

HR Technology for the Evolving World of Work

Business Experts MEA LLC

<https://www.bemea.com> | info@bemea.com | +97144214909

Office no. 903, Oxford Tower, Business Bay, P.O Box 25852 – Dubai, UAE



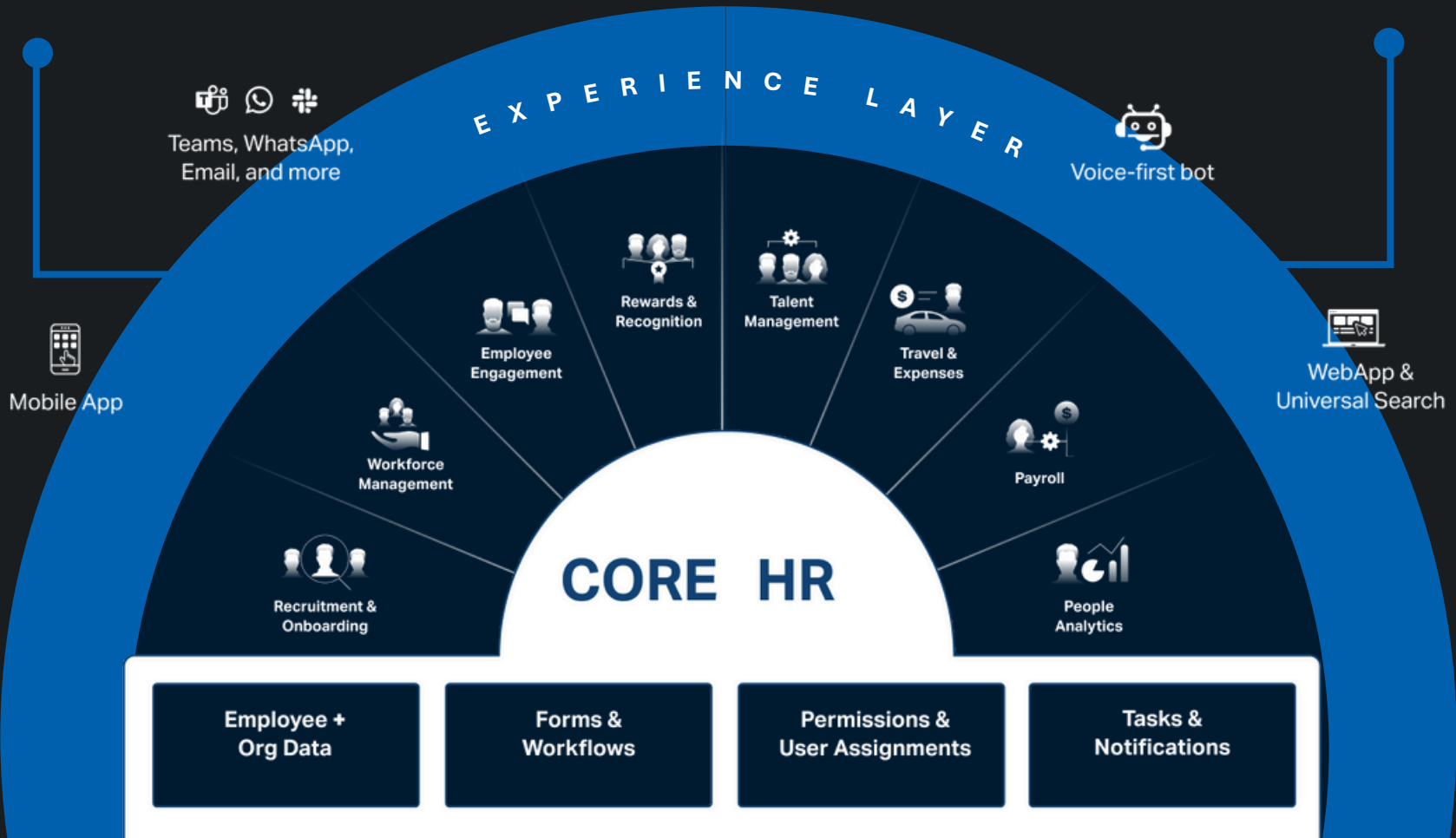
Human Capital Management (HCM) Suite

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



Recognized by Trusted Experts



“

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.

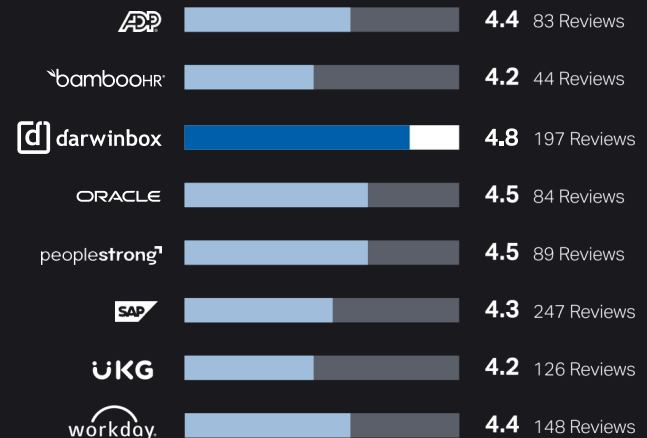


#1 Rated HCM Globally



Gartner

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



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

Trusted by Market Leaders Across Sectors

BFSI



Manufacturing



Internet/Startup



The Choice of Leading Asian Conglomerates



IT/ ITeS



Pharma & Healthcare



Retail & FMCG



Others



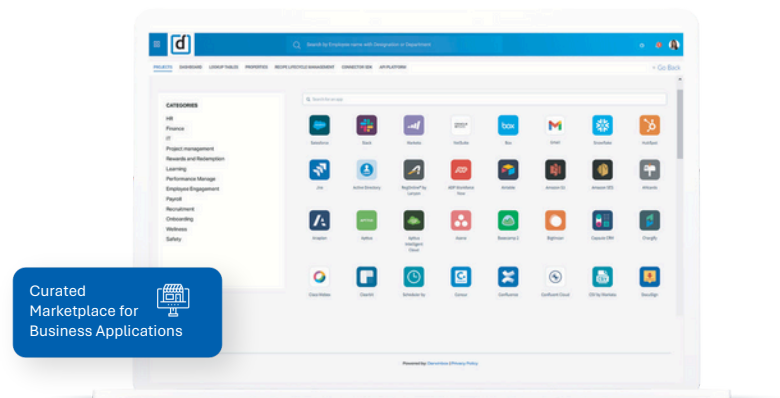
A TRULY MODULAR AND
EXTENSIBLE SOLUTIONIn a Connected
Universe, **Anything
Is Possible**

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



↓ **30% reduction**
in integration management costs

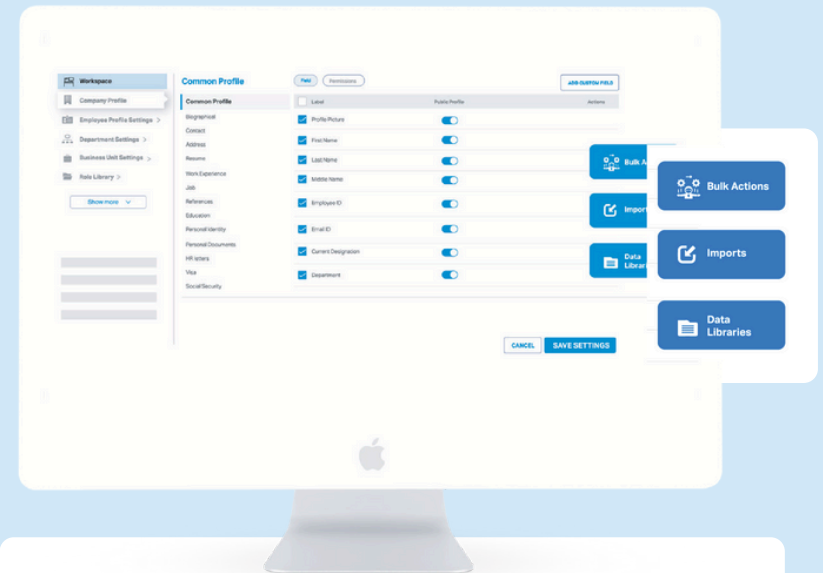
Asia's Leading Insurance Company
1500+ employees

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



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



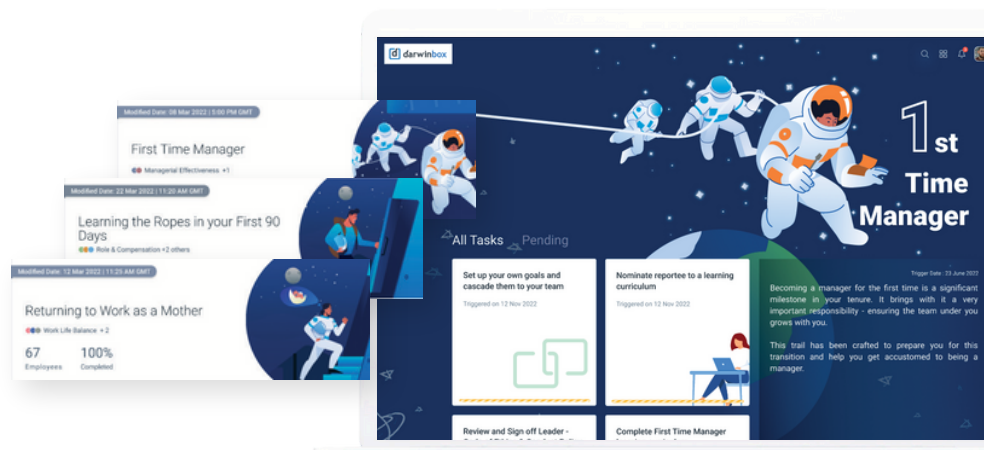
We were looking for an HRMS that was complaint out-of-the-box for our multi-geography requirements. Darwinbox addresses GDPR, SOC compliance, ISO compliance, and data localization requirements. It is helping us provide a consistent employee experience on both web and mobile, across 8 countries.

– Anand Kapoor
Global Head of Technology, Straive

HYPERPERSONALIZED 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

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)

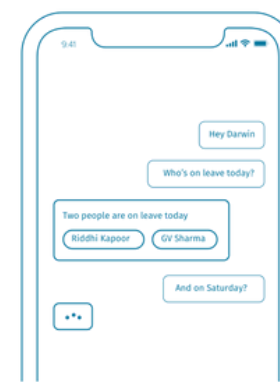
Frictionless Experience

 Facial Recognition  Voicebot  OCR  OTP-based Login

Real Time Engagement

 Instant Feedback  Social Sharing  Rewards

Conversational Interface With First-ever HR Voicebot



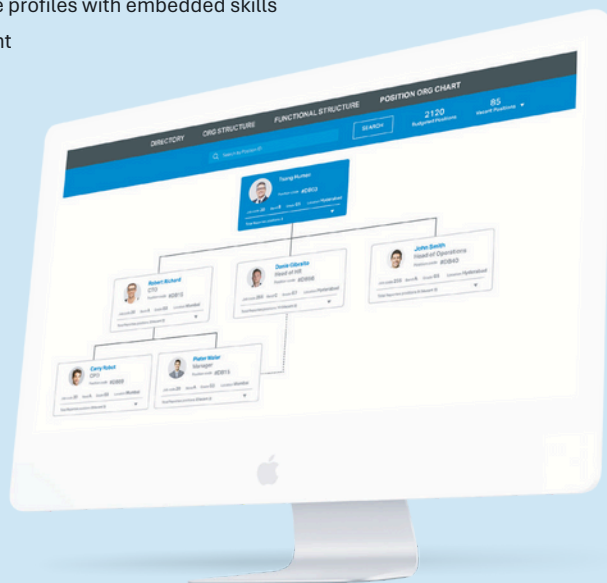
"Hey Darwin, who's on leave today?"

CORE HR

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-served organizational restructuring in 45 days

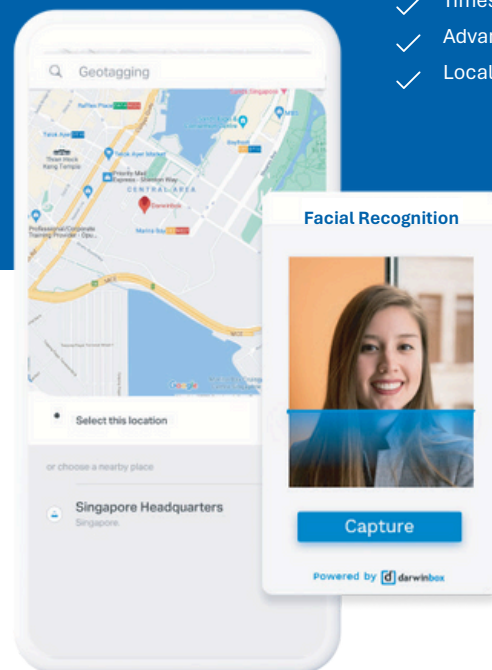
Restructured the organization from **13 to 5 layers**: streamlined roles, grades, and bands in a span of **45 days** with the help of self-service Core HR.

WORKFORCE MANAGEMENT

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



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**.

PRE-HIRE TALENT MANAGEMENT

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: **comport** **Mercer**

Digital Signature: **DocuSign** **Signality**

Telecom Qualifier: **callify**

Sourcing Partners: **eQuest** **LinkedIn** **MONSTER** **iimjobs.com** **naukri.com**

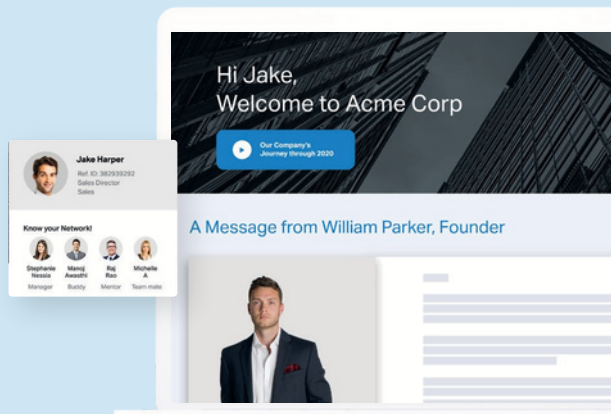
Retail



▶ **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**.



POST-HIRE TALENT MANAGEMENT

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



▶ **17,000+** Employees

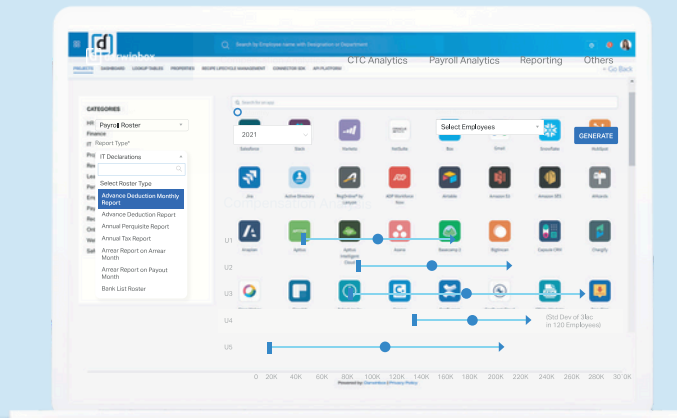
Democratized learning through a tightly integrated talent management ecosystem. Witnessed **90% mobile-based adoption** by employees.

COMPENSATION MANAGEMENT

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

Comport – 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)

EMPLOYEE ENGAGEMENT

Recognize, Engage, and Retain the Best



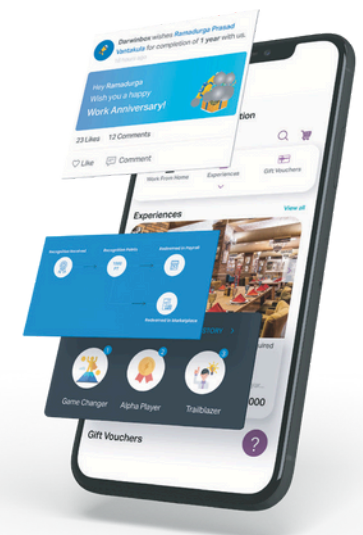
Built to facilitate meaningful interactions at work, Darwinbox's Engagement suite is designed to deliver value to enterprises from day 1.

- ✓ 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

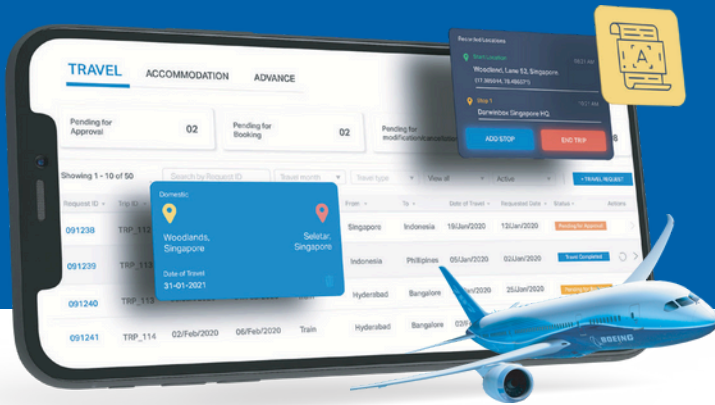


TRAVEL AND EXPENSE MANAGEMENT

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.

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**.