable overtime and integrated payroll
- ✓ One-view for optimized shift management
- ✓ Timesheets and activity-level project tracking
- ✓ Advanced shift rostering for a hybrid workforce
- ✓ Localization across the globe

Facial Recognition

Capture

Powered by darwinbox
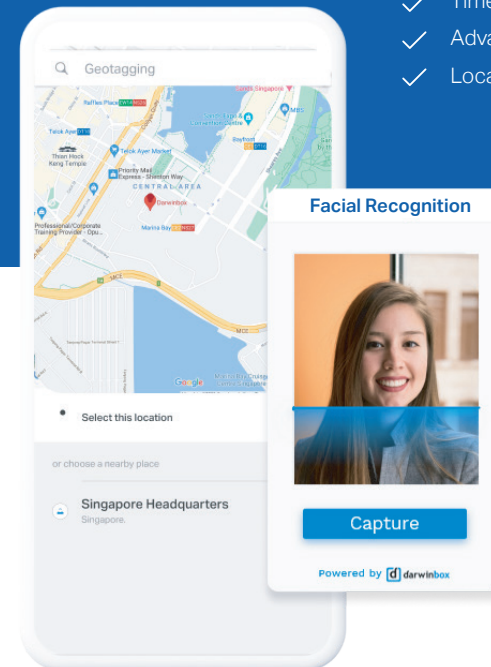
Transportation & Logistics

LARSEN & TOUBRO

▶ **1200+** Employees

First in the transport sector to enable **geofencing & facial recognition**-based attendance tracking across **140 shifts in 65+ locations**.

Recruit and Onboard
Faster, Smarter, Better

Manage high volume hiring with easy and smart bulk actions to deliver a spectacular candidate experience right from discovery to onboarding.

- ✓ Candidate chatbot for a best-in-class experience
- ✓ Screen, shortlist, assess, hire and onboard at scale
- ✓ Stack ranking and smart filters to enable better talent decisions
- ✓ Hyper-personalized recruitment and onboarding journeys
- ✓ Internal Talent Marketplace to discover and deploy internal talent pools

Seamlessly Integrates With a Vibrant Talent Acquisition Ecosystem

Background Verification: **AUTHBRIDGE** Building trust through data

Assessments: **Mercer** · **mettl** · **HackerRank**

Compensation Benchmarking: **Compport** · **Mercer**

Digital Signature: **DocuSign** · **Leegality**

Telecom Qualifier: **callify**

Sourcing Partners: **eQuest** · **Linked in** · **MONSTER** · **iimjobs.com** · **naukri.com** India's No 1 Job Site
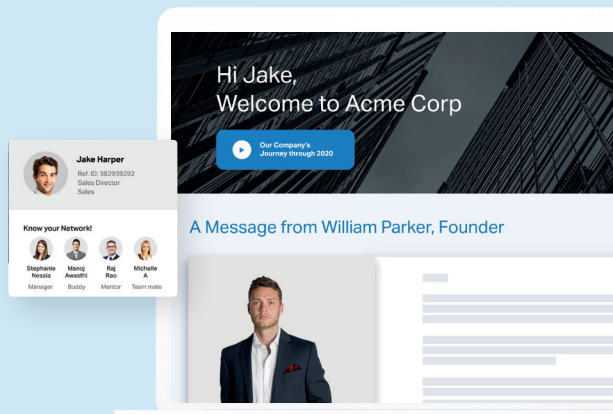
Retail

more QUALITY 1st

▶ **17,000+** Employees

Decentralized Recruitment with 100% compliance

Reduced TAT to **1 day** and scaled from **15K employees to 17K employees in under 3 months**.

Hi Jake,
Welcome to Acme Corp

▶ Our Company's Journey through 2020

A Message from William Parker, Founder

Jake Harper
Ref. ID: 382939292
Sales Director
Sales

Know your Network!

Stephanie Nessia — Manager
Manoj Awasthi — Buddy
Raj Rao — Mentor
Michelle A — Team mate

A Talent Management Ecosystem
Centered Around Your People

Discover, engage, and develop talent with advanced tools and frameworks – talent pools, talent search, career planning, succession planning, and individual development plans.

Skill-first Talent Management – 21,000 skills across 38 industries

- ✓ Skills-driven talent management
- ✓ Unified, all-encompassing talent profiles
- ✓ Dynamic goal setting and cascading
- ✓ Multiple goal management philosophies across the organization – OKRs, MBO, PP, etc.
- ✓ Conversational and continuous performance reviews and journals
- ✓ Integration with LMS ecosystems for contextual upskilling
- ✓ Compensation modelling, benchmarking, and merit planning
- ✓ Democratized career planning, development, and succession planning

Comprehensive Performance History

Tailor-made Learning Journeys

Retail

more QUALITY 1st

▶ **17,000+** Employees

Democratized learning through a tightly integrated talent management ecosystem. Witnessed **90% mobile-based adoption** by employees.

Make Your Biggest Cost Your Smallest Worry

Plan better, automate inputs, ace compliance, and get actionable insights with Darwinbox's Compensation Management suite. With best-in-class features and an exhaustive partner ecosystem, give your organization the gift of flawless compensation management.

- ✓ Multi-currency, multi-frequency payroll
- ✓ Retroactive payments and minimum wage checks
- ✓ Compa-ratio analysis
- ✓ Robust analytics and insightful visualizations
- ✓ Employee self-service via mobile and desktop
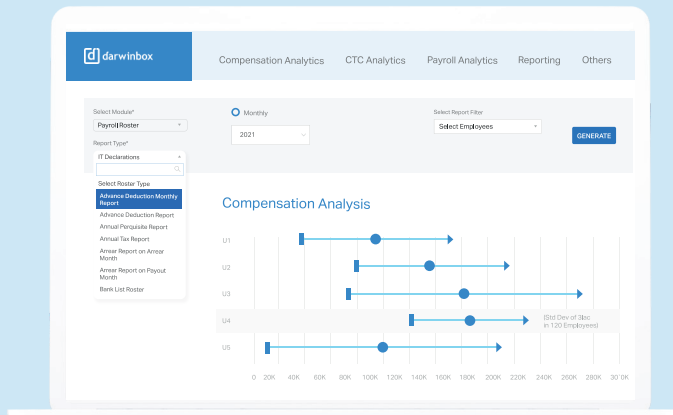
Equitable and Intelligent Enterprise Compensation Programs

Compensation Planning Simplified

Compport – a Darwinbox portfolio company

Simplify compensation modeling and sales incentive planning with:

- ✓ Merit planning
- ✓ Scenario planning engine
- ✓ Instant matching & comparative analysis
- ✓ Pay equity analysis for diversity, equity, and inclusion (DE&I)
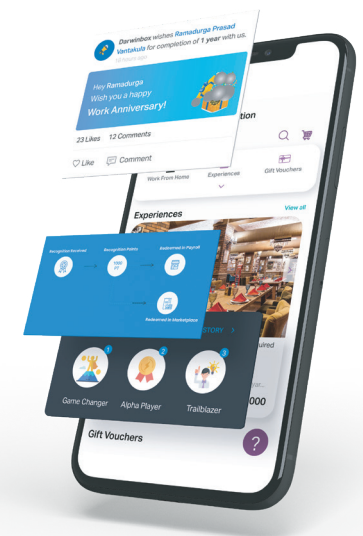
Recognize, Engage, and **Retain the Best**

Built to facilitate meaningful interactions at work, Darwinbox's Engagement suite is designed to deliver value to enterprises from day 1.

- ✓ Employee listening at scale
- ✓ Wellness check-ins and pulse checks
- ✓ Social intranet and collaboration
- ✓ Multilingual content and engagement
- ✓ Total rewards management

A Mobile-first, Gamified Rewards & Recognition Platform

With an engaging and gamified user experience using leader boards, this module ticks all the boxes – right from budgeting to engagement.

- ✓ Mobile-first and easy to adopt
- ✓ Rewards redemption marketplace enabled via a partner ecosystem
- ✓ Ability to design peer-to-peer, nomination, event-based recognition programs
- ✓ Organization-wide social recognition & social sharing on LinkedIn

Business Travel and Expense Made Easy

Make managing and tracking expenses effortless across borders. Provide your employees a seamless experience with a unified mobile app for travel, expense, and HR activities. Managers get to work with real-time insights through role-based dashboards, and real-time reports, which can also be downloaded for audits.

- ✓ Self-booking enabled with integrated travel inventory
- ✓ Advance management is tightly coupled with expenses
- ✓ AI-based OCR parser and chrome plugins for easy capture
- ✓ Custom approval flows and spending limits
- ✓ Real-time sync with attendance and payroll
- ✓ Integrated with chatbot, MS teams, WhatsApp
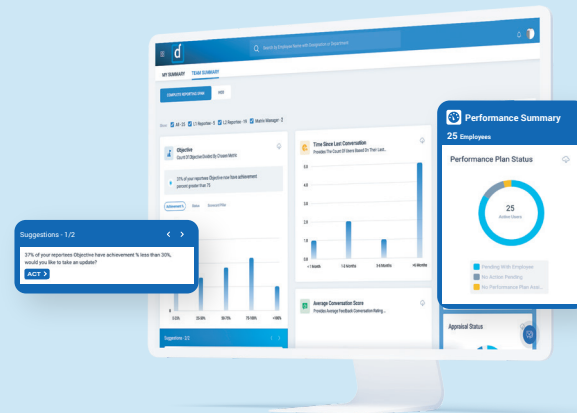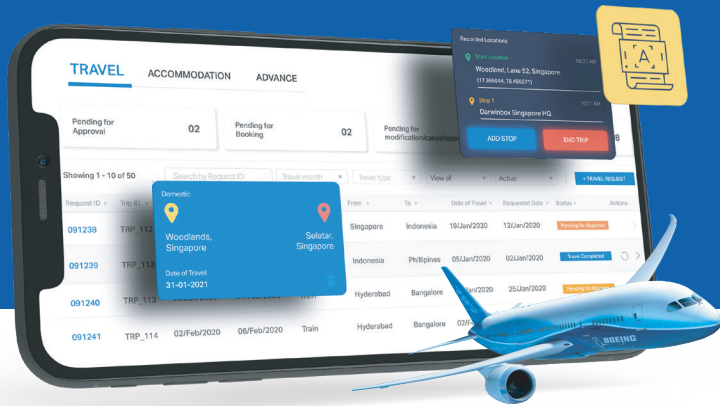
Hyperlocal delivery organization
▶ **10,000+** Employees

Fully automated travel and reimbursement management with Darwinbox. **Exception approval flows leveraged extensively** to solve urgent business travel requests and support business growth.

---

darwinbox ATLAS

Lightning-fast Insights
at Your Fingertips

Identify risks, uncover trends, recognize opportunities, and drill down into all your people data with robust reporting, analytics, and visualizations that are contextualized to support business outcomes.

Data Lab

Seamlessly integrates data from disparate sources through pre-built connectors, open APIs, or imports.

Report Builder

Create and schedule 300+ standard reports or build custom reports with customized permissions for creation, sharing, and publishing.

Darwinbox Sense

Get secure and personalized insights with AI-based predictive modeling, risk analysis, and smart suggestions that drive action.

Persona-based Dashboards

Personalized and customized native and advanced analytics dashboards for scope-specific insights.

Manufacturing Conglomerate
▶ **80,000+** Employees

One-view dashboard to analyze data of **65K+ partner network** across **8 group companies** and **12 business entities**.