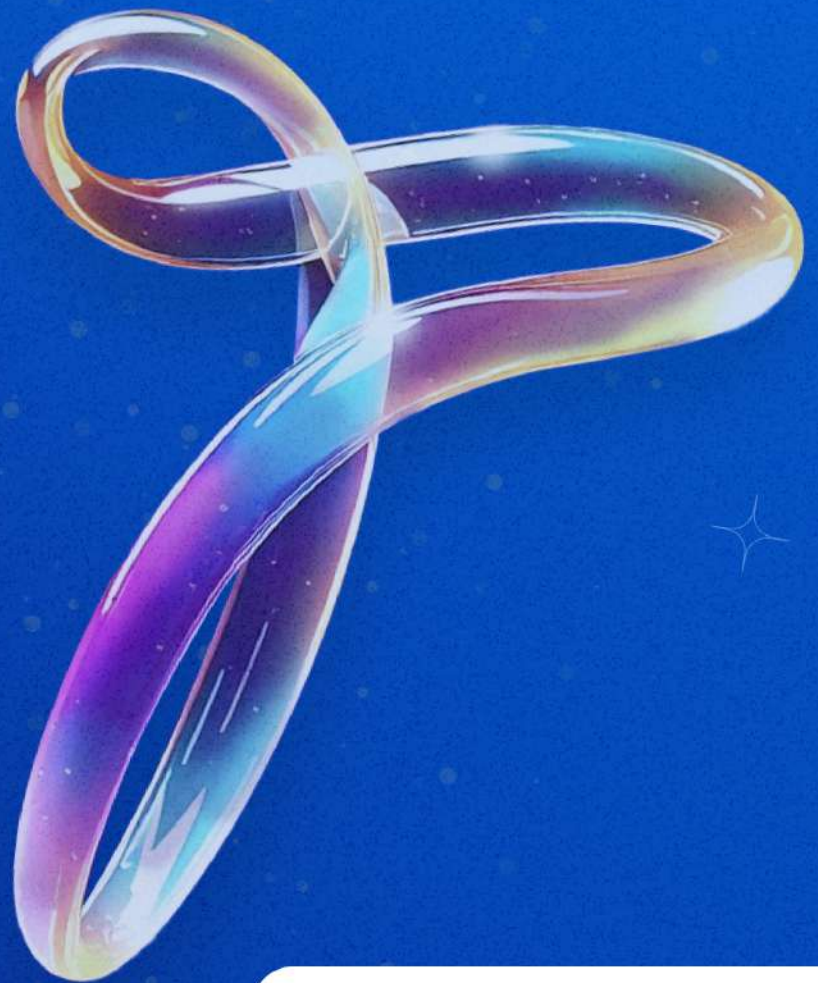


People Matters
Infini-T Awards 2025



NSE Won Gold for

Infi in Secure and Compliant HR Innovation



Problem Statement



The National Stock Exchange (NSE) of India manages an extensive investor base of over 110 million registered individuals and facilitates around 100 million average daily transactions, with derivatives contributing a significant share. Also, these transactions have a settlement time of “t+1” which is unique across the globe. Monetarily, this translates to turnover of around Rs. 2 lac crores daily. NSE reflects India’s economy which makes it a critical infrastructure having national importance. Given its central role in India’s financial ecosystem, NSE remains a high-value target for cyber threats. This makes the company prone to continuous cyber-attacks, roughly we get half a million unique cyber-attacks on our servers daily. Considering recent geopolitical tensions- including the Pahalgam incident, DDoS attack, and broader attacks on digital infrastructure, such attacks are only increasing. To support its mission-critical functions, NSE needs to adopt a strategic hybrid cloud infrastructure framework, balancing operational agility with stringent data protection, in line with the sensitive and regulated nature of financial services it offers.

Key Challenges

The National Stock Exchange (NSE) navigates a complex landscape of operational, regulatory, and technological challenges. These are compounded by its diverse workforce and the critical need to ensure seamless trading operations while mitigating emerging risks.

Regulatory Compliance and Governance

- NSE must continuously align with evolving SEBI (Securities & Exchange Board of India) mandates focused on market integrity, investor protection and operational resilience.
- Adherence to both domestic and international data protection laws demand rigorous data privacy and security protocols, including reservations to cloud based platforms. For ex: storing unique candidate/employee details like PAN Card for duplication and identity checks.

Technology Modernization and Integration

- HRMS Integration with majority of our internal ID management, employee role hierarchy and other agile technologies such as cloud computing and AI/ML

Operational Resilience and Business Continuity

- Even brief system outages, hardware failures, or natural disruptions can result in significant financial impact over the Indian economy.

Security and Access Control Enhancements

- Strengthening role-based access controls, encryption protocols, and automated de-provisioning presents a strategic opportunity to reduce risk exposure and enhance governance through HRMS.

Workflow Optimization Across the Workforce Lifecycle

- Manual dependencies in requisition, onboarding and separation processes highlights the need for streamlined automated workflows to improve speed, consistency, and security across employee life cycle.



Strategic HR Transformation Enabled by Darwinbox at NSE

To effectively manage its complex and diverse workforce which includes around 3000 full-time employees, 3500 vendor personnel (auditors, consultants), National Stock Exchange Group (NSE) has adopted Darwinbox, a next-generation HR technology platform. This strategic deployment supports secure, scalable, and compliant workforce operations across the entire employee lifecycle.

Darwinbox undergoes rigorous scrutiny through four major audits annually and multiple quarterly data audits, aligned with SEBI regulations and internal governance standards. These audits assess the effectiveness of its information security controls, ensuring robust compliance across all operational layers.

Key areas covered include:

1. Cloud Cybersecurity & Infrastructure Protection

Evaluations span cloud adoption frameworks, risk and control assessments, infrastructure security, and adherence to global standards.

2. Certifications & Compliance

Darwinbox meets stringent benchmarks through ISO certifications, SOC 1 & SOC 2 audits, BCP drills and other regulatory checks.

3. Data Security & SEBI Compliance

All SEBI data requirements are fulfilled via encryption-enabled integrations, ensuring secure data exchange and privacy. The regulator expects employee and vendor related data to flow seamlessly and on real-time basis which NSE has been able to build through DarwinBox.

Darwinbox consistently delivers timely compliance documentation and maintains strict adherence to regulatory mandates - reinforcing NSE's commitment to secure, resilient, and audit-ready HR operations. These requirements are unique in nature and are specific to NSE's Cyber Security framework, which have been developed over time through DarwinBox



Key Outcomes

1. Comprehensive Digital Auditability

A fully digitized audit trail ensures every workforce-related action is logged, timestamped and readily accessible - enabling instant audit-readiness and seamless regulatory compliance.

2. Strengthened Governance and Risk Controls

Automated offboarding and access management workflows have significantly reduced risk exposure, enhancing oversight across all workforce categories.

3. Improved Operational Efficiency

Secure, end-to-end lifecycle automation has minimized manual intervention, resulting in greater accuracy, consistency, and reduced administrative overhead.

4. Enhanced Trust and Data Integrity

Advanced encryption protocols and transparent access controls have reinforced stakeholder confidence, ensuring data integrity and compliance across the board.

Conclusion

NSE's adoption of Darwinbox reflects a forward-thinking commitment to secure, compliant, and governance-driven HR transformation. By digitizing and modernizing its workforce processes, NSE has reinforced operational resilience while aligning with internal HR policies, labour laws, and tax regulations.

The platform enables comprehensive management of a diverse workforce - spanning full-time employees, auditors, consultants, and vendor staff - through enterprise-grade security and automation. Darwinbox provides actionable insights into workforce dynamics, talent gaps, and performance trends, directly contributing to organizational stability, agility, and efficiency.

This strategic integration not only strengthens compliance and data integrity but also positions NSE as a leader in secure, data-driven HR innovation.